

**Democratic Services Section
Legal and Civic Services Department
Belfast City Council
City Hall
Belfast
BT1 5GS**



**Belfast
City Council**

16th August, 2022

MEETING OF THE STRATEGIC POLICY AND RESOURCES COMMITTEE

Dear Alderman/Councillor,

The above-named Committee will meet in the Council Chamber and via Microsoft Teams on Friday, 19th August, 2022 at 9.30 am., for the transaction of the business noted below.

You are requested to attend.

Yours faithfully,

John Walsh

Chief Executive

AGENDA:

1. Routine Matters

- (a) Apologies
- (b) Minutes
- (c) Declarations of Interest

2. Restricted Items

- (a) Financial Reporting – Quarter 1 2022/23 (Pages 1 - 20)
- (b) Non-Recurrent Reallocations (Pages 21 - 24)
- (c) Update on Engagement with Trades Unions on Cost of Living Demands (Pages 25 - 28)
- (d) Update on the Work of the Marketing and Communications Team (Pages 29 - 42)
- (e) City Hall Recovery Plan - Update on Progress (Pages 43 - 50)
- (f) Update on Naming of Lagan Gateway Bridge (Pages 51 - 58)

- (g) Complex Lives – Supporting Vulnerable Individuals (Pages 59 - 70)
- (h) Update on Living Wage Accreditation (Pages 71 - 74)

3. **Matters referred back from Council/Motions**

- (a) Motion: Continuance of Hybrid Meetings - Response from Department for Communities (Pages 75 - 80)
- (b) Motion: Care Homes and Top Up Fees - Response from Minister of Health (Pages 81 - 86)
- (c) Motions – Leave Arrangements (Pages 87 - 90)

4. **Belfast Agenda/Strategic Issues**

- (a) Update on Belfast Region City Deal (Pages 91 - 106)
- (b) Corporate Plan 2021/22 – Year End Report (Pages 107 - 130)
- (c) Belfast Agenda Refresh – Update on Progress (Pages 131 - 136)
- (d) All-Party Working Group on the City Centre (Pages 137 - 162)
- (e) Stratagem Conference (Pages 163 - 174)
- (f) Review of Invest NI – Call for Evidence (Pages 175 - 182)
- (g) Menopause Policy and Guidance (Pages 183 - 204)
- (h) France - United Kingdom Local Government Forum (Pages 205 - 210)
- (i) Ban the Box Campaign (Pages 211 - 214)
- (j) Sustainable Period Products - Phase 2 (Pages 215 - 218)

5. **Physical Programme and Asset Management**

- (a) Update on Physical Programme (Pages 219 - 222)
- (b) Asset Management (Pages 223 - 248)

6. **Finance, Procurement and Performance**

- (a) Update on Contracts (Pages 249 - 258)

7. **Equality and Good Relations**

- (a) Minutes of Meeting of Shared City Partnership (Pages 259 - 292)
- (b) Equality and Diversity: Quarter 1 2022-23 Screening Outcome Report/Rural Needs Annual Monitoring Report 2021-22 (Pages 293 - 306)
- (c) Equality and Diversity: Annual Report to the Equality Commission for Northern Ireland 2021-22 (Pages 307 - 450)

8. **Operational Issues**

- (a) Minutes of Meeting of Party Group Leaders' Consultative Forum (Pages 451 - 456)
- (b) Requests for Use of the City Hall and the Provision of Hospitality (Pages 457 - 460)

9. **Issues Raised in Advance by Members**

- (a) Electric Vehicle Charging Points Strategy (Councillor Long to raise)

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Subject:	Update on Naming of Lagan Gateway Bridge
Date:	19th August, 2022
Reporting Officer:	Sinead Grimes, Director of Physical Programmes
Contact Officer:	Sinead Grimes, Director of Physical Programmes David Sales, Director of Neighbourhood Services

Restricted Reports	
Is this report restricted?	Yes <input checked="" type="checkbox"/> No <input 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 checked="" 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 update the Committee on the Lagan Gateway project and to agree next steps in the naming process of the bridge.
2.0	Recommendations
2.1	The Committee is asked to - <ul style="list-style-type: none"> i. note the current position on the naming of the new bridge at Lagan Gateway; ii. note the significant number of suggestions made by the public for the Bridge to be named after Noah Donohoe (or a variation of the same) and, based on this response

	<p>and the support from the family, to consider whether, on this occasion, if it wishes to step outside of the Naming Policy for the naming of the Bridge; and</p> <p>iii. if agreed to step outside of the naming policy whether it wishes this to be added to the shortlisted names or, given the level of support for the proposed name, agree on this occasion to agree the principle of the Bridge being named after Noah, with the final name to be agreed with the family without going through the second stage of the process.</p>
3.0	Main Report
3.1	<p>Background</p> <p>The Lagan Gateway project included the development of a navigation lock, an iconic foot and cycle bridge, the refurbishment of the existing weir and high-quality landscaping with associated path connections as part of Phase 1. Works are underway on Phase 2 which will see connections from the Annadale side up into Belvoir Forest. The Bridge officially opened in September of last year and has proved to be extremely popular with high levels of usage. A murals project on the piers of the Bridge has also received very positive feedback.</p>
3.2	<p>Members will be aware that a public competition to name the Bridge took place last year. This was carried out in line with the Council's agreed naming policy which has been run for other similar projects including the bridges in Cnnswater Community Greenway. This follows a two-stage process -</p> <ol style="list-style-type: none"> 1. an open call for proposed names 2. Names are shortlisted by an assessment panel with the shortlisted names going out for a final vote <p>This report provides an update for Members in respect of the current status of the naming process for the Bridge. In considering this however it is important that Members are aware of the Council's Naming policy and this is outlined below.</p> <p>Council Naming policy</p>
3.3	<p>The Naming policy outlines a number of general principles including that any proposed name should -</p> <ul style="list-style-type: none"> • engender a strong positive image; • be appropriate having regard to the location; • have historical, cultural or social significance for future generations; • commemorate places, people or events that are of continued importance to the city or region;

	<ul style="list-style-type: none"> • have broad public support as evidenced through consultation; and • be inoffensive and non-party political
3.4	<p>In addition the Naming policy also notes that where any proposed name is after a person or memorialises a person then -</p> <ul style="list-style-type: none"> • The person must be deceased for a minimum of five years. • If the nominee is deceased then appropriate relatives or friends will be contacted asking if they approve of the request. If the relatives or friends do not approve, the naming process will not be pursued. • The person must have made a “significant contribution” to the life of the area/City/made a significant positive contribution to parks and leisure objectives within the community where the facility is located. • The person must have lived within the locality / district electoral area (DEA) of the park or leisure facility for a significant or formative period; <p>Lagan Bridge – Current Status</p>
3.5	<p>In line with the Council’s Naming policy an open process for naming ideas for the new bridge at Lagan was opened on 12th May last year via the ‘Your Say’ consultation hub, The first stage of the process closed on 30th May 2021 and received 1785 contributions which far exceeded expectations. The Naming Panel met 9th August and after consideration in the context of the Council policy, agreed to extend the shortlist to eight names from a variety of categories. They not only applied the original criteria for naming a Council facility but also looked at the popularity of the suggestions (i.e. how many people made a suggestion and how many likes it received). The agreed shortlist included at least one suggestion from the following groups for the public to choose including Name after a person; Name after locations; Play on a name or more symbolic name or Name after species or elements of the natural environment</p>
3.6	<p>On the basis of the naming policy the Panel shortlisted 8 names – (1) <i>Mary O’Malley Bridge</i>, (2) <i>Mary-Ann McCracken Bridge</i>, (3) <i>Bridge of Hope</i>, (4) <i>Friendship Bridge</i>, (5) <i>Kingfisher Bridge</i>, (6) <i>Lagan Gateway Bridge</i>, (7) <i>Bredagh Bridge</i> and (8) <i>Stranmillis Bridge</i></p>
3.7	<p>The Panel also recommended that when the shortlist of names is put forward that it should include the rationale for the selection of each shortlisted name. This is attached.</p>
3.8	<p>However, Members are advised that, whilst the above names have been shortlisted in line with our Naming Policy, the public call did return a number of suggestions for names which fell outside of scope of the policy (i.e. the stipulation that if it is to be named after a person that person must be have been deceased for a minimum of five years). On review, it was</p>

	discovered that the policy criteria were not included in the communication that went out seeking suggestions, therefore, those making suggestions were not aware of the policy restrictions.
3.9	One of the names suggested, currently falling outside of the policy remit, was Noah's Bridge or the Noah Donohoe Bridge (or variations similar to this). Whilst a wide selection of other names were suggested that also fall outside of the policy remit, including other individuals who have sadly lost their life in recent years, Members are advised that the Noah Donohoe proposals received a significant level of public support and was suggested over 1,000 times and received 12,000 'likes'.
3.10	This was reported to the People and Communities Committee in September last year and the Committee deferred it to Party Leaders for consideration. It was then subsequently agreed that officers would liaise with the family to ascertain their views and whether they would be supportive of such a proposal.
3.11	Members are asked to note that senior officers subsequently met with the Fiona Donohoe and her solicitor and updated them on the outcome of the first stage of the naming process. At this stage it was agreed that we would explore a number of different options which could be reflective of Noah's life and discuss these again further with the family. Given this a holding position in respect of the naming process has been advised since this time.
3.12	Members are asked to note that in late June correspondence was received from the Donohoe family confirming that they would welcome any proposal to name the bridge after Noah and they were grateful for the support that had been expressed by the public for this option. They noted that the Lagan Tow path was a favourite spot for the family and that given this they felt it would be a fitting legacy.
3.13	<p>Given the significant level of public interest and confirmation of support by the family, the Committee is asked</p> <ul style="list-style-type: none"> - if it wishes on this occasion to step outside of the Naming Policy in respect of the naming - and if does agree this, whether it wishes to add this to the shortlisted names or given the level of support for the proposed name in Noah's memory agree on this occasion to agree the principle of the Bridge being named after Noah with the final name to be agreed with the family. <p>Members are asked to note that, following the Committee and dependent on the option chosen by Members, a communications plan will be developed.</p>

3.14	<p><u>Financial and Resource Implications</u></p> <p>Dependent on the option agreed</p>
3.15	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>The shortlisted names as outlined in 3.6 above are in line with the Council's Naming Policy. If an additional name is proposed outside of this policy this will be screened in line with the Council's equality process.</p>
4.0	<p>Document Attached</p>
	<p>Names shortlisted by the Naming Panel</p>

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Proposed shortlist of names – Bridge at Lagan

Shortlisted Name	Rationale
Mary O'Malley Bridge	Huge contribution to the area and wider Belfast; she was the founder and director of the nearby Lyric Theatre which has been central to the cultural life of Belfast for over fifty years.
Mary Ann McCracken Bridge	Outstanding contribution to the whole of Belfast as campaigner against slavery and poverty; In the run up to the 1798 Rebellion she was thought to have attended meetings in Molly Ward's tavern.
Bridge of Hope	As the last year was dominated by the pandemic, building the bridge was seen as a signal of hope and positivity. After a very challenging year it is important to be reminded that there is hope.
Friendship Bridge	Symbol for all the people using both sides of the Lagan and the bridge as a connecting element of two communities; bringing people together
Kingfisher Bridge	Beautiful, colourful bird that can sometimes be seen in the area; the image of a kingfisher will also be part of the pier murals. As the symbol for Lagan Valley Regional Park, the Kingfisher is the iconic fauna of the area.
Lagan Gateway Bridge	As the bridge is over the Lagan and forms the gateway into Lagan Valley Regional Park and Belvoir Forest Park.
Stranmillis Bridge	The bridge is located at Stranmillis; the Irish name An Sruthán Milis meaning 'the sweet stream' gives its name to Stranmillis.
Bredagh Bridge	It represents the wider areas of Newtownbreda and Knockbreda that will benefit from this new access to the towpath and Lagan Gateway.

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Subject:	Motion: Continuance of Hybrid Meetings – Response from Department for Communities
Date:	19th August, 2022
Reporting Officer:	John Walsh, Chief Executive
Contact Officer:	Jim Hanna, Senior 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 or Summary of Main Issues
1.1	To consider a response from the Department for Communities to a motion on the Continuance of Hybrid Meetings, which was passed by the Council at its meeting on 4th July.
2.0	Recommendation
2.1	The Committee is requested to consider the response and take such action thereon as may be determined.
3.0	Main Report
	<u>Key Issues</u>
3.1	The Council, at its meeting on 4th July, adopted the following motion on the Continuance of Hybrid Meetings, which had been proposed by the Deputy Lord Mayor (Councillor M. Kelly) and seconded by Councillor Bower:

Continuance of Hybrid Meetings

“This Council supports taking measures to encourage a broader demographic to stand for, become elected and remain as local Councillors.

It recognises that hybrid meetings enable easier participation from those with young families and caring responsibilities and disabled people, amongst others, therefore, they are more likely to consider elected roles.

The Council, therefore, supports maintaining a mixture of online and in-person access to meetings.

Notwithstanding the outcome of the recent call for evidence from the Department of Communities on Remote/Hybrid meetings, the Council will write to that Department expressing its desire for the ability to continue to hold both full Council and Committee meetings in hybrid form.”

- 3.2 A response to the motion has now been received from Mr. A. Carleton, Director of the Local Government and Housing Regulation Division, on behalf of the Minister for Communities, a copy of which is attached.
- 3.3 Mr. Carleton begins by stating that the Local Government (Meetings and Performance) Act (NI) 2021 contains an enabling power to allow the Department for Communities to bring forward further Regulations to provide for remote/hybrid meetings, which would include making permanent provision for such meetings. The Department is developing proposals for the Minister’s consideration on further regulations for remote/hybrid meetings to be made under the 2021 Act, taking account of the responses to the recent call for evidence. A working group, with membership comprising Departmental officials and Council officers, has recently been established to assist in developing these proposals.
- 3.4 He goes on to point out that the Local Government (Coronavirus) (Flexibility of District Council Meetings) Regulations (Northern Ireland) 2020, which were made under Section 78 of the Coronavirus Act 2020, are due to remain in force until 24th September 2022, as the Department extended the expiration date of section 78 of that Act until that date.

3.5	<p>Mr. Carleton concludes by stating that, subject to the Minister's agreement, the Department for Communities intends to further extend the expiry date of Section 78 of the Coronavirus Act 2020, allowing the current regulations to remain in force beyond 24th September. This would afford time for the proposals for the Regulations under the 2021 Act, to be fully developed.</p> <p><u>Financial and Resource Implications</u></p> <p>None.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>None associated with this report.</p>
4.0	Document Attached
	Response from Department for Communities

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Causeway Exchange
1-7 Bedford Street
Belfast
BT2 7EG**

Telephone: (028) 90823346
e-mail: anthony.carleton@communities-ni.gov.uk
Our ref: CORR/2204/2022
Date: 1 August 2022

Mrs S Steele
Democratic Services Officer
Belfast City Council
Legal and Civic Services Department
City Hall
Belfast
BT1 5GS

Via email: steelesara@belfastcity.gov.uk

Dear Mrs Steele,

Motion - Continuance of Hybrid Meetings

Thank you for your letter of 18 July 2022 to the Minister, regarding the above motion passed by Belfast City Council on 4 July 2022. The Minister has asked that I reply on her behalf.

The Local Government (Meetings and Performance) Act (NI) 2021 contains an enabling power to allow the Department to bring forward further Regulations to provide for remote/hybrid meetings, which would include making permanent provision for such meetings. The Department is developing proposals, for the Minister's consideration, on further regulations for remote/hybrid meetings to be made under the 2021 Act, taking account of the responses to the recent call for evidence. A working group, (with membership comprising Departmental officials and council officers) has recently been set up to assist in developing these proposals.

The Local Government (Coronavirus) (Flexibility of District Council Meetings) Regulations (Northern Ireland) 2020, made under section 78 of the Coronavirus Act 2020, are due to remain in force until 24 September 2022 as the Department extended the expiration date of section 78 of that Act until that date.

The Department, subject to the Minister's agreement, would intend to further extend the expiry date of section 78 of the Coronavirus Act 2020, allowing the current regulations to remain in force beyond 24 September. This will give time for the proposals for Regulations under the 2021 Act, to be fully developed.



I trust that this information is of assistance.

Yours sincerely

Anthony Carleton
Director
Local Government & Housing Regulation Division



Subject:	Motion: Care Home and Top Up Fees – Response from Minister of Health
Date:	19th August, 2022
Reporting Officer:	John Walsh, Chief Executive
Contact Officer:	Jim Hanna, Senior 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 or Summary of Main Issues
1.1	To consider a response from the Minister of Health to a motion on Care Home and Top Up Fees which was passed by the Standards and Business Committee at its meeting on 28th June.
2.0	Recommendation
2.1	The Committee is requested to consider the response and take such action thereon as may be determined.
3.0	Main Report
	<u>Key Issues</u>
3.1	The Standards and Business Committee, at its meeting on 28th June, in considering a report in relation to motions which had been received in advance of the Council meeting on 4th

July, adopted the following motion which had been proposed by Councillor Heading and seconded by Councillor Lyons:

Care Home and Top Up Fees

“This Council notes that Residential Care of Older People is a statutory function of the Department of Health and delivered through a number of private Care Home companies. The Council also notes that costs for standard care is paid from the budget of the Department of Health. Placement in a care home can be means tested and affecting savings and property owned by the resident. There are some cases where top up fees are introduced and paid for by either the resident and or family and introduces a second level of care based which profits the residential care home company. Furthermore, these top fees vary from care home and company to company and is not always reflected in the level of care or the wages of staff employed in care homes. The care of our older people is important to society and accordingly this Council calls upon the Department of Health to investigate the top up costs charged by care homes.”

- 3.2 A response to the motion has now been received from the Minister of Health, a copy of which is attached.
- 3.3 The Minister begins by pointing out that the policy on charging top-up fees, or third party charges, is detailed in Departmental guidance ECCU 1/2010 ‘Care Management, Provision of Services and Charging Guidance’ (<https://www.health-ni.gov.uk/sites/default/files/publications/dhssps/hsc-eccu-1-2010.pdf>)
- This guidance states that Health and Social Care Trusts must contract for placements at the most competitive rate available, which it considers suitable for meeting an individual’s assessed need, even where this is not obtainable at the regional rate. Where a Trust has contracted at that rate there is no top-up.
- 3.4 He explains that, should a service user select accommodation which is more expensive than other appropriate accommodation which the Health and Social Care Trust can secure at a lower rate, an example of which is provided, the Trust will facilitate that choice. However, the additional cost must be met by a third party such as a family member or friend, which is referred to as a top-up.

3.5	The Minister goes on to state that, whilst the aim should always be to facilitate choice for service users, Trusts have a parallel responsibility to secure the best value for money option and to protect the public funds for which they are accountable.
3.6	<p>He concludes by stating that these additional charges (top-ups) relate to the cost of accommodation provided by independent care providers and are set by them at a level which they deem appropriate to reflect market prices. As such, it is not appropriate for his Department to investigate the level of these charges.</p> <p><u>Financial and Resource Implications</u></p> <p>None.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>None associated with this report.</p>
4.0	Document Attached
	Response from Minister of Health

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Vicki Smyth
Democratic Services Officer
Belfast City Council,

smythv@BelfastCity.gov.uk

Castle Buildings
Stormont Estate
BELFAST, BT4 3SQ
Tel: 028 9052 2556
Email: private.office@health-ni.gov.uk

Your Ref:

Our Ref: CORR-1144-2022

Date: 9th August 2022

Dear Vicki,

Thank you for your letter of 15 July 2022 in respect of Care Home Top up Fees.

The policy on charging top-up fees, or third party charges is detailed in Departmental guidance ECCU 1/2010 'Care Management, Provision of Services and Charging Guidance' (<https://www.health-ni.gov.uk/sites/default/files/publications/dhssps/hsc-eccu-1-2010.pdf>).

This states that HSC Trusts must contract for placements at the most competitive rate available, which it considers suitable for meeting the individual's assessed need, even where this is not obtainable at the regional rate. Where a Trust has contracted at that rate there is no top-up.

Should a service user select accommodation which is more expensive than other appropriate accommodation which the HSC Trust can secure at a lower rate (for example, because they wish to have a better room in a particular home or a more expensive care home), the HSC Trust will facilitate that choice, but the additional cost must be met by a third party such as a family member or friend. This is what is known as a top-up.

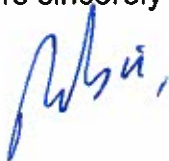
Whilst the aim should always be to facilitate choice for service users', Trusts have a parallel responsibility to secure the best value for money and protect the public funds for which they are accountable.

These additional charges (top-ups) relate to the cost of accommodation provided by independent care providers and are set by them at a level they deem appropriate to reflect market prices. As such it is not appropriate for the Department to investigate the level of these charges.

I hope this response is helpful.



Yours sincerely

A handwritten signature in blue ink, appearing to read 'Robin Swann'.

Robin Swann MLA
Minister of Health



Subject:	Motions – Leave Arrangements
Date:	19th August, 2022
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"/>
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	Three motions were passed by the Council in 2021 relating to leave arrangements for parental bereavement leave and pay, miscarriage leave and fertility treatment leave.
1.2	This report makes recommendations to the Committee on those motions and seeks approval to consult with Trades Unions on the recommendations set out below.
2.0	Recommendations
2.1	<p>The Committee is asked to agree that the Council consults with the Trades Unions on the proposed enhanced leave arrangements as follows:</p> <p>Parental Bereavement Leave and Pay</p> <p>Award 10 consecutive days' bereavement leave, not solely in the case of a child under 18, but for the death of a close relative.</p> <p>Award 10 consecutive days' full pay, not statutory pay, as a day one right with no qualifying service required.</p> <p>Award 1 days paid leave to attend the funeral of an extended family member</p>

	<p>Paid Leave for Miscarriage:</p> <p>Treat miscarriage as a bereavement and offer 10 days' bereavement leave on full pay to employees who suffer a miscarriage as a day one right.</p> <p>Fertility Treatment Leave:</p> <p>Award 10 days full paid leave following any unsuccessful IVF treatment to employees who have undergone IVF treatment, as a day one right, in addition to the paid time off for medical appointments that already exists.</p>
3.0	Main Report
3.1	<u>Notices of Motion</u>
3.2	<p>Parental Bereavement Leave and Pay- proposed by Councillor Matt Collins on 4th October 2021 states that:</p> <p><i>"This Council welcomes legislation at committee stage in Stormont for Parental Bereavement Leave and Pay (this was in reference to the legislation for Parental Bereavement Leave and Pay which came into effect in Northern Ireland from the 6th April 2022); Notes the Coalition for Bereaved Workers concern that this bill is a 'missed opportunity' and 'does not go far enough'; Will write to the Stormont Economy Committee to urge that they further the legislation on bereavement policy so that everyone who is bereaved of a close relative or partner is entitled to 2 weeks statutory bereavement leave and pay in line with the Coalition for Bereaved Workers campaign objectives; and will also undertake a review of its own bereavement policy, in conjunction with the unions, that seeks to establish 2 weeks statutory bereavement leave and pay for all Council workers in line with the Coalition for Bereaved Workers "Call to action" document."</i></p> <p>Under the Parental Bereavement (Leave and Pay) Bill introduced in April 2022, working parents are entitled to two weeks' statutory leave paid at statutory flat weekly rate of £156.66 following the death of a child under 18 or a stillbirth (at least 24 weeks of pregnancy). The 2 weeks of Parental Bereavement Leave will be a 'day one right'. To qualify for Parental Bereavement Pay, a worker must have at least 26 weeks of continuous service and earnings over the Lower Earnings Limit on the date of the bereavement.</p> <p>Council employees are currently allowed up to 3 days paid bereavement leave, up to the date of the funeral, for a spouse, partner, mother, father, son, daughter, brother or sister. In other</p>

3.3	<p>cases, the employee's Head of Service can grant leave up to a maximum of 3 days if the employee had sole responsibility for the care of the deceased or has sole responsibility for funeral arrangements.</p> <p>Employees who take sick leave due to bereavement, are sympathetically managed under the Council's attendance policy, with discretion being considered for such absences.</p> <p>It is proposed that the Council extend the statutory provisions by offering:</p> <ul style="list-style-type: none"> - 10 consecutive days' bereavement leave, not solely in the case of a child under 18, but for the death of a close relative - offer the 10 consecutive days' full pay, not just statutory pay, as a day one right with no qualifying service required. - offer one days paid leave to attend the funeral of an extended family member <p>Paid Leave for miscarriage – proposed by Councillor Michelle Kelly on 1st July 2021 states that:</p> <p><i>"The Council recognises the emotional trauma and loss suffered by parents as a result of stillbirths and miscarriages. The Council also notes a growing number of employers across the UK and Ireland are offering paid leave to employees who have experienced or been affected by early pregnancy loss and miscarriage.</i></p> <p><i>As such the Council will bring forward compassionate, fair, and progressive proposals for bereavement leave to provide leave for miscarriage and for stillbirth so employees who have been impacted do not have to use sick or annual holiday leave."</i></p> <p>At present, if a miscarriage happens in the first 24 weeks of pregnancy, there's no entitlement to maternity, paternity or parental bereavement leave or pay either in legislation or in the Council.</p> <p>Council employees who take sick leave due to miscarriage, are sympathetically managed under the Council's attendance policy, with discretion being considered for such absences.</p> <p>In the case of stillbirth (after 24 weeks of pregnancy), National Joint Council (NJC) full maternity provisions apply entitling Council employees to both leave and pay, as does paternity and shared parental leave for those who have applied for it.</p>
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3.4	<p>It is proposed that the Council treats miscarriage as a bereavement and offer 10 days' bereavement leave on full pay to officers who suffer a miscarriage as a day one right.</p> <p>Fertility Treatment Leave – proposed by Councillor Ryan Murphy on 21st October 2021, states that:</p> <p><i>"This Council recognises that 1 in 6 couples across these islands experience infertility and that receiving treatment such as IVF can bring with it stress and pressure.</i></p> <p><i>This Council acknowledges that the World Health Organisation recognises infertility as a disability.</i></p> <p><i>This Council further acknowledges that Council staff at present are having to take unpaid leave or annual leave to receive treatment, which is unacceptable.</i></p> <p><i>In view of this, the Council will seek to implement a new leave provision for staff, which caters for those who need leave for fertility treatment and offers the same protections as sick leave. The Council will include in any such provision a safety net period of two weeks' paid leave following any unsuccessful treatment."</i></p> <p>It is proposed that the Council awards 10 days full paid leave to employees who have undergone IVF treatment as a day one right. This is in addition to the paid time off for medical appointments that already exists.</p> <p>The Fertility Treatment motion was amended at the SP and R Committee meeting on 21st October 2021 to include the consideration of menopause leave. A Menopause Policy has been consulted on and agreed with trade unions and is being presented to Committee separately for approval.</p>
3.5	<p>Financial and Resource Implications</p> <p>There will be an impact in terms of increased leave entitlement in the case of bereavement, miscarriage and IVF as outlined above.</p>
3.6	<p>Equality or Good Relations Implications/Rural Needs Assessment</p> <p>Introducing such proposals should have a positive equality and good relations impact as more favourable terms are being offered to employees in the case of bereavement, miscarriage and IVF.</p>
4.0	<p>Documents Attached</p>
	<p>None</p>



Subject:	Update on Belfast Region City Deal
Date:	19th August, 2022
Reporting Officer:	John Walsh, Chief Executive
Contact Officer:	Ronan Cregan, Deputy Chief Executive and Director of Finance and 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"/>
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	This report provides an update on the progress of the Belfast Region City Deal (BRCD), including an update on the Funding and Governance arrangements for Belfast City Council, as the Lead Authority and Accountable Body for the Deal.
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> i. note the update on progress being made to agree the Contracts for Funding which are required for each of the capital projects delivered through the Deal; ii. approve the revised Financial Agreement with the Treasury and Department of Finance, as set out in Appendix 1; iii. note that the work to formalise permanent structures and resources to allow the Council to carry out its role as Lead authority and Accountable Body has been completed;

	<p>iv. note the overview on key pieces of work in relation to the Social Value, Net Zero and Sustainability elements of the Deal; and</p> <p>v. note the update in respect of the BRCD Council Panel as provided in Appendix 2.</p>
3.0	Main Report
	Contracts for Funding
3.1	<p>Since the last Committee update in June, intensive work has continued with government departments, departmental solicitors and partners on the development of a consistent framework for the Contracts for Funding in order to inform the individual funding agreements. This work has been guided by BCC's legal team and has now resulted in the finalisation of the first individual contract for Studio Ulster. All clauses have been agreed with back to back contracts signed between the Department of the Economy (DfE) and BCC as the Accountable Body and then BCC (as accountable body) with Ulster University representing a key milestone for deal delivery.</p>
3.2	<p>Work is ongoing with Queens University Belfast for the Advanced Manufacturing Innovation Centre (AMIC), with the contract for funding and funding agreement nearing completion. Engagement is also now progressing with the Department for Communities (DfC) and partners in relation to the Regeneration Projects.</p>
3.3	<p>Members are asked to note that subsequent Contracts for Funding will be developed using the same framework and agreed clauses and as agreed by the BRCD Executive Board future agreements will be made between the relevant parties without needing specific individual Board approvals. As part of the regular BRCD update reports, the Committee will be advised of progress to agree the funding agreements for each project (following business case approval).</p>
	Financial Agreement
3.4	<p>The tripartite Financial Agreement between BCC, the Department of Finance (DoF) and HM Treasury sets out the financial commitments and protocols in relation to funding the BRCD. The agreement formalises arrangements between the governments and the Accountable Body that have been set-out in other deal documentation. A copy of this agreement was presented to Members at the June Committee meeting. Subsequently DoF proposed an amendment to Annex A which now contains the total financial contributions over 15 years rather than the annual profiles set out in the previous version. This will help with flexibility in financing the deal over the period to enable matching of BRCD profiles as much as possible. Members are asked to approve the updated Financial agreement attached at Appendix 1.</p>

3.5	<p>BRCD Programme Office</p> <p>Members will be aware that, following the signing of the deal, Belfast City Council (BCC) took on the role of the Accountable Body ensuring that the partnership makes decisions in accordance with all legal, financial, and administrative requirements. At its June meeting the committee noted that the Programme Management Office (PMO) had been working with partners to formalise permanent structures and resources for the delivery of the deal. The committee delegated authority to the Director of Finance and Resources to formalise these structures and members are asked to note that this has now been completed.</p> <p>Social Value</p> <p>Work is continuing on the delivery of the Employability and Skills Action Plan including the social value approach for BRCD projects which will follow the Strategic Investment Board (SIB) new 'points-based model'. To support the integration of this requirement within relevant contracts training sessions facilitated by SIB have been delivered with Project Sponsors with nearly 50 individuals completing the training to date and further sessions scheduled for late August 2022. A process for integrating and managing social value, in line with BRCD monitoring arrangements has also been developed, engagement has taken place to inform this process with BRCD sponsors and contract managers which will ensure mechanisms exist to manage social value delivery at a project, pillar and programme level. In specific reference to employability and skills related social value delivery, work is underway to provide through the BRCD Employability & Skills team a social value co-ordination service which will essentially work with contractors to connect them with appropriate interventions available through councils, colleges and universities assisting them to source the people to meet social value obligations in this area.</p> <p>Sustainability / Net-Zero</p> <p>Work has commenced on strengthening the environmental sustainability of the Deal and Members are asked to note that partners have commissioned an assessment of the decarbonisation priorities for the region. Professor Andy Gouldson, Leeds University has been appointed to produce a Belfast Region Mini Stern to develop a robust evidence base for the Belfast City Region Partners. Members will be kept updated as this work progresses.</p> <p>3.8 The PMO has also continued to examine how Net-Zero consideration can be more effectively integrated into programme and project development and engagement has been ongoing with the Climate Commissioner and with colleagues in the Scottish Government where Net-Zero proposals are more developed. The Scottish Government City Deal Sustainable Development Manager has agreed to lead an awareness session for BRCD Partners at the end of September.</p>
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<p>3.9</p> <p>3.10</p>	<p>BRCD Council Panel</p> <p>A hybrid meeting of the BRCD Council Panel was held on 22nd June, hosted by Lisburn and Castlereagh City Council. Panel Members were updated on the development of the key documents underpinning the deal and the key governance and assurance processes being put in place to support delivery. Members also discussed the emerging investment opportunities and contribution to tourism recovery in Northern Ireland. The minutes of the February meeting hosted by Antrim and Newtownabbey Borough Council were approved and are attached at Appendix 2.</p> <p>The next meeting is to be hosted by Mid and East Antrim Borough Council on 28th September.</p>
<p>3.11</p> <p>3.12</p>	<p><u>Financial and Resource Implications</u></p> <p>All costs associated with the BRCD are within existing budgets.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>The approach taken to develop the City Deal has been subject to independent equality screening and rural proofing and states that:</p> <p><i>‘BRCD is inherently inclusive, affording an opportunity for the region to grow in a way that will benefit the economy of Northern Ireland as a whole, thereby enhancing the lives and well-being of its citizens. If during further development of the programme it becomes apparent that there may be an adverse impact on certain groups or communities then the partnership commits to carrying out further Section 75 work and including screening and EQIAs as and when appropriate.’</i></p>
<p>4.0</p>	<p>Documents Attached</p>
	<p>Appendix 1 – BRCD Financial Agreement – RESTRICTED</p> <p>Appendix 2 – Minutes of the BRCD Council Panel of 23rd February 2022</p>

Document is Restricted

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BRCD Council Panel

Subject:	Minutes of Belfast Region City Deal (BRCD) Council Panel
Date:	12.30 pm, 24 February 2022
Councillors in attendance:	<p>Alderman Mark Cosgrove – Antrim & Newtownabbey Borough Council Councillor Julie Gilmour – Antrim & Newtownabbey Borough Council Councillor Stephen Ross – Antrim & Newtownabbey Borough Council Councillor Alistair Cathcart – Ards & North Down Borough Council Alderman Alan McDowell – Ards & North Down Borough Council Councillor Stephen Dunlop- Ards & North Down Borough Council Councillor Richard Smart - Ards & North Down Borough Council Alderman Brian Kingston – Belfast City Council Alderman Allan Ewart – Lisburn & Castlereagh City Council Councillor Uel Mackin - Lisburn & Castlereagh City Council Alderman Billy Ashe MBE – Mid & East Antrim Borough Council Councillor Robin Stewart - Mid & East Antrim Borough Council Alderman Audrey Wales MBE - Mid & East Antrim Borough Council Councillor Charlie Casey – Newry, Mourne & Down District Council Councillor Robert Burgess - Newry, Mourne & Down District Council Councillor Pete Byrne - Newry, Mourne & Down District Council</p>
Officers:	<p>David Burns – Chief Executive, Lisburn & Castlereagh City Council Jacqui Dixon – Chief Executive, Antrim and Newtownabbey Borough Council Mark Parkinson – Interim Chief Executive, Mid and East Antrim Borough Council Ronan Cregan – Deputy Chief Executive, Belfast City Council Damien Martin – BRCD Programme Director, Belfast City Council Majella McAllister – Director of Economic Development and Planning, Antrim and Newtownabbey Borough Council Susie McCullough – Director Regeneration, Development and Planning, Ards and North Down Borough Council Padraic Murphy – Programme Co-ordinator, Lisburn and Castlereagh City Council Ursula O’Loughlin – Head of Economic Development, Mid and East Antrim Borough Council Conor Mallon – Director Enterprise, Regeneration and Tourism, Newry, Mourne and Down District Council Amanda Smyth – Head of Regeneration and Business Development, Newry, Mourne and Down District Council Professor Paul Maropoulos, Director for Advanced Manufacturing Innovation Centre (AMIC), Queen’s University Emer Husbands, Theresa Slevin, Stephen Wallace, Ruth Rea, Lorraine Beggs – BRCD Programme Office</p>

1.0	Welcome and Introductions
1.1	<p>Alderman Cosgrove welcomed the members of the BRCD Council Panel to the meeting which was hosted by Antrim and Newtownabbey Borough Council.</p> <p>A minute of silence was held reflecting on the death of Christopher Stalford, MLA.</p>

	<p>On behalf of the Council Panel, Alderman Cosgrove proposed to draft a letter of thanks to Suzanne Wylie, the former Chief Executive of Belfast City Council, to formally acknowledge the leadership and determination that Suzanne had demonstrated in helping make the BRCD a reality.</p> <p>Members agreed that a formal letter of thanks should be sent to Suzanne Wylie.</p> <p>Alderman Cosgrove welcomed Mark Parkinson the Interim Chief Executive for Mid and East Antrim Borough Council.</p> <p>Alderman Cosgrove outlined the key areas of focus for the meeting.</p>
2.0	Apologies
2.1	<p>Apologies were received from:</p> <p>Alderman Philip Brett – Antrim & Newtownabbey Borough Council Councillor Ronan McLaughlin - Belfast City Council Councillor Carl Whyte – Belfast City Council Councillor SORCHA Eastwood – Lisburn & Castlereagh City Council Alderman Michael Henderson – Lisburn & Castlereagh City Council Councillor Timothy Gaston - Mid & East Antrim Borough Council Councillor Barra O’Muirí – Newry, Mourne & Down District Council Councillor Eric Hanvey - Belfast City Council</p> <p>Apologies were received from the following Officers:</p> <p>Stephen Reid – Chief Executive, Ards and North Down Borough Council Marie Ward – Chief Executive, Newry, Mourne and Down District Council</p>
3.0	Declarations of Interest
3.1	<p>Alderman Cosgrove asked Councillors if they had any interests to declare in relation to the agenda. No interests were declared.</p>
4.0	Minutes of Previous Meeting
4.1	<p>Alderman Cosgrove asked if the Panel agreed that the minutes of the previous meeting were an accurate reflection of the meeting.</p> <p>Ald Kingston proposed that the minutes from the last meeting were agreed. Seconded by Cllr Burgess Members agreed the minutes.</p>
5.0	BRCD Deal Signing
5.1	<p>Alderman Cosgrove welcomed the signing of the Deal Document in December as a significant achievement and testament to what can be achieved by Partners working collaboratively.</p> <p>The Programme Video, as launched at the Deal signing event was shown.</p> <p>Alderman Cosgrove thanked the team for preparation of an inspirational video and requested that Cllrs have access to the video and noted the potential impact if all the Cllrs on the panel shared the video through social media.</p>

	<p>Cllr Byrne welcomed the video which demonstrated the full impact of the Deal and proposed that the video is pushed through Social Media and Council websites, to ensure the full picture of what the Deal can achieve is widely communicated.</p> <p>Alderman Ashe also welcomed the video and proposed that each Council should ensure that this is communicated and shared within their local Council areas.</p> <p>Alderman Kingston agreed with the comments from previous members and suggested that greater emphasis on the Employability and Skills pillar would be helpful to demonstrate the inclusive nature of the Deal.</p> <p>Cllr Casey noted the importance of ensuring that the public feel part of BRCD and that there is something in BRCD for everyone, which this video will help to communicate.</p> <p>Damien Martin, BRCD Programme Director, thanked members for the positive feedback and noted that the video had been used for the Deal Signing in December and is available on the BRCD website. The feedback in relation to sharing the video and including further emphasis on the Employability and Skills pillar, will be discussed at the Comms Forum later in the week and an approach to re-sharing the video agreed.</p> <p>Professor Paul Maropoulos welcomed the video and noted the importance of a co-ordinated campaign to elevate the understanding of BRCD on a local, national and international scale.</p> <p>Members noted the report. Proposed by Cllr Casey Seconded by Alderman Wales</p>
6.0	BRCD Programme Update & Next Steps
6.1	<p>Damien Martin, provided an update on the progress of the overall BRCD programme of activity and outlined the key next steps. Due to the long term nature of the programme, many of the projects are at different stages of development. However a significant number of Outline Business Cases (OBCs) have now been progressed in the Innovation, Digital, Tourism and Regeneration and Infrastructure pillars and have received Ministerial and Department of Finance approval, allowing capitalisation of costs and progression to the next stage of project delivery, including procurement and design works. In the Employability and Skills pillar, a new board has been convened and an action plan for the year ahead is being developed.</p> <p>The next steps which are required to enable funding to flow to projects, include the accountable body arrangements, monitoring and reporting arrangements, ensuring project and programme resources are in place and finalisation of Implementation Plan and Financial Plan, which will provide the baseline for measurement of progress. The Letter of Offer is required to finalise these arrangements and a first draft of the Letter of Offer Framework was received on Friday. Agreeing the Letter of Offer is the number one priority for the programme and is critical to maintain momentum and allow money to flow to projects.</p> <p>Cllr Mackin congratulated the team on the progress to date and queried the potential risks to projects which do not yet have Ministerial approval and asked for some further clarification on the Letter of Offer status.</p> <p>Damien Martin reported that the OBC process is considered as business as usual and should still progress whilst Ministers are in post. It was however, recognised that there could be a potential delay for projects which go to Ministers just before the election. It was again emphasised that the development and agreement of the Letter of Offer is a major priority and whilst an outline draft has been received, even when the full draft of the Letter of Offer has been received from the departments, it will take some time to agree as a Partnership and through the Legal and approvals process.</p>

	<p>Alderman Ewart acknowledged the £1billion of investment which is a great news story for the region, however expressed some frustration at delays encountered by the Hillsborough project as it seeks to get OBC approval.</p> <p>Damien Martin noted that the OBC process has been challenging and that a number of projects have been re-submitted following CPD cost validation to address the rising cost of inflation. The revised OBC for Hillsborough has been received and is being reviewed.</p> <p>David Burns emphasised his frustration at the bureaucracy in the process and the need to recognise that the project costs included within the OBCs are estimates at a point in time and the true project costs would not be known until Contractors are procured.</p> <p>Alderman Kingston queried how money for the projects which are progressing at a slower pace will be secured.</p> <p>Damien Martin reported that projects have a BRCD budget allocation as per the Deal Document and that any project cost overruns will have to be met by the Project Sponsor through alternate sources of funding or value engineering. This will ensure that the full budget allocation continues to be available for projects which come later in the programme.</p> <p>Members noted the report. Proposed by Alderman Kingston Seconded by Alderman Ashe</p>
7.0	Impact of Innovation Investment – example of AMIC
7.1	<p>Alderman Cosgrove introduced Professor Paul Maropoulos, Director for Advanced Manufacturing Innovation Centre (AMIC), one of the five Innovation centres of Excellence to be delivered by BRCD.</p> <p>Professor Maropoulos delivered a presentation on the AMIC project, which will be based at Global Point. The project will be a strategic partnership between the private sector, government and the universities, delivering the springboard for manufacturing innovation in NI. Crucially the investment in AMIC is at a significant scale to enable NI to be recognised globally, enabling NI companies to access global markets and showcasing NI capability.</p> <p>It comprises three facilities within the Belfast Region that will serve to bridge the gap between emerging research and industrial application:</p> <ul style="list-style-type: none"> • AMIC Factory of the Future is an industry-led, advanced digital manufacturing and prototyping facility to enable testing and scaling up of new technologies. • AMIC NIACE is an industry-led centre focused on composites technologies. • AMIC Campus (not-BRCD funded) serves as a bridge to university research and skills development in the University setting. <p>AMIC's primary market focus will be in the Advanced Manufacturing, Materials and Engineering (AMME) sectors of NI and will create a range of job opportunities, across the skills spectrum, from apprenticeships to PhDs. The project will be industry focused, including SMEs.</p> <p>Alderman Cosgrove thanked Professor Maropoulos for the interesting presentation and the inspiring project.</p> <p>Cllr Casey welcomed the project focus on SMEs and noted the importance of engagement with SMEs and potential opportunities in Europe and Ireland.</p>

	<p>Professor Maropoulos agreed that SMEs are very important and recognised that engaging with SMEs can be challenging, due to limited resources within the SMEs, however making ourselves available to engage with SMEs will be key.</p> <p>Alderman Cosgrove highlighted the importance of selling the story of this world class facility which will create job and opportunities across NI.</p>
8.0	Partnership for Digital Transformation
	<p>Alderman Cosgrove noted that in addition to the investment in Innovation as outlined by the example of AMIC, BRCD will also invest £125m in a challenge led, flexible digital programme. This programme will maximise the benefits and opportunities of the Innovation centres of excellence and focus on areas where the region can be distinctive and competitive.</p> <p>Ruth Rea and Majella McAlister delivered a presentation on how across the BRCD efforts to support digital transformation across the region will be achieved through investments in innovation, digital and the collaborative working of partners through the employability and skills programme.</p> <p>Ruth Rea highlighted that Employability and Skills (E&S) underpins the programme of investment to maximise impact. Through the E&S pillar, partners are working together to understand the skills needs arising from the BRCD investment to ensure that the skills exist to enable employment opportunities expected through the deal to be fully realized. One of the E&S thematic priorities is focused upon preparing for the digital future and focuses on working with individuals and businesses to build their digital skills. In 2020 a digital task and finish project was undertaken with partners to identify the need for new interventions as a result of the pandemic but also as a way of prebuilding capacity in advance of city deal investments. The outcome of this work had led to development of new interventions which are directly aligned to support small businesses to address key inclination barriers in terms of their knowledge gap and financial barriers.</p> <p>Majella McAlister updated the Panel on two projects that have emerged from collaboration between Council partners which will support the delivery of the BRCD ambitions. The first project Digital Surge aims to address the 'knowledge' gap of digital transformation specifically focused on micro and small business and advanced digital technology. This is a collaborative project across all 11 Councils, led by Antrim and Newtownabbey and funded by Invest NI, ERDF and the Councils. The Digital Surge programme is live and Members are encouraged to make businesses in their areas aware. For more details on the programme please visit: https://antrimandnewtownabbey.gov.uk/business/support-for-businesses/business-initiatives/digital-surge/ Gillian.hackily@gmail.com</p> <p>The Digital Transformation Flexible Fund, was developed to address financial barriers for small business when investing in a digital transformation project. The project has secured up to £7m funding across 3 years from the City and Growth Deal Complementary Fund and DAERA. The funding is ring fenced and is dependent on development of a business case.</p> <p>Alderman Ashe welcomed the presentations delivered at today's meeting, which had brought BRCD to life and requested that copies of the slides are shared with members.</p> <p>Alderman McDowell noted that members should work together to highlight the programmes discussed at today's meeting and ensure take up across the Council areas.</p>

9	Press Release
	<p>Alderman Cosgrove asked members if they were content to agree the draft press release circulated in advance of the meeting.</p> <p>Proposed by Ald Ashe Seconded by Cllr Burgess Members agreed the press release.</p>
8.0	Schedule of Meetings
8.1	Alderman Cosgrove highlighted that a schedule of meetings has been circulated with the next meeting to be hosted by Lisburn & Castlereagh City Council on 22 June 2022.



Subject:	Corporate Plan 2021/22 – Year End Report
Date:	19th August 2022
Reporting Officer:	John Walsh, Chief Executive John Tully, Director of City and Organisational Strategy
Contact Officers:	Kevin Heaney, Head of Inclusive Growth and Anti-Poverty Geoff Dickson, Strategic Policy Lead Officer

1.0	Purpose of Report
1.1	To ask the Committee to approve the end of year review of the Corporate Delivery Plan 2021/22.
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> consider and approve the end of year report for the Corporate Delivery Plan 2021-22; and note the work underway to bring forward and embed a revised performance management framework that will be focused on data driven performance targets as well as progress against agreed milestones.
3.0	Key Issues
	<u>Corporate Delivery Plan 2021-22</u>
3.1	At the Committee meeting on 28th March 2020, Members agreed a new four-year corporate plan (2020-24). As a result of the Covid-19 pandemic, resources were redirected to the Council's and City's response efforts. The focus on the delivery of the corporate plan was re-established in April 2021 and an Annual Delivery Plan for 2021/22 was agreed at SP&R Committee on 18 th June 2021.
3.2	While updates on specific priorities in the corporate plan are brought to the appropriate standing Committees throughout the year, it was agreed that a year-end progress report would be brought to the SP and R Committee outlining organisational performance against the

	<p>priorities committed to in the annual delivery plan. A year-end summary report of what was delivered during 2021-22 is attached.</p> <p><u>2021/ 22 Delivery Plan – Year End Report</u></p>
3.3	<p>The 2021-22 delivery plan was focused on the recovery of our services, as well as advancing the priority programmes of work through the lenses of economic recovery, community recovery, environmental recovery and organisational recovery. It should be noted that substantial progress has been made across these priorities, whilst managing the phased return from the pandemic and widening economic and social challenges facing the City.</p> <p><u>Review of Performance Management Framework</u></p>
3.4	<p>The Committee is asked to note that, given the ongoing response to the COVID pandemic, it was agreed that the 2021-22 delivery plan would be purposefully focused on delivery. Moving forward, there will be more data driven performance targets brought to committee for agreement, alongside the priority deliverables. Work is underway to develop a revised performance management framework which will underpin the corporate plan; with further proposals being brought back to Committee for Members consideration and input prior to agreement and implementation.</p>
3.5	<p><u>Financial and Resource Implications</u></p> <p>There are no implications associated with this report.</p>
3.6	<p><u>Equality of Good Relations Implications / Rural Needs Assessment</u></p> <p>There are no implications associated with this report.</p>
4.0	Document Attached
	Draft end of year report for the Corporate Delivery Plan 2021-22

Corporate Plan 2020 - 24

2021 - 22 Delivery Plan
Year End Report

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Belfast
City Council

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Introduction

Following the local government elections in May 2019, Councillors and officers worked collectively to develop a new ambitious 2020-24 Corporate Plan. While we continued to implement our corporate priorities, during the COVID pandemic the organisation shifted focus to responding to and recovering from the pandemic. This Annual Delivery Plan 2021-22 therefore sets out the areas we need to focus on in the short term to steer the city recovery during the next phase of the pandemic, as well as building the foundations for sustained recovery. The plan is structured as follows:

- Our services;
- Inclusive economic recovery;
- Community recovery;
- Environmental recovery;
- Strategic planning frameworks; and
- Organisational foundations.

Whilst ambitious, this delivery plan focused on measurable milestones within 2021-22. This year end update reports on progress against each milestone agreed for 2021-22.





Our Services



At the core of everything we do are the services that we deliver. Throughout 2021/22 we continued to seek new and innovative ways to ensure our services are delivered to the high standards expected by our customers whilst always ensuring value for money. Despite the challenges of Covid-19, the Council has continued to deliver a range of statutory and other core services to the people of Belfast. This includes essential services like emptying the bins, cleaning the streets, registering births, deaths and marriages, a wide range of regulatory and enforcement activity such as planning applications and building control inspections and enforcement duties relating to public and environmental health including food safety and port health. The Council also continued to maintain and provide a number of local amenities such as parks, playgrounds, community centres and leisure centres (contracted to GLL) as well as regional amenities including City Hall, Belfast Zoo, Belfast Castle, Malone House, Ulster Hall and Waterfront Hall.

The Covid-19 pandemic has affected all our services to varying degrees through 2021-22. As a council, we have continued to respond to the ongoing restrictions put in place, by quickly adapting key frontline services for our residents and businesses and ensuring the continued safe delivery of critical services to our residents and businesses in the city, including bereavement services, waste collection and street cleaning. It also included ensuring that we responded to the needs of the most vulnerable in our communities through working with community and voluntary sector partners and the Department for Communities.

As the NI Executive eased restrictions on a phased basis, we have sought to maximise our contribution to the safety, health, wellbeing and economic recovery of our city by re-opening key services and in supporting businesses to re-open safely.

The following are highlights of what has been achieved against the agreed priority areas in 2021/ 22.

Front line service delivery		Service recovery
	<ul style="list-style-type: none"> Recycled 68,000 tonnes of waste and recycled 43 per cent of our household waste. Empty approximately 10 million wheelie bins and carry out 38,500 bulky waste collections. Cleaned over 4,787 streets per week (445,000km per year). We continued to maintain street cleanliness, to a cleanliness index of above 65% (the Tidy NI national average). Facilitated 182 community clean- ups in 2021. 	<ul style="list-style-type: none"> Reopen the city's crematorium chapel to the public: guidance issued by the Department of Health relating to the handling of infection risks when caring for the deceased and managing funerals in February 2022 included the requirement for the maintenance of the 2m social distance between households at funerals or in funeral homes, meaning a limit of 28 mourners per service at the City of Belfast Crematorium. Home safety checks and the distribution of equipment continue to be delivered. Additional funding has being secured from the PHA to resource this function for 2022/2023. We continue to respond to all complaints and have resumed internal inspections. NIHMO unit is fully operational and continues to engage regularly with DFC on service delivery. An internal service review is on-going to ensure efficient and effective delivery of this service. In line with the council agreed Service Recovery process, we have moved to recover nearly all neighbourhood services to pre Covid levels but with some ongoing mitigating measures to support recommended behaviours and ensure the highest levels of staff and customer safety. Our community centres, pavilions and pitches are open for bookings and we are processing third party requests to host events in our parks and open spaces thus giving individuals and families important social and recreational opportunities to support their physical, emotional and mental health and well-being. The kerbside sort collections were re-established in September 2021. City events, including the Marathon and Christmas celebrations, have restarted since the easing of lockdown restrictions and have been delivered successfully. Smithfield and St George's Markets are now operating normally following the removal of Covid related restrictions. A new layout was implemented from 4 March. The next stage is to bring on board new stallholders, subject to further engagement with CHSU. A new payment system is now in place following bankruptcy of previous supplier. The Continental/ Christmas Market returned after a two-year year absence. Work is under way on new contract development, which is likely to be appointed by July 2022. Pest control – outdoor treatments recommenced in September 2020 when staff came off furlough. Indoor treatments recommenced in September 2021. However, only treating rats and mice and not all public health pests.
	<ul style="list-style-type: none"> Delivered a 2-week summer programme of activities to approximately 500 children across the city. Supported 350 projects across the city through community provision micro/medium funding, representing a total investment of £990,552. Continued to deal with fuel poverty via schemes like Stay Warm which sold £43,940 in oil stamps. Good Relations participants/beneficiaries, we had 6,332 direct participants on our Programmes and 20,700 indirect beneficiaries of our Programmes. 	
	<ul style="list-style-type: none"> The Planning Service received 1,603 local applications this year and processed them with an average time of 17 weeks. 36 major applications were received with an average processing time of 31 weeks. (NB the figures are still provisional subject to final audit.) Processed 7626 Building Regulation applications. Dealt with 158 dangerous structures. Processed 408 entertainment licensing applications including 40 outdoor licences. Processed 185 applications relating to street trading, petroleum, cinemas, pavement cafes, road closures and amusement permits. Processed 7253 property certs. 	
	<ul style="list-style-type: none"> 26,175 participation opportunities in Stadium Community Benefits Initiative (delivered by IFA and GAA in partnership with BCC). Belfast Boxing Strategy had 1,028 participants in 2021/22. 	
	<ul style="list-style-type: none"> 1,035 Food safety inspections carried out. Health and safety 3,410 inspections carried out. 	

	<ul style="list-style-type: none">▪ Responded to 3668 Pest Control Service requests.▪ Responded to 1646 daytime noise requests.▪ Responded to 4938 Night-time noise requests.▪ Responded to 238 urgent complaints.▪ Responded to 75 Flooding complaints.▪ Housing condition complaints/Statutory Nuisance 2686.▪ Issued 1075 Fixed Penalty Notices for littering and dog offences.	Port Health <ul style="list-style-type: none">▪ The Port Health service has developed protocols and processes for imported food control at Belfast Port to implement the current arrangements together with other competent authorities including DAERA, FSA and DEFRA.▪ Continued to deliver its range of functions for infectious disease control and protecting public health. In 2021/22, 108 ship sanitation inspections were carried out, whilst the service assessed 2014 Maritime declarations of health for vessels arriving in Belfast Port.▪ Indefinite extension of initial grace periods and easements while UK/EU discussions continue have impacted the timeline for completion of 2021/22 deliverables including:<ul style="list-style-type: none">- Completion of new Point of Entry infrastructure is anticipated to be in early 2024 at the earliest. In the meantime Council continues to participate in ongoing work to inform technical and operational design requirements.- Staff recruitment and retention has been a significant issue in 2021/22, and work has been completed to review the interim structure. Recruitment to vacant and new posts is expected to be completed during Q1 and 2 of 2022/23. Further work to develop a more sustainable staffing model for the future will be required once the final NI Protocol arrangements are confirmed.
	<ul style="list-style-type: none">▪ 20 Parks and Green Spaces with Green Flag accreditation.▪ Carried out 3,809 cremations and total of 1,636 burials.	
<p>The following commitments have been carried forward from the 2021/22 plan into the 2022/23 delivery plan:</p> <ul style="list-style-type: none">▪ Implement new legislation to regulate fly tipping. This has not been possible as councils in NI are still in the process of liaising with DAERA regarding the implementation of this legislation.▪ Delivery of the PEACE IV Local Action Plan slowed due to pandemic restrictions. Extensions to the programme were agreed to 31 December 2021. Discussion with the funder on project modifications and further extensions to March/June 2023 are also progressing.▪ Management of the city’s off street car parking is ongoing. The enforcement contract for the off street car parking is currently being reviewed. A consultant has been appointed to complete a piece of scoping work. The current enforcement contract has been extended for one year to allow procurement of a new contract.		
Circular economy and urban waste <p>In carrying out its statutory duties in 2021/22 (noted above) the Resources & Fleet Service also carried out the following:</p> <ul style="list-style-type: none">▪ Conducted an economic appraisal on waste collection schemes to inform our Waste Framework and Capital Programme.▪ With funding assistance from DAERA, introduced carpet recycling at our Household Waste Recycling Centres, estimated to divert 400 tonnes per annum from landfill.▪ Piloted a laptop re-use scheme at one of our Household Waste Recycling Centres with a view to expanding in 22/23.▪ Commenced the “More Circularity Less Carbon” project with ACR+ and Zero Waste Scotland aimed at measuring the Council’s waste carbon footprint and identifying measures to reduce the impact. This is scheduled to be concluded in Q2 22/23.▪ Waste Collection management staff continuously engage with residents, community representatives, the DfI and local councillors to resolve waste collection issues. This approach has resulted in agreed actions such as changing bin collection points, resident agreeing to change car parking habits , the adding of double yellow lines to improve street access etc.		

Inclusive Economic Recovery

Our economic recovery has been about building resilient businesses that can protect and create jobs. We have worked alongside the NI Executive, the Department for the Economy, and other partners to bring forward an integrated approach to supporting businesses, sustaining jobs and creating new employment opportunities within the city. We have facilitated and delivered a number of key packages and interventions brought forward over the past year to support those sectors most affected, as well as to stimulate and incentivise job retention and skills development.

We have revamped our current system of business support to make it easier to access, more flexible to meet the needs of business and more focused on those businesses that can benefit from the support. We have worked with partners including Invest NI, Catalyst, FE colleges and community and voluntary organisations to amplify existing programmes and develop new programmes to create a continuum of support for entrepreneurs, businesses, social enterprises and co-operatives to enable individuals to achieve their potential.

Our focus has been on business resilience, job retention and community wealth building. This will continue, focusing on programmes and policies with partners that grow jobs, productivity, and community wealth with an increased focus on key growth sectors. Alongside our resources, we have utilised our City Deal finances, our city investment fund, developer contributions and the outputs from our emerging Inclusive Growth City Charter and Social Value Procurement Policy to assist us with developing jobs, opportunities and businesses for the most disadvantaged in our city. We will continue to support traditional sectors and promote inclusive economic growth across the city.

Whilst responding to the economic recovery, we understand the importance of our existing strategies and programmes of work such as the Cultural Strategy and Belfast Region City Deal – these will realise the long term ambitions of the city and we have continued to progress these in 2021/22.

<p>Belfast Region City Deal</p> <ul style="list-style-type: none"> ▪ Deal signed by all partners on the 15th December 2021 ▪ Employability & Skills proposition agreed at the Executive Board on 7th July ▪ Agreed a Governance Framework for Phase 3 ▪ Financial agreement - Financial Agreement drafted and to be agreed in parallel with the Contract for Funding. ▪ Accountable Body - Process drafted to enable funding to flow through the Accountable Body. ▪ Phase 3 Programme Plan now agreed and Boards scheduled. Programmes will be kept under review 	<p>Cultural Strategy</p> <ul style="list-style-type: none"> ▪ 2 Royal Avenue: We've transformed 2 Royal Avenue into a meanwhile use city centre space in a new approach to experiential tourism and culture in the city. The opening of this venue marks the beginning of an exciting upscaled programme of culture and creativity for the city between 2022 and 2024. ▪ Year of Culture 2024: brand and programme development have been undertaken and progressing to plan. ▪ Cultural mapping of the city (including infrastructure). ▪ £3.08m funding for Arts, Heritage, Festivals and Events through 117 grant awards ▪ Belfast became a UNESCO City of Music, the first city on the island of Ireland to receive the accolade. 	<p>Inclusive Growth Strategy</p> <ul style="list-style-type: none"> • Draft city charter (the Belfast Business Promise) developed and scheduled for public consultation. Resource plan for implementation in place. • Development of anchor institution & strategic employer commissioning and procurement group, with the first stage of the high level analysis of procurement spend reported to SP&R Committee in March 2022. • Development of test & learn pilots for a bespoke Community Asset Transfer model • Ongoing support for social enterprises and co-operatives, including plans to refresh the action plan, aligned to the emerging Economic Strategy. • The Council's Social Value Procurement Policy was developed in line with the Council's ambitions in the Belfast Agenda and Inclusive Growth Strategy. The Policy was agreed by SP&R Committee in March 2022 and went live in June 2022. • Established a city leadership group on fuel poverty to support those in need and raise awareness and connect people with support that is available. • Working through our employment schemes (including Employment Academies) to support those who are furthest removed from the labour market (IG Cohorts) • Expanding our approach to community wealth building increasing the focus on social enterprises and co-operatives and identifying opportunities to capitalise on our local assets to build community wealth. • Ongoing review of our HR policies has continued to progress, including the progression towards a Real Living Wage organisation, ring fencing a number of recruitment exercise to the long term unemployed and providing pre recruitment support is planned for 2022-23.
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<p>Access to employment and Educational underachievement</p> <ul style="list-style-type: none"> This year, 816 people attended Employment Academies with an into-work rate of 75% for those who have completed. The Labour Market Partnership Action Plan provided capacity for an additional 330 places on Employment Academies for 21/22. Officers are currently testing a new approach to employability and programme-readiness of young people, which is based on the Boston Summer Scheme. 	<p>City Recovery, reopening the city and support for businesses</p> <ul style="list-style-type: none"> We delivered the £4.039m DfC Covid-19 Revitalisation Programme including the Business and Community Cluster Programme Grant. Completed physical interventions including two new Active Travel Hubs; a new fleet of Belfast Bikes; and street closures for innovative reactivation of space on Adelaide St, Union St, Warehouse Lane and Church Lane. 	<p>City Growth Plan</p> <ul style="list-style-type: none"> The final Reset for Growth report published June 21. 4 key work strands agreed for progressing: employment pathways, R&D funding for Belfast, a new entity to support investments on the Dublin-Belfast Economic Corridor and deliver a unique innovation environment in the city.
<p>Digital Innovation Programme</p> <ul style="list-style-type: none"> The BRCD Digital Pillar has progressed: ministerial approval for Programme Business Case, governance arrangements agreed and other business cases completed. The Innovation City & District through Innovation City Belfast have developed OBC and the development of a Smart District Plan. The Advance Wireless feasibility study and business case have been completed. 	<p>Increase tourism spend through sustainable tourism products</p> <ul style="list-style-type: none"> We produced a draft tourism plan for Belfast, 'Make Yourself at Home' We also developed a Belfast Visitor Experience Framework; We launched a Green Tourism accreditation with industry partners. Secured product development funding to pilot meanwhile use experiential tourism venues in the city centre Continued development of SOF projects including Roddy McCorley Heritage Museum and the Eastside Visitor Centre, ensuring alignment with the Council's tourism plan. 	<p>Promote and market the city internationally</p> <ul style="list-style-type: none"> Attended UKREiF (the UK's Real Estate Investment and Infrastructure Forum) in May 2022 to market Belfast as an investment opportunity. Reviewed the City Investment and Regeneration Narrative. Redesigned the Invest in Belfast website Continued to provide the Investing in Belfast service
<p>Encourage business start-ups and support indigenous business growth</p> <p>Business Growth</p> <ul style="list-style-type: none"> 327 businesses accessed workshops to support their business growth, enhance tendering skills and develop digital capacity. 357 businesses accessed 1-1 mentoring support. 40 businesses had EU exit support in sectors including retail, construction, ICT and manufacturing. Occupancy levels at the Innovation Factory at year end were 70%. 		

Starting a Business <ul style="list-style-type: none"> ▪ 760 individuals supporting them to progress to start a business. ▪ 656 individuals engaged in business start-up activity. 518 of those developed a business plan through the ‘Go For It’ programme supporting the creation of an estimated 311 jobs. ▪ Provided additional support to 75 individuals through 1-1 mentoring. ▪ Test trading opportunities were provided for 49 new businesses through our dedicated start up space at St George’s Market. Social Enterprise & Co-operatives <ul style="list-style-type: none"> ▪ 52 organisations were supported with one-to-one mentoring, advice and guidance to start a new social enterprise or cooperative. 6 of these organisations were new co-operatives. ▪ We organised 6 events to promote social enterprises and cooperatives, attracting 606 attendees for the year. ▪ The Social Economy Incentive Fund launched Oct 2021 and received 45 applications. 11 were selected to receive a share of £60,000. 13 social enterprises to test trade at social economy mini markets hosted at St George’s Market.		
City Centre Regeneration & Investment Strategy <ul style="list-style-type: none"> ▪ City Centre Living Vision: articulation of a vision for city centre living developed through focused engagement with communities and other stakeholders ▪ City Centre Greening and a “Grey to Green” project feasibility: agreed by CG&R in April 2022. Locations for Family Centric Space are being explored by officers working with key city partners. ▪ The Bolder Vision Strategy and Action Plan are progressing, with the public consultation complete in January 2022 and Ministerial engagements to gain collaborative agreement on the strategy. ▪ Vacant to Vibrant Capital Grants Scheme agreed at Committee with the grant programme scheduled to open in 2022. ▪ Strategic acquisition of 2 Royal Avenue, development of an asset strategy, supporting delivery of meanwhile uses and exploring opportunities to attract and secure funding. ▪ A Cathedral Gardens Masterplan is underway in terms of the permanent redevelopment of Cathedral Gardens in line with A Bolder Vision, ▪ Inner North West Open Space Framework (including Cathedral Gardens / St Annes / Writers Sq) also being progressed to shape placemaking and design within individual sites and across the area as a whole, including key links such as Academy St and Donegall St. Aligned to A Bolder Vision. ▪ Belfast Entries Phase 1 is substantially complete. Entries Phase 2 approvals are well advanced, and procurement is underway. A funding extension has been agreed to Sept 2022 along with an additional contribution of £150k from DfC. ▪ Tactical Regeneration & Lighting: Project proposals are under development for Great Victoria St, Castle St and the 5Cs (College Court, College Avenue, College Street, Callender Street and Chichester Street). £162k funding from DfC has been secured, for 5Cs, to be spent by Sept 22. Standalone lighting schemes have been delivered in Castle St, Brunswick St and Church Lane. ▪ We continue to work with partners and input into major schemes. Developments for this period include The Sixth, Tribeca, Waterside, Belfast Transport Hub / Weavers Cross, UU Community Campus Regeneration Forum. 		
City Infrastructure	Belfast Hills and North Foreshore <ul style="list-style-type: none"> ▪ North Foreshore: continued to work closely with BHC and Giants Park Leisure Limited to 	City Connectivity <ul style="list-style-type: none"> ▪ Belfast Urban Greenways (BUG): engagement to re-commence in the coming months, including in conjunction

<p>There are a range of partnership infrastructure projects where officers helping to address the city's infrastructure requirements which include:</p> <ul style="list-style-type: none"> ▪ Junctions Working Group – working with partners in relation to junction issues including Fredrick St, Clifton St, Peters Hill and the inner ring road in the context of the Bolder Vision. ▪ Belfast Rapid Transport - continuing to represent Council on the BRT Programme Board, including responding to BRT 2 consultation and ongoing monitoring of this in terms of progress and direction towards delivery through the lens of the Bolder Vision. ▪ Belfast Streets Ahead – continuing to represent Council and input to the proposals for BSA, including advocating for interventions to come forward at pace. 	<p>progress developments at North Foreshore to ensure regeneration opportunities are maximised for the city.</p> <ul style="list-style-type: none"> ▪ Work has continued on exploring options for the remaining sites at North Foreshore including clean-tech and green sector opportunities. ▪ Belfast Hills (and Zoo): work has continued to improve existing animal enclosures in the zoo, whilst exploring development options for the Old Zoo site and integration of the zoo into the wider surrounding area. ▪ An extensive programme of exhibit upgrades was undertaken in 2021/22 resulting in improved attractions at the zoo, this included activity in the following areas - sea lions, red panda and Scottish wildcats. ▪ The existing zoo, old zoo and Belfast Castle are all part of a Masterplan exploring how best to develop and encourage the use of the attractions going forward. Options are being further developed. 	<p>with the Belfast Cycle Network and the Bolder Vision Action Plan.</p> <ul style="list-style-type: none"> ▪ E-bikes: An operator has been appointed for the e-cargo bike 'last mile delivery' project. They are now working to secure clients and have leased a site in Weaver's Cross that will help expand the reach of the e-cargo delivery. ▪ Active Travel Hub: QUB project is complete. Planning permission granted for Cathedral Gardens, and an operator has been appointed, with funding secured from DfI, PHA and UU. ▪ Belfast Bikes Cycle Parking and Scoping Study identified criteria for strategic locations and types of bike parking Work has been completed to identify the locations for the initial 10 stands. ▪ Connectivity Access to the Hills Programme: 5 projects are being progressed to business case stage, including Sydenham Greenway, Glencairn Park/Ligoniel Park Greenway, Blackmountain/Upper Whiterock Greenway and Colin Greenway.
<p>Destination Hub (now known as Belfast Stories)</p> <ul style="list-style-type: none"> ▪ The City Region Deal bid, including Belfast Stories, was approved on 17th Dec. An initial review of Governance issues has been completed. Stage 2 commenced in early 2022-23. ▪ A capital procurement strategy is now in place. ▪ The draft geothermal feasibility study has been completed and the findings are being reviewed. ▪ A draft framework for the 'Stories Collection' is being produced for member engagement. 	<p>Belfast Dublin Economic Corridor</p> <p>To support the Dublin-Belfast Corridor, we are focusing on the development of the strategy and action plan for the partnership. Work is underway to ensure regular meetings for the directors, chief executives and political advisory groups. The DBEC directors' group have identified a need for resources to support the partnership. Work is underway to scope this and present a paper to the CX group.</p>	<p>Upskilling opportunities</p> <p>The Labour Market Partnership and action plan has been agreed. This has already produced benefits such as additional resource for extra Employment Academies in 2021-22.</p> <p>Innovation & Inclusive Growth Commission: we have been working with the Skills Champion to design an inclusive pathway to jobs in the Tech sector for those with aptitude but without the vocational skills normally required.</p> <p>Green/Retrofit: we have secured £120k resources through the Community Renewal Fund and are working towards the development of new curriculum content in conjunction with BMC and local skills partners. We are also working closely with key</p>

		anchor institutions such as NIHE to explore opportunities for upskilling and re-skilling within the construction sector.
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Community Recovery

The pandemic has further intensified existing inequalities and created significant economic and social challenges for our communities in. We have placed wellbeing at the centre of our recovery efforts, reinvigorating public service provision locally and ensuring people and places disproportionately affected by the pandemic are not left behind.

Our communities need to be at the heart of our city's recovery. We have engaged with and worked alongside our citizens, and others in our communities including the voluntary, community and social enterprise sectors who play such vital roles in city life, to identify priorities together. Working with these sectors, we established a VCSE Panel and Network and built on this to enhance participation, most notably in the development of our refreshed Belfast Agenda. This engagement has also supported community participation in the co-design of area based interventions. Recent engagement has highlighted important concerns in relation to the impact of COVID-19 on health inequalities, mental health and wellbeing, social isolation and vulnerability and financial worries including income, food and fuel poverty. These will be central to the refreshed Belfast Agenda.

We have captured significant learning during the emergency response to the pandemic and the relationships with community and statutory partners to continue to support vulnerable people and families through these challenging times, alongside supporting the reinvigoration of our neighbourhoods and developing community confidence, capacity and longer-term resilience through a range of support programmes. As we seek to engage communities in this work over the coming months, we will be building on learning from innovative approaches that we have had to take in response to restrictions on physical and face to face interactions.

<p>Good Relations</p> <ul style="list-style-type: none"> ▪ PEACEPLUS Local Authority Action Plan progressed, including corporate governance arrangements, undertaking a tender exercise to appoint an external company to support the development of the local action plan and starting the engagement with elected members and key stakeholders ▪ SEUPB are still finalising details of the overall programme with the European Commission. Once this has been agreed we will start the process to develop a Co-Designed Local Action Plan for Belfast. 	<p>Area Working Groups</p> <ul style="list-style-type: none"> ▪ Baseline information was collated and shared with elected members via Area Working Groups. ▪ Work on development of area plans was significantly impacted by the ongoing pandemic when resources were redirected to meet the emergency needs such as the distribution of food parcels to help the vulnerable residents of Belfast. Since then, following on from the initial consultation phase of the Belfast Agenda refresh, it has been agreed that the focus will be on community regeneration. This will be done on a partnership basis to identify area-based priorities taking an assets-based approach and focussing on collaborative gain.
<p>Maximising housing development and regeneration opportunities</p> <ul style="list-style-type: none"> ▪ Inner North West Development Brief: Housing Associations continue to work with Council and DfC to address various issues. ▪ Strategic Site Assessments Phase 1: city centre cluster sites including regeneration concept plans progressing on a number of sites, and the completion of the initial Expression of Interest stage to attract Institutional Investment. ▪ Strategic Site Assessments Phase 2: City wide Strategic Site Assessments continuing the comprehensive mapping of public sector assets in conjunction with partners, assessing these assets in line with the Urban Capacity Study and the Housing Monitor to identify and bring forward opportunities for Housing Led Regeneration. ▪ Bringing to a conclusion the work on developing a City Centre Living Vision through focused engagement with communities and other stakeholders to inform the City Centre Living Vision Document. 	<p>Integrated services at a local level</p> <ul style="list-style-type: none"> ▪ Continued partnership working to support the development and delivery of local area responses and initiatives. ▪ Living Here Board continued developmental initiatives testing out area working and thematic working approaches. ▪ The Complex Lives model commenced it's initial phase from Oct 21 to Mar 22 with a multi-disciplinary team established, meeting weekly to consider the most complex cases (15-20 per week) and working collaboratively to meet the needs of clients. The next phase is being designed that will scale up to 110 people per week. ▪ Work on the Emotional Wellbeing Plan was delayed, however partners continued to promote both Covid-19 and Take 5 messaging throughout the year. ▪ Work has commenced with Department of Health and Belfast Trust to align the work of integrated care with community planning and area working. ▪ Engagement with stakeholders in the Wider University Area continued and funding for a Holylands Intervention Manager was secured in order to further develop relationships and responses in the locality.
<p>Leisure transformation</p> <ul style="list-style-type: none"> ▪ Templemore Baths construction continued and due to open in autumn 2022. ▪ Developed options for inclusion in the Girdwood Indoor Sports Facility Business Case in conjunction with DfC. 	<p>Community capacity</p> <ul style="list-style-type: none"> ▪ The service review of Community Provision was paused during 2021/22 given the focus on Covid recovery and impact on service operations due to the ongoing pandemic and restrictions applied as a result.

<ul style="list-style-type: none"> Completed the construction of the new Avoniel Leisure Centre facility which opened in November 2021. This new facility has helped address the lack of 3G pitch provision in the area and provided much needed indoor flexible leisure space. Opened the new Andersonstown Leisure Centre Work is ongoing to develop Phase 3 of the Leisure Transformation Programme 	<ul style="list-style-type: none"> A new micro and medium grants model integrated previous funding streams to allow delivery of cross cutting projects and build resilience. This included 414 individual grants totalling approximately £1.1 million. Worked with central government to bring forward further support packages for communities and the third sector to help address many of the social challenges which were amplified as a direct result of the impact of the pandemic. This included provision of £2.34million which was used to support individuals particularly impacted by Covid restrictions and the Cost of Living Crisis.
<p>Physical Programme</p> <ul style="list-style-type: none"> Developed new visitor centre at City Cemetery which will open in summer 2022. New 3G pitch at Blanchflower Playing Fields was opened in October 2021. Progressed development of new crematorium including preparation of planning submission. Commenced delivery of the Forth Meadow Community greenway with works completed on Section 1 at Glencairn and works either underway or due to commence on the other sections in 2022/23. Commenced construction of Shankill Shared Women's Centre. Completed design and submitted planning application for Black Mountain Shared Spaces project. The new £8m neighbourhood regeneration fund was developed in 2021 and opened to the public in February 2022. As per the programme timeframe, Stage 1 is continuing into 2022/23. Delivered Belfast Investment Fund projects including alpine toboggan ride and zipline at Colin Glen (opened November 2021), St. Comgall's (June 2022) and Lagan Gateway and TAGIT boxing facility (March 2022). Belfast Investment Fund work ongoing with Lagan Gateway Phase 2 which will see a path connection from Lagan Land East into Belvoir Forest Park. Delivered Local Investment Fund projects including St. James's Community Farm (completed May 2021) and progressing work on other projects including new changing facilities at Berlin Swifts and the upgrades to St. Joseph's Church Sailortown. Match funding for the community garden at John Murray Lockhouse is in the process of being secured so delivery will move into future years. Continued to deliver partnership projects on behalf of the Executive Office under the Social Investment Fund and the Urban Villages initiatives, the Department for Communities, the Department for Infrastructure and the Living with Water Programme. Work is continuing on land disposals: Gasworks Northern Fringe , Upper Whiterock and McClure Street. 	

Environmental Recovery

COVID-19 has demonstrated the importance of building resilience to future crises. To deliver the urgent action required to respond to climate breakdown, we have accelerated our work on climate adaptation, mitigation and decarbonising our economy. We have published the city's first Resilience Strategy with more than 20 strategic programmes to reduce emissions and protect the city from the effects of climate change. It includes a focus on sustainable tourism, skills for a green economy, and support for SMEs to build their climate resilience.

We have progressed our 'One Million Trees' programme, an ambitious approach to urban tree planting, to build our climate resilience through improved carbon capture and improve city 'liveability'. Through the city's 'Mini Stern' report, we examined the impact of climate change on the city and set out a roadmap and specific actions to create a prosperous and low carbon Belfast.

We have continued to explore zero-emissions transport infrastructure with our partners, grown the network of Electric Vehicle charge points in the city and continued our work to find new ways to incentivise transition to low-emissions vehicles across our fleet. We have also worked with city partners to collaborate on the development of low-emissions public transport and ensure we use digital innovation to drive energy transition in transport.

Through the work of the Resilience and Sustainability Board, we have worked collaboratively with public and private sector partners to ensure our infrastructure meets the city's existing and future needs. We have continued to engage with central government to prioritise and deliver important urban city infrastructure (for example water, waste, energy) to ensure the city can accommodate future growth and remain resilient.

With city partners, we have explored pathways for investment at scale in the energy efficiency of our buildings across the city. This will ultimately contribute to improving health conditions, but will also act as a catalyst to create and sustain jobs, reduce energy bills and provide a significant boost to local supply chains and trades in the construction sector.

We have worked with our Executive colleagues to accelerate the Green New Deal proposal and advocate for investment in housing retrofit schemes, hydrogen transport, flood programmes and sustainable urban drainage. We are also exploring how we use our land assets and enable better access to open and green spaces for communities and families to improve mental and physical wellbeing. We have carried out a comprehensive assessment of air quality, and through our air quality action plan identified what other measures are needed to make further significant improvements in air quality across the city to deliver improved public health outcomes.

<p>BCC Climate Adaption & Mitigation</p> <ul style="list-style-type: none"> Final BCC Climate Adaption & Mitigation plan agreed and will be taken forward through the BCC Climate Plan contract awarded to KPMG due to be delivered Oct 2022. Contract has been undertaken by APSE Energy to produce the BCC Carbon Baseline, Trajectory and Energy Review of 5 buildings which is due to complete by Sept 22 BCC Climate Risk Assessment and Climate Investment Plan commenced and scheduled to be completed by December 2022 	<p>City Wide Climate Adaption & Mitigation</p> <ul style="list-style-type: none"> Belfast Climate Plan and Belfast Climate Investment Plan procurement process to be undertaken by September 2022. Ongoing delivery of Belfast One Million Trees (over 63,000 trees planted to date) and Horizon 2020 UPSURGE Project. A BCC delegation attended COP26, with new partnerships developed as a result (Dublin, Greater Manchester, Liverpool City Region, Belfast)
<p>Improve Urban air quality</p> <ul style="list-style-type: none"> Completion of a new 5-year Air Quality Action Plan for Belfast covering the period 2021-2026. The Action Plan focuses on addressing the few remaining transport related nitrogen dioxide (NO₂) hotspots within our four Air Quality Management Areas and improving ambient air quality generally for the city. The council has appointed Aecom consultants to undertake a detailed review and assessment for nitrogen dioxide (NO₂) and fine particulate matter (PM_{2.5}) for Belfast. The project is currently progressing in accordance with the Aecom timeline and is therefore scheduled to conclude and report by March 2023. 	<p>Energy transition plan</p> <ul style="list-style-type: none"> Will be incorporated into the KPMG Climate Plan contract. A separate but linked contract has been undertaken by APSE Energy to produce the BCC Carbon Baseline, Trajectory and Energy Review of 5 buildings which is due to complete by Sept 2022 Discussions are ongoing in relation to the recommendations of the Net Zero Carbon Roadmap, including the role of Community Planning Boards, a review of Belfast Climate Commission, and workstreams linked to the UK Cities Climate Investment Commission which have utilised data from the Net Zero Carbon Roadmap

Strategic Planning Frameworks

Whilst our focus in 2021-22 was on recovering the city and the organisation, we have also been mindful of the long term ambitions for Belfast that we have aspired to. Significant effort has therefore been put in to the long term planning frameworks that shape the economic, social, environmental and physical future of the city – our local development plan, the Belfast Spatial Planning Framework and our community plan, the Belfast Agenda.

<p>Belfast Spatial Planning Framework</p> <ul style="list-style-type: none"> ▪ DfI's direction on the Draft Plan Strategy (DPS) was issued 04/02/2022. The DPS was found to be sound, subject to a number of modifications. A new strategic policy is out for public consultation. Once complete and agreed with DfI, the Council can move to adopt the draft Plan Strategy. ▪ Supplementary Planning Guidance (SPG) work has continued. The priority SPGs are complete and a 12-week public consultation started in April 2022. ▪ Work is ongoing on the Local Policies Plan, including an initial review of zonings/designations. We are also continuing to analyse sites in the urban capacity study, including constraints and likely yields for housing and employment. 	<p>Influence Key Regional Programmes and Strategies</p> <ul style="list-style-type: none"> ▪ Programme for Government has been paused due to the suspension of the NI Assembly. The case for the further devolution of powers to NI has been made through a number of forums. ▪ A revised approach to accessing and BCC being ready to draw down from a wide selection of funding streams is currently being developed and due to be brought to SP&R Committee as soon as possible. ▪ Work has continued with government departments to refine a number of key strategies and programmes of work that directly affect Belfast, both formally through consultation responses and through ongoing dialogue. Examples of these include the Living With Water Programme, Investment in NI (to HoC NI Affairs Committee), Green Growth Strategy, Biodiversity Strategy and the High Street Taskforce Call for Evidence.
<p>Build Partnership Working to Deliver the Belfast Agenda</p> <ul style="list-style-type: none"> ▪ A co-design approach has been adopted in drafting a refreshed Belfast Agenda with community planning partners and wider stakeholders including the community and voluntary sector and the public. This process is ongoing and a refreshed Belfast Agenda is being drafted over the summer in advance of a draft being published for formal consultation. ▪ A Statement of Progress was published in November 2021 that demonstrated the significant progress that has been achieved through the Belfast Agenda 2017-21. ▪ Work is ongoing regarding innovation funding and the development of an online monitoring and reporting framework that will be ready for the launch of the refreshed Belfast Agenda. ▪ The VCSE Panel have been involved in the refresh of the Belfast Agenda and are now represented on the Community Planning Partnership, as well as the Belfast Agenda Boards. Funding has been agreed to support the VCSE Panel and additional discussions are ongoing to secure the long-term funding model. 	

Organisational Foundations

In order to help guide us in delivering excellent front line services and strategic priorities, we need to have the foundations of an excellent, well run organisation that enables us to achieve the highest standards expected of us by the residents and businesses of Belfast. We want to create a resurgent, prosperous city, shared by all of our people and admired around the world. To do this, we can only succeed with the wholehearted support and enthusiastic contribution of our staff. To harness this energy they need to feel valued and understand how they contribute.




Our customer focus programme has improved how we deliver our services and we have continued developing our people to ensure they are valued and appropriately invested in.



Health and safety of the public and our staff is always of importance and Covid-19 has reinforced how important it is to the city and the organisation. We have continued to ensure our services are safe for both the public and our staff as we make changes throughout 2021-22 to our service delivery and working arrangements to comply with government guidelines. We have also planned the safe return to the office whilst considering new models of working for the medium – long term.

We have sought innovative ways to improve services as well as ensure the finances, assets, data and systems of the Council continue to be managed efficiently and strategically to ensure the ambitions set out in this annual delivery plan are costed, resourced and delivered.

Good governance is essential in a large organisation and we have worked to continuously ensure our systems and processes are of the highest standards, including the implementation of the Coll Report recommendations.

We have continued to champion equality, diversity and inclusion across the organisation, implementing our Language Strategy, disability action plan and equality action plan.

	<ul style="list-style-type: none"> ▪ Customer Focus Programme: Customer Hub support and training go-live 29 March 2021 with additional Corporate CRM improvements ongoing. Established physical space on the ground floor of CWB from January 2022. ▪ The Dual Language Street Signage Policy is being finalised following the public consultation and will be presented to Members for consideration in due course. ▪ Following a public consultation, the Audit of Inequalities and the Equality Action Plan were agreed under the delegated authority of the Chief Executive and have been submitted to the ECNI ▪ The new five-year Equality Scheme continues to be progressed ▪ The Disability Action Plan 2019-2022 continues to be implemented ▪ The draft Disability Action Plan 2022-2025 was agreed by SP&R on 20th May and public consultation has commenced. ▪ Corporate Health and Safety have continued to support the Recovery Co-ordination Group and operational services with advice on the safe recovery of services and risk assessment support.
	<ul style="list-style-type: none"> ▪ People Strategy reviewed post pandemic. Consultation plan developed which sets out further engagement and consultation activity to take place over the coming months, with a view to launching the People Strategy and the previously agreed Achieving Through People framework in the Autumn. ▪ Delivery of the Gender , LGBT+ actions plans continued and revised plans for 22/23 have been agreed. Work has started to develop a Race Action Plan. ▪ Return to Office short term strategy for customer related services in the first instance agreed with a greater number of office based staff returning to city centre premises from 31 May 2022 to facilitate full service recovery. The joint working group will consider future operating models once full service recovery is complete and departments will assess how their operational needs can be delivered on a more flexible basis. ▪ Corporate Car parking working group established. Legal opinion has been requested and once received recommendations will be finalised for CMT approval. Consultation with Staff and Trade Unions will be required. ▪ Progress has been delayed in the business support review due to resources reallocated to support organisational recovery and return to the office. It is planned that a process to commission external support for the design and review of business support will commence in the summer of 2022. ▪ The Continuous Improvement Programme service design approach has been further developed and shared with TU colleagues. Significant progress made with CNS Capacity and resilience support – CNS management roles created and appointed, service catalogue developed and published, city services portfolios realigned and a Business Plan has been produced.
	<ul style="list-style-type: none"> ▪ Efficiencies required for the 2022/23 financial year have been identified and will be made through Voluntary redundancies. Developed plan for non-recurrent finance 2021/22. ▪ Approved the Corporate Pricing Framework in 2021
	<ul style="list-style-type: none"> ▪ The data maturity assessment has been completed.

	<ul style="list-style-type: none"> ▪ Work is currently ongoing in relation to a review of the BCC Corporate Planning and Performance Management Framework to procure external support to review the planning and performance framework. ▪ A review of a number of corporate systems has progressed, including HR & Payroll system, Planning Portal, Finance System, Corporate Asset management system, Health & Safety system and Electronic Document & Records management. ▪ Corporate Cyber Incident response has taken place and work is ongoing to review business continuity plans for critical services in alignment with incident and emergency response planning.
	<ul style="list-style-type: none"> ▪ The Council maintained its Elected Member Development Charter Plus status following assessment in early 21/22 and will work towards full re assessment in early 2023. 13 elected members attended Code of Conduct Training in November 2021 ▪ Actions agreed in Coll report have been progressed and key actions reported through SP&R Committee. ▪ The Standards and Business Committee was established in June 2021 and held its first meeting in October 2021 and continues to meet monthly. The committee has delegated authority to adopt or reject Notices of Motion and refers all Notices of Motion to the relevant standing committee or to full Council, as appropriate. This process has streamlined the management of Notices of Motion. ▪ The cross-party Members' Language Strategy Working Group has been established.

Contact us:

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Belfast
City Council



Subject:	Belfast Agenda Refresh – Update on Progress
Date:	19th August, 2022
Reporting Officer:	John Walsh, Chief Executive John Tully, Director of City and Organisational Strategy
Contact Officer:	Kevin Heaney, Head of Inclusive Growth and Anti-Poverty Geoff Dickson, Strategic Policy Lead 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	The purpose of this report is to update the Committee on the progress of the Belfast Agenda review, including the plans to commence Phase 2 engagement in September, beginning with a proposed Members workshop on 7th September.
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> a) note the progress of the development of the refreshed Belfast Agenda and supporting four-year Delivery Action Plans as set out in this report; b) note the planned Phase 2 engagement, subject to endorsement by the Community Planning Partnership;

	<p>c) agree to commence the Phase 2 engagement with a Member Workshop on 7th September, from 5 pm – 7 pm (Assembly Buildings, City Centre); and</p> <p>d) note the timeline for progressing the revised Belfast Agenda to public consultation.</p>
3.0	Main Report
	<u>Background</u>
3.1	In November 2021 and March 2022, Members received an update on the emerging findings and recommendations following the Phase 1 of Belfast Agenda: Continuing the Conversation engagement process which has help inform the refresh and focus of the Belfast Agenda (BA) for the period 2022-2026. As reported at the November meeting, there was broad agreement that the existing long-term vision and outcomes of the BA remain relevant, and the proposed priorities for focus were the things that stakeholders and communities believed community planning could help address over the next 4-year period.
3.2	At the SP and R Committee meeting in March, Members noted an early draft of the strategic intents and stretch goals that were being developed in collaboration with our community planning partners for each priority. Since the March meeting, a significant amount of collaborative effort has gone into further developing and refining these priorities. These are now approaching a state of readiness for wider engagement on the strategic intent, stretch goals and actions for each priority.
	<u>Refreshed Belfast Agenda – Citywide Strategy Document</u>
3.3	Since it was launched in 2017, the Belfast Agenda has been a city leadership document, coalescing partners beyond the core legislative requirements of community planning with a focus on addressing key city challenges. The approach adopted has enhanced the relationship between the public, voluntary and community private sector to drive forward real change addressing inequalities and improve quality of live within and across the city.
3.4	The refreshed Belfast Agenda will maintain the same level of ambition and collective leadership commitment to deliver the long-term vision and outcomes previously agreed. It will be delivery and outcome focused and will be positioned as a City Strategy which will identify the major transformational programmes and investment opportunities for the city.
	<u>Community Planning Priority Actions</u>
3.5	Work continues with community planning partners and wider stakeholders to unpack and understand the scope off the agreed priority areas for focus over the next four years,

3.6	<p>Underpinning and composite delivery action plans are being co-designed and agreed with partners. A core set of guiding principles have been applied in developing the action plans to test and identify the most appropriate interventions to delivery greatest impact. These include:</p> <ul style="list-style-type: none"> • Adding clear value. We can achieve significant gains by collaborating across our partnership and sectors in a way we cannot through our existing single agency or thematic 'business as usual'. • Impact for Belfast's people, place, economy. The work we deliver together will be felt in practical ways by individuals, families, communities, residents and businesses in Belfast, delivering tangible outcomes. • With Belfast's Communities. The work we do will fully engage Belfast's residents, communities and businesses, building on their strengths and ensuring their voice is central to planning and delivery. We will work 'with and alongside' our communities, not 'To or For' them. • Intelligence led priorities and action. We will focus our collaboration on the things that data, evidence and community insights tell us matter most to Belfast and we will deliver together in ways that evidence tells us will make a real difference. • Resourcing. Delivery will require joint resourcing and effort, (i.e. staff time, services or investment). Should be a leadership commitment to jointly resource the initiative. <p>The draft emerging action plans remain live documents and will be subject to further discussions and refinement with Members and wider stakeholders as set out below.</p>
3.7	<p><u>Phase 2 Engagement</u></p> <p>Phase 1 engagement, as previously reported, provided an opportunity for citizens and the wider voluntary and community sectors to shape the emerging strategic framework and priorities of the Belfast Agenda for the next four years. We now intend to move to phase 2 engagement with a greater focus, discussion and input around the strategic intent and scope of the priority areas, how success would be measured in terms of stretch goals and the high-level delivery action plans.</p>
3.8	<p>A cross-sectoral Belfast Agenda Review delivery subgroup had been reconvened to help develop the approach to phase 2 engagement. The group has proposed that a multi-layered approach should be adopted with a series of area, thematic, sectoral and communities of interest events scheduled. The following events are proposed and will be publicised online, via the VCSE panel network and via posters in local community-based assets and facilities.</p>

	<table><tr><th>EVENT</th><th>DATE & TIME</th><th>VENUE</th></tr><tr><td>All Member Workshop</td><td>7th Sept. 5pm – 7pm</td><td>Assembly Buildings</td></tr><tr><td>Community Planning Partnership</td><td>15th Sept. 3.30pm-5.00pm</td><td>2 Royal Avenue</td></tr><tr><td>East Belfast</td><td>20th Sept. 10am-1pm</td><td>Skainos Centre</td></tr><tr><td>Business workshop</td><td>21st Sept. 10am-1pm</td><td>Belfast Chamber (TBC)</td></tr><tr><td>West Belfast</td><td>22nd Sept. 10am-1pm</td><td>St. Comgall's Centre</td></tr><tr><td>City Centre Workshop</td><td>26th Sept. 5pm – 7pm</td><td>2 Royal Avenue</td></tr><tr><td>Communities of Interest</td><td>29th Sept. 5pm-7pm</td><td>City Hall, Banqueting Hall</td></tr><tr><td>North Belfast</td><td>11th Oct. 10am-1pm</td><td>Girdwood</td></tr><tr><td>South Belfast</td><td>13th Oct. 10am-1pm</td><td>Crescent Arts Centre</td></tr><tr><td>Belfast Agenda Delivery Boards</td><td>August-September</td><td>On-line</td></tr></table>	EVENT	DATE & TIME	VENUE	All Member Workshop	7 th Sept. 5pm – 7pm	Assembly Buildings	Community Planning Partnership	15 th Sept. 3.30pm-5.00pm	2 Royal Avenue	East Belfast	20 th Sept. 10am-1pm	Skainos Centre	Business workshop	21 st Sept. 10am-1pm	Belfast Chamber (TBC)	West Belfast	22 nd Sept. 10am-1pm	St. Comgall's Centre	City Centre Workshop	26 th Sept. 5pm – 7pm	2 Royal Avenue	Communities of Interest	29 th Sept. 5pm-7pm	City Hall, Banqueting Hall	North Belfast	11 th Oct. 10am-1pm	Girdwood	South Belfast	13 th Oct. 10am-1pm	Crescent Arts Centre	Belfast Agenda Delivery Boards	August-September	On-line
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3.9	<p>In addition, two online and facilitated engagement sessions will be organised for those that are not able to make the above events or would feel more comfortable attending an online session. Dates for these are currently being finalised. We will also continue to use a range of engagement tools, including Your Say Belfast platform, to extend the reach and enable people to input into the process.</p>																																	
3.10	<p>An independent facilitator is being procured to help host the engagement events and to prepare an independent report with an analysis of the main issues raised during the sessions and how this is reflected in the refreshed Belfast Agenda and action plans.</p>																																	
	<p><u>Phase 3 engagement - formal consultation</u></p>																																	
3.11	<p>Feedback from the phase 2 engagement will be reflected in the draft strategy document and action plans. These will be brought through the Community Planning Partnership, established CPP Delivery Boards and SP&R Committee for consideration and approval in advance of being published for a 12-week formal consultation period. Members are asked to note that an easy read version will also be created to help make the document more accessible.</p>																																	
	<p><u>Financial and Resource Implications</u></p>																																	
3.12	<p>Any financial implications arising from this report will be covered from existing budgets.</p>																																	
	<p><u>Equality or Good Relations Implications / Rural Needs Assessment</u></p>																																	
3.13	<p>It is recommended that the consultation and engagement activities to review the Belfast Agenda will take account of the draft Audit of Inequalities and include specific sessions with targeted harder to reach groups to ensure that equality implications are considered as part of the review process. The refreshed Belfast Agenda and action plans will also be subject to an equality screening exercise.</p>																																	

4.0	Documents Attached
	None

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Subject:	All-Party Working Group on the City Centre
Date:	19th August 2022
Reporting Officer:	Cathy Reynolds, Director of City Regeneration and Development
Contact Officer:	Deirdre Kelly, Programme Manager

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	The purpose of this report is to seek approval from the Committee on the draft Terms of Reference for establishing an All-Party Working Group on the City Centre, within the context of the emerging wider city centre governance structures.
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ol style="list-style-type: none"> I. agree the draft Terms of Reference for the All-Party Working Group on the City Centre, as set out in Appendix 1, and membership of Party Leaders or their nominees; and II. note the emerging wider city centre governance structures in the context of various independent priorities including the long-term regeneration and diversification of the city centre and vulnerability, cleanliness and safety issues.

3.0	Background and Context
3.1	The City Growth and Regeneration Committee at its meeting in June 2022 approved the establishment of an All-Party Working Group on the City Centre, with further details to be brought back on the Terms of Reference and membership. A further update was brought to the that Committee in August 2022, a copy of which is attached at Appendix 2 and the draft Terms of Reference were discussed at Party Group Leaders Consultative Forum on 11th August.
3.2	<p>At the same time as this proposal coming forward for an All-Party Working Group on the City Centre, it is of relevance and to provide context to the emerging wider city centre governance to highlight the following:</p> <ul style="list-style-type: none"> • Current challenges facing the city centre focused on vulnerability, safety and cleanliness, were becoming increasingly prevalent. In response to this there has been various meetings between Council Elected Members and officers, statutory partners and various city centre stakeholders including BCTC, BIDs etc. It is recognised that it is difficult to totally separate these often-interdependent issues, however, to effectively address the significance and severity of these issues dedicated and focused governance groups are required. • In June 2022, the People and Communities Committee adopted a Motion in relation to Cleansing Task Force, put forward at the Standards and Business Committee and agreed to establish a Cleansing Task Force made up of Elected Members from each Political Party and Council officers. The first meeting of the Task Force took place on 29th June.
3.3	Members will be aware the Council have been leading on a Future City Centre (FCC) Programme - a multi-faceted framework to take forward the long-term regeneration and diversification of the city centre across a number of pillars, as enclosed with the report to the CG&R Committee attached at Appendix 2. This six-pillar approach has also been considered by the Community Planning Partnership – City Development Board under the priority area of the Future City Centre. As reported through the People and Communities Committee, the City and Neighbourhood Services Department have also led on a Clean, Green, Inclusive and Safe (CGIS) City Centre Study. An emerging CGIS action plan is in draft, with city centre governance highlighted as a key immediate priority action.

	Main Report
3.4	<p>All-Party Working Group on the City Centre</p> <p>As discussed at the City Growth and Regeneration Committee meeting on 10th August and the Party Leaders' Consultative Forum on 11th August, it is proposed that the Group be convened to provide a forum to allow, as appropriate, public and private city stakeholders, including representatives from business and community organisations, the development, tourism and cultural, housing and education sectors and BID's, to engage with Members to address the short- and longer-term challenges facing the city centre.</p>
3.5	<p>The proposed overarching role of the All-Party Working Group on the City Centre is to identify and prioritise issues and opportunities to address specific needs of the city centre with the aim of regenerating and improving the vibrancy of the city centre, linked to the council's growth aspirations and the Community Planning Partnership – City Development Board. The Working Group will not have a decision-making function, rather it will make recommendations and report to the City Growth and Regeneration, People and Communities and Strategic Policy and Resources Committees as appropriate.</p>
3.6	<p>Given the important role of the city centre as a hub for investment, culture, tourism, learning and employment, it is felt that an All-Party Working Group could help to ensure it can continue to perform these important roles for the benefit of all areas of the city to derive the benefits. Given the importance of continued public /private partnership working it could also serve as a useful forum to consider some of the matters raised via various fora such as the Renewed Ambition (public/private) Partnership; specific developer/BCC regeneration focused Reference Groups etc and seek input of Members as appropriate.</p>
3.7	<p>Members are asked to agree the draft Terms of Reference for the All-Party Working Group on the City Centre, as attached in Appendix 1, and to agree that membership will be via Party Leaders or their nominees.</p>
3.8	<p>Emerging wider City Centre Governance</p> <p>In response to the emerging city centre issues and ongoing related work strands, as highlighted in Background and Context of this report, a review has been undertaken of existing mechanisms for engagement and improved governance to bring together the various city centre related facets and ensure synergy whilst avoiding duplication and silo</p>

3.9	<p>approaches. An overview of governance proposals was discussed at the August 2022 CG&R Committee and is attached at Appendix 2.</p> <p>Members will note that the emerging governance seeks to give focus to each of the city centre priority areas to ensure that the structures and processes are in place to address the immediate challenges whilst simultaneously ensuring the long-term strategic regeneration and development of the city centre. A separate report is on the Committee Agenda in relation to a key priority within the wider city centre governance, Complex Lives – Supporting Vulnerable Individuals.</p>
3.10	<p><u>Financial & Resource Implications</u></p> <p>None directly associated with this report. A separate report is being brought to this Committee in relation to Complex Lives – Supporting Vulnerable Individuals.</p>
3.11	<p><u>Equality or Good Relations Implications/ Rural Needs Assessment</u></p> <p>None associated with this report.</p>
4.0	<p>Documents attached</p>
	<p>Appendix 1: All-Party Working Group on the City Centre draft Terms of Reference</p> <p>Appendix 2: City Growth and Regeneration Committee Report of 10th August, with accompany appendices 2a, 2b and 2c</p>

**CITY CENTRE ALL-PARTY MEMBERS WORKING
GROUP**

Terms of Reference

August 2022

1. Introduction

The city centre plays a pivotal role in the growth of Belfast and the entire region. It is one of the most social and economic strategic places in Northern Ireland, where investment impact can be maximised, where rates are generated and where momentum can be built to support inclusive growth in the surrounding neighbourhoods. Given the important role of the city centre as a centre for commerce, hub for investment, culture, tourism, learning and employment it is felt that a City Centre All-Party Members Working Group could help to ensure it can continue to perform these important roles for the benefit of all areas of the city to derive the benefits.

The council has four Area Working Groups (AWGs) to facilitate local area-based engagement and discussion. The city's administrative boundaries, to which councillors are elected, are not co-terminus with any city centre area. The successful delivery of our growth ambitions for the city requires the need to address challenges of the city centre collaboratively with public and private sector partners. Having the right physical, digital and social infrastructure in place is essential for creating the physical capacity for people to live, work and visit the city and delivering on our shared longer-term ambitions for the city, as outlined in the Belfast Agenda. Underpinning the successful delivery of regeneration and development projects and creating the right city infrastructure is the ability to attract investment. This requires collaborative working with city partners to attract investment and ensure we create the right physical and built environment required to support a sustainable, inclusive city.

2. Role and Responsibilities

The overarching role of the City Centre All-Party Members Working Group will be to identify and prioritise issues and opportunities to address specific needs with the aim of regenerating and improving the vibrancy of the city centre, linked to the council's growth aspirations and the Community Planning Partnership – City Development Board including the Future City Centre Leadership Group (Appendix 1 Governance).

3. Terms of Reference

Specifically, the City Centre All-Party Members Working Group will:

- Act as a reference panel for the wider development and regeneration of city centre;
- Collectively identify opportunities and challenges and prioritise actions, partnership working and investment opportunities which may be subsequently brought forward via the Councils Committee processes;

- Consider the city-centre dimension of key strategic plans and projects such as the Belfast Agenda, A Bolder Vision, cultural strategy, tourism plan etc – including developing a sustainable and inclusive city centre which will attract a residential population, retain and attract talent and inclusive investment;
- Consider the Clean Green Inclusive & Safe Action Plan;
- Consider the future of the city centre's nightlife and the immediate challenges posed in the city between 6pm and 6am in collaboration with relevant partners to drive forward a vibrant, diverse and sustainable nightlife to support the objectives of the Belfast Agenda including encouraging city centre living and creating a vibrant, well – connected environment for people to enjoy;
- Take an innovative, evidence-based approach to providing advice to inform and enhance policy, interventions, delivery of services, projects and plans;
- Consider city-centre issues as referred by relevant Council committees;
- Participate in and facilitate engagement and communications activities associated with connected communities;
- Promote city centre knowledge and understanding;
- Build trust and strengthen relationships with external agencies/stakeholders, residents, community representatives and the wider communities, businesses, development community to deliver improved Council services;
- Collate and consider best practice from other cities and local authorities from the UK, Ireland and internationally; and
- Whilst not having a decision-making function, it will make recommendations and report to the City Growth & Regeneration (CG&R) Committee, People & Communities Committee and the Strategic Policy and Resources (SP&R) Committee on a regular basis through reports and minutes of meetings.

4. Membership

The City Centre All-Policy Working Group will comprise of Party Leaders or their nominees.

5. Chairperson

In line with the SP&R Committee decision on 19th August 2016, a Chairperson will be appointed on an annual basis. This item of business will be placed on the agenda for the first meeting of each Working Group following the Annual Council meeting each year.

6. Reporting Mechanism

In keeping with its advisory role, the Working Group will provide recommendations to committees on relevant items. Unless specifically sought from a specific committee, recommendations made by the Working Group will be subject to ratification by the SP&R Committee.

The City Centre Coordination Group – a core Internal Officer Group will coordinate and share information across the 6 pillars of the Future City Centre (FCC) Programme (Appendix 2 FCC Pillars). The group will be an internal cross departmental city centre coordination forum.

7. Frequency of meetings

The City Centre All-Party Working Group will meet on a quarterly basis unless otherwise required.

8. Appendices

Appendix 1: City Centre Governance

Appendix 2: Future City Centre Programme Pillars



Subject:	All Party City Centre Working Group
Date:	10 August 2022
Reporting Officer:	Cathy Reynolds, Director of City Regeneration and Development
Contact Officer:	Deirdre Kelly, Programme Manager

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
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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 purpose of this report is to:</p> <ul style="list-style-type: none"> Update Members on the proposals for a City Centre All Party Working Group, and emerging wider city centre governance structures.
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ol style="list-style-type: none"> Note the proposals for a City Centre All - Party Working Group, which will be considered in detail by Party Leaders at the Party Leaders Consultative Forum on 11 August and following this to SP&R Committee on 19 August for approval. Note the emerging wider city centre governance proposals (Appendix One) in the context of various independent priorities including vulnerability, cleanliness, safety and the long-term regeneration and diversification of the city centre.

3.0	Background and Context
3.1	Members will recall that the CG&R Committee at its meeting in June approved the establishment of a Members City Centre Working Group, with further details to be brought back on the Terms of Reference and membership. It was proposed that the Group be convened to provide a forum to allow, as appropriate, public and private city stakeholders, including representatives from business and community organisations, the development, tourism and cultural, housing and education sectors and BID's, to engage with Members to address the short- and longer-term challenges facing the city centre.
3.2	<p>At the same time as this proposal coming forward it is of relevance, and to provide context to the emerging wider city centre governance to highlight the following:</p> <ul style="list-style-type: none"> • Current challenges facing the city centre focused on vulnerability, safety and cleanliness, were becoming increasingly prevalent. In response to this there has been various meetings between Council Elected Members and officers, statutory partners and various city centre stakeholders including BCTC, BIDs etc. It is recognised that it is difficult to totally separate these often-interdependent issues, however, to effectively address the significance and severity of these issues dedicated and focused governance groups are required. • In June 2022 the People and Communities Committee adopted a Notice of Motion in relation to Cleansing Task Force, put forward at the Standards and Business Committee and agreed to establish a Cleansing Task Force made up of Elected Members from each Political Party and Council officers. The first meeting of the Task Force took place on 29 June.
3.3	As regularly reported through this Committee, Members will be aware the Council have been leading on a Future City Centre (FCC) Programme (Appendix Two FCC Pillars) - a multi-faceted framework to take forward the long-term regeneration and diversification of the city centre, including one pillar on Clean, Green and Safe (Multi Agency). This 6 pillar approach has also been considered by the Community Planning Partnership – City Development Board under the priority area of the Future City Centre. As reported through the People and Communities Committee, the City & Neighbourhood Services Department have led on a Clean, Green, Inclusive and Safe (CGIS) City Centre Study. An emerging CGIS action plan is in draft, with city centre governance highlighted as a key immediate priority action.

4.0	Main Report
4.1	<p>City Centre All - Party Working Group</p> <p>Details on the City Centre All - Party Working Group, including the draft Terms of Reference, will be brought to the Party Leaders at the Party Leaders Consultative Forum on 11 August and following this will be presented to SP&R Committee on 19 August for approval. It is proposed that the overarching role of the City Centre All-Party Working Group will be to identify and prioritise issues and opportunities to address specific needs of the city centre with the aim of regenerating and improving the vibrancy of the city centre, linked to the council's growth aspirations and the Community Planning Partnership – City Development Board. The City Centre All Party Working Group will not have a decision-making function, rather it will make recommendations and report to the City Growth & Regeneration, People & Communities and Strategic Policy and Resources Committees as appropriate.</p>
4.2	<p>The following is a high-level synopsis of the proposed Terms of Reference:</p> <ul style="list-style-type: none"> • Act as a reference panel for the wider development and regeneration of the city centre; • Collectively identify opportunities and challenges and consider actions, partnership working and opportunities which may be subsequently brought forward via the Council Committee process; • Consider the city-centre dimension of key strategic plans and projects such as the Belfast Agenda, Bolder Vision, cultural strategy, tourism plan etc – including developing a sustainable and inclusive city centre which will attract a residential population, retain and attract talent and inclusive investment; • Consider the Clean Green Inclusive & Safe Action Plan; • Consider the future of the city centre's nightlife and the immediate challenges posed in the city between 6pm and 6am in collaboration with relevant partners to drive forward a vibrant, diverse and sustainable nightlife to support the objectives of the Belfast Agenda including encouraging city centre living and creating a vibrant, well – connected environment for people to enjoy; • Participate in and facilitate engagement and communication activities associated with connected communities; • Strengthen relationships with external stakeholders including residents, businesses, development community and wider agencies

4.3	<p>Given the important role of the city centre as a hub for investment, culture, tourism, learning and employment, it is felt that an All-Party Working Group could help to ensure it can continue to perform these important roles for the benefit of all areas of the city to derive the benefits. Given the importance of continued public /private partnership working it could also serve as a useful forum to consider some of the matters raised via various fora such as the Renewed Ambition Partnership; specific developer/BCC regeneration focused Reference Groups etc and seek input of Members as appropriate.</p>
4.4	<p>Emerging wider City Centre Governance</p> <p>In response to the emerging city centre issues and ongoing related work strands as highlighted above, a review has been undertaken of existing mechanisms for engagement and improved governance to bring together the various city centre related facets and ensure synergy whilst avoiding duplication and silo approaches. An overview of the draft governance proposals is enc at Appendix1:</p>
4.5	<p>(i) Future City Centre Leadership Group – CPP City Development Board: Future City Centre (FCC) Programme.</p> <p>The FCC programme (Appendix 2 FCC Pillars) is led by Council but is linked to the wider ambitions of the Belfast Agenda and the Belfast City Centre Regeneration & Investment Strategy and is integral to the delivery of the Council’s Recovery Framework. As highlighted in section 3.3 of this report, the City Development Board of the Community Planning Partnership has agreed the FCC as a priority area, particularly given its cross-cutting nature across the wider public and private sector and partners represented on the Board. The FCC Leadership Group will focus on ensuring that a vehicle exists across a number of priorities to raise and expedite issues relating to the priorities for the City Centre across the FCC Programme pillars of Regeneration & Development; Connectivity; Business & Investment; Positioning the City to Compete; Digital & Innovation; Cultural, Tourism & Vibrancy and Clean, Green Inclusive & Safe. The group will be anchored within the CPP governance arrangements and give focus to and drive forward specific actions identified under the City Development Board’s FCC pillar. The FCC Leadership Group will be co-chaired by Council’s Director of City Regeneration and Development and the Belfast Chamber Chief Executive. Membership will be drawn from a number of partners including BCC, city centre stakeholders including private sector, central government agencies, anchor institutions, Visit Belfast and BIDs and representation from the VCSE panel.</p>

4.6	<p>(ii) Strategic Leadership Group – Complex Lives:</p> <p>Members will be aware of the work underway to develop and embed a new approach to supporting vulnerable individuals within the city (Complex Lives: One Belfast Vulnerability Model). A short briefing of the model is enc at Appendix 3.</p>
4.7	<p>A strategic and proactive partnership and multi-agency approach has been established which brings together the NIHE, Public Health Authority, the Health and Social Care Board, Probation Board for Northern Ireland and the Police Service of Northern Ireland and Council, along with voluntary agencies. A Strategic Leadership Group (CEO level commitment) is established under the auspices of Community Planning and is chaired by the Council's Belfast Chief Executive. This is supported by a Multi-Disciplinary Team (MDT) which meet on a weekly basis to understand the specific needs and to develop an individualised support plan for the vulnerable person.</p>
4.8	<p>At a recent Lord Mayor and Party Group Leaders' meeting with statutory partners held on 22 June, there was strong support for the complex lives approach which is being prototyped to support vulnerable individuals with a call to scale-up the initiative at pace. The ability to scale up the Complex Lives programme is impacted upon the level of resources available and the time intensive and long lead in time it takes before results can be evidenced due to the nature of the cohort. Negotiations are ongoing with partners to secure an initial year budget to support the development of a joint case management system, increase the numbers of dedicated case workers to support the vulnerable individuals as well as strategic and advisory support across partners. Work is also underway with partners to develop a focused action plan under the leadership of this group, which will provide an immediate and practical response to support the most vulnerable people in the city centre. The terms of reference and membership of the group are being revisited to ensure representation is appropriate with a view to improving outcomes.</p>
4.9	<p>(iii) Multi Agency Operational (tasking) Group – Clean, Green, Inclusive & Safe (CGIS):</p> <p>The core focus of this group will specifically be around Clean Green Inclusive and Safe issues and overseeing short, medium and long term implementation of a CGIS city centre study (commissioned via City & Neighbourhood Services) and draft action plan. It is intended that this CGIS Action Plan will be brought via the People & Communities</p>

	<p>Committee, as well as to the City Centre All Party Members Working Group. It is proposed that the Multi Agency Operational Group representation is from across those city partners with a role on clean, green, safe and inclusive matters eg BIDs, DfC, DfI, PSNI etc. The CGIS City Centre study and draft Action Plan has involved significant engagement with these partners to date, however, it will be important to obtain partner commitment to the delivery of the actions within the draft Action Plan. It is therefore proposed that this will form the basis of the work programme for the proposed Multi Agency Operational Group. The group will be chaired initially by the Council's Chief Executive with the Director of City and Neighbourhood Services supporting, alongside Place and Economy representation as appropriate.</p>
4.10	<p>(iv) Cleanliness Task Force</p> <p>Convened by the Lord Mayor and with All Party Member representation, alongside senior Council officers, the Task Force, was recently convened to address the escalating problem of street cleanliness in both neighbourhoods and the city centre.</p>
4.11	<p>(v) City Centre Coordination Group – Internal Officer Group:</p> <p>This internal officer group will coordinate and share information across the 6 pillars of the FCC Programme (Appendix 2 FCC Pillars), including the Clean Green & Safe operational issues, as well as the ongoing work around vulnerability and homelessness. The group will be an internal cross departmental city centre coordination forum.</p>
5.0	<u>Financial & Resource Implications</u>
5.1	Any future resource implications will be brought to the Strategic Policy and resources Committee.
6.0	<u>Equality or Good Relations Implications/ Rural Needs Assessment</u>
	None associated with this report.
7.0	Appendices – Documents attached
	<p>Appendix 1: City Centre Governance</p> <p>Appendix 2: FCC Pillars</p> <p>Appendix 3: Complex Lives Briefing</p>

1

CPP -Future City Centre
Leadership Group

- Future City Centre
Programme



- **Core Focus:** Future City Centre Programme (regeneration & development | connectivity | innovation & digital | vibrancy | business & investment | CGIS)
- **Co-Chaired** by Cathy Reynolds and Simon Hamilton
- **Linkages:** City Development Board and Community Planning Partners

2

Strategic Leadership Group

Complex Lives

- Vulnerability -



- **Core Focus:** Vulnerability & Homelessness
- **BCC Lead(s):** Chief Executive (John Tully, David Sales)
- **Strategic Leadership Group** - Multi-Agency (CEO level), chaired by BCC CX)
- **Linkages:** Complex Lives | City Centre Tasking | Multi-Agency Support Hub

3

Multi-Agency
Operational (tasking) Group

-Clean, Green, Safe &
Inclusive



- **Core Focus:** Clean, Green, Safe and Inclusive Action Plan (CGIS)
- **BCC Lead(s):** Chief Executive (David Sales)
- **Multi-Agency** including Central Gov agencies & business community
- **Linkages:** Cleanliness Task Force | DFC | DFI | BIDs | Chamber | City Development Board

4

City Centre
Coordination Group

- Internal-



- **Core Focus:** Internal coordination & alignment | City Centre Members Group
- **Co-Chaired** by Cathy Reynolds and David Sales
- **Linkages:** Vulnerability | CGIS & Multi-Agency Tasking | Future City Centre

Regeneration & Connectivity

- Creating the physical built environment to create vibrancy; sustain our economic recovery and support an inclusive, accessible and connected city centre.

- **Examples:**
- Major Regeneration Developments
- City Centre Living
- Connected Spaces & Places
- Lighting & Tactical Regeneration
- Connectivity & Active Travel
- Medium and Long term regeneration and use of 2 Royal Avenue

Business & Investment

- To support and sustain existing and new businesses, and attract new businesses.

- **Examples:**
- Business Support Programmes
- City Investment Service

City Centre Vibrancy

- To encourage vitality, vibrancy and increased footfall; maximising our cultural and tourism offering, building on the ten year cultural strategy, A City Imagining

- **Examples:**
- 2023 Year of Culture projects
- Animation & events, pop up activities.
- Enhanced use of public realm & environmental improvements to encourage footfall and increased dwell time
- Meanwhile use

Position the City to Compete

- To build on our reputation as a unique destination for investment, tourism and development.

- **Examples:**
- Renewed Ambition – public private partnership
- Vacancy interventions
- Development of a city regeneration and development – investment narrative

Digital Innovation

- Maximising and deploying digital technology and innovation solutions to position the city as a key location for innovation and support indigenous and new businesses to thrive and grow.

- **Examples:**
- Smart District
- 5G and Wireless opportunities

Clean, Green & Safe (Multi-Agency)

- To enhance the city centre experience through a clean, accessible, safe and pleasant environment.

- **Examples:**
- Delivery and implementation of the CGIS Strategy and Action Plan
- Providing enhanced city cleansing regimes
- Addressing perceptions of safety in the city centre

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Complex Lives

Partner Briefing– June 2022



The Belfast Agenda

Living Here Board



Complex Lives



Whole System Model

Mobilising One Vulnerability Model: One Mission, One Team

1. The Challenge

In early 2019, a CEO-led Strategic Leadership Group (SLG) with a collective mandate was established under the auspices of Community Planning to mobilise a whole system approach to supporting vulnerable/at risk people caught in a vicious cycle of homelessness, addiction to alcohol and/or drugs, poor mental and physical health, and offending behaviour, in Belfast. These are people who live complex lives - often underpinned by trauma, yet they are expected to navigate and engage with a very complicated and confusing system of siloed services and support. The chaotic nature of how they live and how that impacts on them, their families and society as whole means that they tend to generate significant resource pressures for those partners tasked with providing a response (directly and indirectly) and hence the overall public purse.

Figure 1: A 'Spin Cycle' for vulnerable people and for services.



The aim of the whole system approach is to simplify the way we work and create a model whereby we can use everyone's experience, skills and energy in a more joined up and impactful way – mobilising a 'one vulnerability model' to address the challenges of people living 'complex lives'. The work has been informed by a tried and tested 'Doncaster Complex Lives' whole system model of integrated care and support that has been adapted to suit Belfast's context.

2. The Approach

The whole system approach has brought together the breadth of statutory and voluntary and community agencies and services working across housing, health, and criminal justice in a shared, agreed, and sustainable way of working to engage and support vulnerable people and improve outcomes.

Since October 2019, partners have been coming together on a weekly basis as a Multi-Disciplinary Team (MDT) to collectively develop, test and deliver on the new Complex Lives Model within Belfast that aims to: -

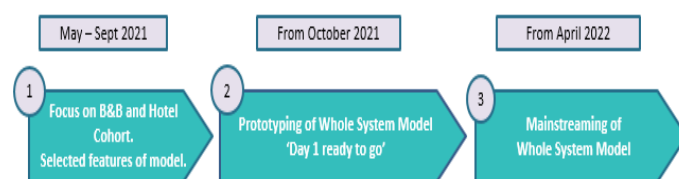
- Support the recovery, resettlement, and social inclusion of vulnerable people.
- Connect and build trust with people – using existing positive relationships with services.

- Work together as a multi-agency, multi-disciplinary team to develop an individualised plan for each client, with the voice of the service user at the centre of this.
- Provide a trusted key worker to stay with people throughout their journey.
- Provide initial stability and appropriate accommodation with wrap-around support.
- Help people re-integrate into community life by enabling positive connections and improving life experiences.

This work has been built on a lot of the excellent practice and front-line core services that already existed across agencies and services. It is not about creating a new service layer, but about unblocking barriers to delivery, integrating and pooling existing resources and skills, and building a shared system that enables collaboration rather than competition, and which most of all delivers positive coordinated wrap around support and outcomes for people who need it most.

The model is being taken forward in three phases, as outlined in figure 3. The aim now is that from June 2022 Complex Lives will secure the additional funding required to be upscaled to full implementation phase. This phase will operate for the next 4 years under the oversight of the SLG and community planning in Belfast and the hope is that by 2026 the model will be successfully evaluated proving the case for mainstreaming and thus becoming ‘business as usual’ for the service delivery partners involved.

Figure 2: Three-phased approach



A detailed route map and SMART action plan has been created to guide and monitor progress of the whole system approach.

Figure 3: Key elements of the whole system approach

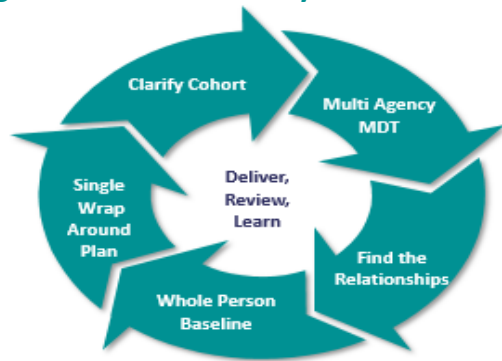


As part of Phase 1, the Steering Group developed a mobilisation brief to deliver on the short-term challenge of securing accommodation and solid wrap around plans for a cohort of 60 people, within B&Bs and hotels because of the Covid 19 pandemic. Work commenced to build the picture of the cohort i.e., beginning with NIHE clients who met the chronic homelessness¹ definition. Phase 1 was the starting point of the dual approach in terms of understanding both the people (potential cohort) and the system (services with responsibility and/or commissioned to support the cohort). Relationship building commenced amongst core agencies, which involved engaging statutory partners and those commissioned to provide direct services to the cohort.

¹ Chronic homelessness is defined as “a group of individuals with very pronounced and complex support needs who find it difficult to exit from homelessness”. Chronic homelessness often manifests itself as rough sleeping or other street activity, and clients experiencing this type of homelessness find it difficult to sustain a

tenancy due to their extreme vulnerability – NIHE Homeless Strategy.

Figure 4: Phase 1 Delivery



As part of the phase 2 prototyping work, robust governance structures and operational processes were put in place, through the establishment of a multi-agency, multi-disciplinary team, which has been the centre piece of this phase. The team meet on a weekly basis to consider and work through nominations and case reviews from the shared cohort list, building trusting relationships between each other and with the clients involved. A crucial magical ingredient of the whole system approach has been the shared commitment from all partners to work flexibly and creatively to support people in the Complex Lives cohort to stabilise and make positive progress. Work was also commissioned to ensure the user voice was central to the design and development of the Complex Lives model, including the development of user insights through ethnographic studies. Appendix 1 also features an anonymised case study example of someone who has been through the MDT process. Investment mapping was completed and areas for potential joint commissioning identified. The development process has been supported by a senior management level Steering Group which meets monthly.

A number of operational issues and learnings have emerged from the prototyping phase that require further (financial and system change) support and development, prior to the wider roll out and fuller implementation of the model (as per the Doncaster approach). Some of the key areas that need

addressed include: strengthening joint case management operations; system enablers such as an agreed information sharing protocol, providing stability to the core support service providers agreeing two-year contracts (at a minimum), as well as enhancing those services to be able to offer key working and wrap around support at a larger scale.

3. The Results/ Impact

The Complex Lives whole system approach is developing to plan. The prototyping of the approach generated initial short-term impacts with highly vulnerable people, showing the benefits of a joined up and systematic approach. The phased approach taken has provided valuable insights into improvements and developments that can take the integrated approach further and ensure it is sustainable and secure.

Beyond that, the work has generated higher level strategic questions and transferable opportunities for integration that can serve a wider purpose in supporting partners in Belfast to respond to complex, shared and seemingly intractable issues. Relationships at all levels continue to flourish and community planning partners certainly feel that the Complex Lives work is one of the exemplar initiatives that has progressed under the auspices of Community Planning in Belfast – practically focusing on collaborative gain and impact.

This work has certainly made the case for deep reform in how we both plan and deliver services as a collective rather than as individual organisations – particularly when we are all working to same or similar goals and objectives. This will be a central consideration for partners as the next steps of the Complex lives whole system model are developed.

4. Contact Information

For more details on the representation of each of the groups please see Appendix 2. For further information about this intervention and approach, please contact:

Belfast City Council

Kelly Gilliland: GillilandK@belfastcity.gov.uk

Kevin Heaney: HeaneyK@belfastcity.gov.uk

Appendix 1: Case Study Example

Plan on a Page

/11/21

Date of Next Review: 12/01/22

(7 reviews held to date)

Case ID: XXXXX Name: Joe Bloggs DOB: XX/XX/XXXX
Notified by: PSNI & BHSCT-DOT
Lawful basis of information sharing: Client consent

Synopsis/Initial Triage

Homeless since 16 years old (now 25) long term rough sleeping.
Ongoing IV drug use – not open to services currently – very difficult to engage.
Extern (outreach) have been engaging with Joe Bloggs more recently and they have agreed to avail of a DASP bed – should be available from this coming Monday 22nd Nov).
Probation to provide more information next week.
Has engaged with health services to have wounds dressed.
PSNI – known to police.

08/12/21 Update

Extern – DASP bed in OC – now staying full nights (for the most part) however still causing issues in City Centre (particularly for SNOs & PSNI re moving on). PSNI – in contact daytime and late at night. Small steps with Joe Bloggs.
DOT – has been discharged from SPT – DOT did see him briefly (stated he was going to go cold turkey) got feeling he was overwhelmed and under 'p' from partner and peers who are a big pull/draw back to city centre, use, rough sleeping, etc.
BHSCT Inc Health – Joe Bloggs attends periodically and remains open – also provide a clinic in OC.

15/12/21 Update

Extern – Joe Bloggs has moved into the Ormeau Centre and is using this facility almost every night. He is no longer in a relationship with ** and appears to be prioritising his own needs. Extern staff are also encouraging Joe Bloggs to engage with DOT.
BCC/SNO's – mentioned noticeable progress with Joe Bloggs.

05/01/22 Update

DOT – their engagement with Joe Bloggs has been really positive and have managed to refer them onto SPT (which will take approx. 6 weeks) and he appears to still be staying nearly every night in the OC.
Extern – Joe Bloggs did have a bit of a downturn over the Christmas period – he discovered a fatal OD but he has remained in the hostel. PSNI – had only one incident recorded regarding Joe Bloggs being the victim of an assault in the Welcome Centre.

Initial Objectives

Plan needs to be established to create stability for Joe Bloggs once he enters the DASP facilities.

to continue to develop relationship with Joe Bloggs so that she hopefully become a trusted contact.

Identify ways that Joe Bloggs may lose the DASP bed and try and prevent these things happening ahead of time (e.g. dealing, stealing and possession of drugs).

Key Worker and Named Partner Contacts

Extern – Key worker: Carla
BHSCT DOT – Katy

Action	Partner	Contact
Ormeau Centre/Extern staff to encourage Joe Bloggs to continue to use bed, not to go out during night, and continue to support him to engage with DOT and SPT.	Extern	Buff/Michelle /Hostel Staff
Review on 12/01/22	MDT	Chair

Appendix 2: Complex Lives Group Representation

Senior Leadership Group (SLG): BCC (Chair), BHSCT, NIHE, PSNI, NIAS, EA, Translink, PHA, PBNI, BDACT and DOJ re: prisons.

Complex Lives Steering Group: BCC (Chair), BHSCT, NIHE, PSNI, PBNI, PHA, BDACT, BHDU and Homeless Connect.

Multi-Disciplinary Team (MDT): BCC (facilitation), NIHE, PBNI, PSNI, BHSCT, Extern, Welcome Organisation, Simon Community and DePaul.

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Subject:	Stratagem Conference
Date:	19th August, 2022
Reporting Officer:	John Walsh, Chief Executive John Tully, Director of City and Organisational Strategy
Contact Officer:	Laura Leonard, International Relations Manager Kevin Heaney, Head of Inclusive Growth and Anti-Poverty

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	The purpose of this report is to bring to the Committee's attention a request from Stratagem for the Council to sponsor a forthcoming conference 'Future of Politics: Delivering Effective Government' to be held on 16th September, 2022.
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> (i) note the attached Stratagem discussion paper, which outlines the proposed scope of the areas to be explored at the conference and the current panellists confirmed for the event; (ii) consider the request for the Council to sponsor the event to the value of £5,000; and (iii) approve the proposed approach to seeking Member's representation and participation in the event, as set out in paragraph 3.4 below, should a decision be taken to sponsor the conference.

3.0	Main Report
3.1	Stratagem is a public affairs consultancy based in Belfast which provides advice, support and services to help inform policy/strategy development and decision-making processes. Stratagem draws upon expertise and experience from across a range of sectors to inform its work.
3.2	Stratagem has recently made a request to the Council to sponsor a forthcoming conference event to be held on 16th September 2022, focusing on 'Future Politics: Delivering Effective Government'. As outlined in the attached discussion paper, the conference seeks to provide the opportunity to reflect on how our political system operates, its relationship with policy development and the wider political framework in which it sits and to consider workable solutions that could deliver better outcomes for people and communities. This is the inaugural annual conference featuring international speakers and provides a platform to showcase our city leadership.
3.3	<p>The Council has been asked to consider a potential sponsorship of £5k for the event which would be commensurate to other sponsorships received (e.g. NILGA, QUB, UU, the Community Foundation etc). Supporting sponsors receive the following:</p> <ul style="list-style-type: none"> • Five places to attend the conference • A Speaker place on one of the panel discussions – as set out in the appendix. • an invite to pre-conference dinner event on 15th September 2022 • acknowledgment and promotion of sponsor organisation support to event
3.4	<p>If the Council agrees to sponsor the conference event, it is proposed that:</p> <ul style="list-style-type: none"> (i) five places to attend the event be offered to Elected Members (via Party Group Leaders) (ii) the opportunity to participate on panel discussions at the conference event be offered to the Chair of the Strategic Policy and Resources Committee (or his nominee) (iii) the invite to the pre-conference event be offered to the Chair of Strategic Policy and Resources Committee (or his nominee)
3.5	<p><u>Financial and Resource Implications</u></p> <p>Any financial implications arising from this report will be covered from existing budgets.</p>
4.0	<u>Document Attached</u>
	Stratagem Conference Discussion Paper

FUTURE POLITICS:

Delivering Effective Government

A platform for ambitious new political ideas, policies and solutions

Discussion Paper

Delivered by

Stratagem
part of the Connect Group

HUME

The John & Pat
Hume Foundation

Sponsored by



BOSTON
COLLEGE

The *elle*
Community
Foundation
Northern Ireland



nilga
northern ireland
local government association



Conference Overview

Almost 25 years from the Belfast/Good Friday Agreement, our political institutions have been subject to a series of shocks that have highlighted both the flexibility and inertia in our system of governance.

The product of compromise, providing for electorally inclusive power sharing, framed to show regard for different communal identities, our devolved institutions are struggling to sustain the duration of an electoral cycle and deliver consistent governance.

Political differences within them, as well as wider events and pressures around them, have bearings on the performance and perception of any democratic institutions. This may be pointedly true in respect of our devolved experience but there remains wider questions around how public policy choices are deliberated and public priorities delivered.

Leadership is not easy and political leadership even less so. The day to day running of government, of legislating, and of representation does not usually afford the time or space for strategic consideration of the infrastructure that frames our politics and public policy processes.

These conversations are relegated to times of high-octane political crises and the resolutions to the sphere of challenging political party negotiations and compromises. Sometimes with unintended consequences; sometimes with unimplemented consequences.

Six years following the referendum on the UK exit from the EU, the wider structures of governance implemented through the Belfast/Good Friday have also seen change and challenge.

This has disrupted the dynamic of devolution and its interaction with North/South, East/West institutions, which have had relevance in a number of public policy areas such as health and environment; but there is the potential - and the need - to continue with and enhance cooperation and coordination on shared policy issues.

This conference seeks to provide the opportunity to reflect on how our political system operates, its relationship with policy development and the wider political framework in which it sits and consider workable solutions that could yield better outcomes for people and communities.

Importantly, this conference is not seeking to pre-empt, or speculate on, any particular proposals for changing rules or structures in our institutions. Observations of given problems may well be shared in the course of contributions, but the day is not about finding political fault or prescribing overnight fixes.

Instead, it is about opening up a more reflective political discourse. The event is aimed at politicians and other public policy makers, and it is about taking what we have and improving on it without prejudice to individual national and constitutional aspirations or respective attitudes to possible institutional changes.

Objective

The conference brings together politicians, policy makers and others to consider and put forward ideas to address our shared challenges through six panels:

- 25 years since devolution; what does good government look like and how do we achieve it?
- Cutting through the noise: creating a more reflective political discourse
- Delivering better outcomes for people; the architecture and culture of policy making
- Whose culture is it anyway? Moving away from a binary state
- Making the three strands work for prosperity: North-South, East-West in a post-Brexit world
- Our place in the world; resetting our transatlantic relationships

Strategic Intent, Inputs and Outputs

This discussion paper seeks to prompt thinking about discussions that will take place at the conference, and to focus on optimising the short amount of time we have available for each panel. However, this is a longer-term project, with conversations on the day providing a starting point for the working groups that will bring forward proposals over the next 12 months.

The content of the conference panels, as well as input from audience members, will be captured and reflected in the framing of each of the groups, and terms of reference will be determined by the members of each. Membership will be drawn from political, policy and stakeholder organisations, which will take forward ideas emerging from the event and consider solutions based on expert input.

It is anticipated that there will be a series of seminars in support of these areas across the year that will report back at the second conference in 2023.

Discussion Paper

Panel 1:

Almost 25 years since devolution: what does good government look like and how do we achieve it?

With the Belfast/Good Friday Agreement now nearly 25 years old, and significant change in the social, economic, and environmental landscape, our political infrastructure is struggling to respond to the new realities. What elements remain essential and useful? What needs to change? What of our relationships with the UK and Irish Governments, as well as the other devolved regions?

Panellists will be asked to reflect on the following questions:

1. Does the Belfast/Good Friday Agreement need reform, and if so, what aspects?
2. What mechanisms exist to deliver this, and how can this be achieved?
3. What can we learn from other jurisdictions?

Panel 2:

Cutting through the noise: creating a more reflective political discourse

Politics is the art of persuasion, however in the era of instant media and social media, it has become more and more challenging for politicians to engage in reflective political discourse. This is often antagonised by the framing of political discourse within the media, making it difficult for consensus or indeed a change in views.

This session will consider the role of media and social media in relation to politics, how we can encourage more civility and create space for more reflective and thoughtful conversations.

1. What role does social media play in creating a polarised society, and how do we cut through the noise?
2. Can and should we balance accountability and reporting with bigger picture politics?
3. Who leads - the people or politicians? And how does social media shape and inform this?
4. How can we move away from megaphone diplomacy and engagement by press release?

Panel 3:

Delivering better outcomes for people: the architecture and culture of policy making

In 2016, Northern Ireland committed to a new approach to public policy through placing wellbeing at the heart of its ambitions, and adopting the Outcomes Based Approach. Whilst there was support for this both politically and across wider civic society, the delivery of this has struggled without significant change to the architecture and culture of policy making both politically and within NICS, as well as its interaction with local government.

Panellists will reflect on the progress and potential of policy making and make proposals as to how Northern Ireland can deliver on the outcomes approach, adopt, and plan for long-term policy and better engage with the systems of governance it sits within.

Key questions for consideration:

1. How do we move towards longer-term thinking and planning, and sustain these policy commitments against the backdrop of electoral cycles?
2. How do we improve cross-departmental co-operation on key issues?
3. How do we improve the link between local government, the Executive and UK Government?

Panel 4:

Whose culture is it anyway? Moving away from a binary state

How do we deal with the challenges of politics and identity? Can we be British, Irish, neither or both? Can a shared identity be forged in a landscape whereby identity and constitutional ideologies still dominate our politics?

This panel will explore the future of identity in shaping and influencing our politics, and how our institutions can play a useful role in this while not being defined or limited by some of the more contested elements of debates.

1. At a time when many societies seek to embrace multi-culturalism, is there any point/need/desire to develop a shared identity for Northern Ireland?
2. What is the relationship between culture and sectarianism, and how do we address it?
3. What is the future of culture and what can we do to detoxify it for our younger people?

Panel 5:

Making the three strands work for prosperity: North-South, East-West in a post-Brexit world

Brexit has fundamentally altered the political and economic landscape across these islands. The need to reshape our economy doesn't always align with political ideologies, and debates around Northern Ireland's relationship within the UK, as well as with the Republic of Ireland, have challenged relationships across these islands.

Years of debating the issue have failed to yield an acceptable solution to all parties, and so it is perhaps time to change the entry point we come at this from, looking towards future relations rather than historic ones.

1. What is the step change required to move away from ideologically driven conversations to an agreed pathway to prosperity?
2. How do we optimise the potential for an all-island economy that works in tandem with the UK internal market?

3. How do we optimise NSEW bodies and cooperate on key policy issues?

Panel 6:

Our place in the world: resetting our Transatlantic relationships

The United States played a key role in the Belfast/ Good Friday Agreement, and continues to take an interest in our politics. But what does that mean as US-European relationships evolve? The “Asian pivot”, the United Kingdom’s exit from the European Union, Ukraine, and the changing contours of US politics have meaning for how Northern Ireland and the United States interact and cooperate.

The panel will reflect on those changes, their meaning, and how political, business, and community leaders on both sides of the Atlantic can engage productively. Moreover, the panel will discuss ways to deepen transatlantic relationships and include all communities on the island of Ireland and the United States.

1. How do we optimise our special relationship with the US, and how do we ensure we remain engaged?
2. What is NI’s place in the world post-Brexit? How are we perceived and how do we communicate the opportunities?

Panellists

Panel 1

- David Ford, Former Justice Minister, Alliance Leader and MLA
- Dawn Purvis, Former PUP leader and MLA
- Jarlath Kearney, Former Sinn Féin SpAd; Strategy Advisor and Equality Commissioner
- Lauren Kerr, UUP Policy Officer; Candidate in 2022 Assembly Election
- Mark Durkan, Former deputy First Minister; Foyle MP and SDLP Leader
- Richard Bullick, Former DUP SpAd

Panel 2

- Brendan Hughes, Political Reporter, Belfast Live
- Kezia Dugdale, Director John Smith Centre; Former Leader of the Scottish Labour Party and MSP
- Dr Olga Jurasz, Senior Law Lecture, Open University
- Sara Canning, Board Member, John and Pat Hume Foundation

Panel 3

- Alison Allen, Chief Executive, NILGA
- Lord Bob Kerslake, Former Head of the Civil Service (England); Chair of UK2070 Commission
- Denis McMahon, Permanent Secretary, Executive Office
- Professor Duncan Morrow, Director of Community Engagement, Ulster University
- Jennifer Wallace, Director, Carnegie UK Trust

Panel 4

- Andrew McCormick, Activist, Let's Talk Loyalism
- Colin Davidson, Artist; Chancellor of Ulster University; Patron of WAVE Trauma Centre
- Labhras Ó Murchú; Ardstiúrthóir, Comhaltas Ceoltóirí Éireann; Former Senator in Irish Senate
- Professor Pete Shirlow, Director, Institute of Irish Studies, University of Liverpool
- Ryan Shaw, Youth Worker, Youth Action

Panel 5

- Andrew McCormick, Former Permanent Secretary and Director General of International Relations, Executive Office
- Danny McCoy, Chief Executive, IBEC
- Professor Katy Hayward, Political Sociologist, Queen's University Belfast
- Kirsty McManus, National Director, IOD
- Lee Reynolds, Former DUP SpAd

Panel 6

- Ian Hunter, US Director, OCO Global
- Jackie King, Executive Director of International Business, IBEC Global
- Paddy Hart, Chairman, International Fund for Ireland
- TBC
- Dr Bob Mauro, Executive Director of Irish Institute, Boston College

Draft Running Order

TIME	SEGMENT
8.45 - 9.15	Arrival
9.15	Welcome and running order
9.30	Mix the City video
9.35 - 9.45	Youth Action Northern Ireland speaker
9.45 - 10.45	25 years since devolution
10.45 - 11.00	COFFEE BREAK
11.00 - 11.45	Cutting through the noise
11.45 - 12.00	Nandi Jola, Spoken Word Poet
12.00 - 12.45	Making the three strands work
12.45 - 13.30	LUNCH
13.30 - 14.15	Delivering better outcomes
14.15 - 14.30	Ajendance
14.30 - 15.15	Whose culture is it anyway?
15.15 - 15.30	COFFEE BREAK
15.30 - 16.15	Resetting transatlantic relationships
16.15 - 16.30	Mix the City video
16.30 - 16.45	Close
16.45 - 18.00	Drinks reception

Suggested Reading List

Carnegie UK

Working Together for Wellbeing: The report of the Northern Ireland Embedding Wellbeing in Local Government Programme

<https://www.carnegieuktrust.org.uk/publications/working-together-for-wellbeing-full-report/>

Carnegie UK

Rethinking Northern Ireland: Reports from a seminar series on wellbeing in Northern Ireland

https://dlssu070pg2v9i.cloudfront.net/pex/pex_carnegie2021/2022/02/01102558/v0.2-NI-Workshop-report.pdf

Institute for Government

Devolution at 20

<https://www.instituteforgovernment.org.uk/sites/default/files/publications/Devolution%20at%202020.pdf>

Institute for Government

North-South cooperation on the island of Ireland

<https://www.instituteforgovernment.org.uk/explainers/north-south-cooperation-island-ireland>

Pivotal

Good Government in Northern Ireland

<https://www.pivotalppf.org/cmsfiles/Publications/Good-Government-in-Northern-Ireland.pdf>

The Constitution Society

The Belfast/Good Friday Agreement and Brexit A briefing

<https://consoc.org.uk/publications/the-belfast-good-friday-agreement-and-brexit-by-andrew-mccormick/>

UK in a Changing Europe

Brexit Interview: Andrew McCormick

<https://ukandeu.ac.uk/interview-pdf/?personid=49219>

UK Government

The Belfast/Good Friday Agreement

<https://www.gov.uk/government/publications/the-belfast-agreement>

UK Government

New Decade, New Approach

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/856998/2020-01-08_a_new_decade_a_new_approach.pdf

Queen's University Belfast (Katy Hayward)

Brexit and the NI Protocol: changing constitutional relations?

https://pureadmin.qub.ac.uk/ws/portalfiles/portal/250001662/writ_2.pdf

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Subject:	Review of Invest NI – Call for Evidence
Date:	19th August, 2022
Reporting Officer:	John Greer, Director of Economic Development
Contact Officer:	Lisa Toland, Senior Manager, Economy

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	The purpose of this report is to update the Committee on the review of Invest NI that is currently underway, chaired by Sir Michael Lyons, and to provide details of the proposed input to the review on behalf of the Council.
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> note the ongoing review of Invest NI, including the scope and timelines endorse the attached proposed Council response, as agreed by the City Growth and Regeneration Committee on 10th August; and note the likelihood of further engagement between the Review Team and the Council as the review progresses and in advance of its October 2022 publication.

3.0	Main Report
3.1	<p><u>Key Issues</u></p> <p>The Independent Review of Invest NI was announced by the Minister for the Economy, Gordon Lyons, on 26th January 2022. The objective of the Independent Review is “To provide an independent assessment of Invest NI’s efficiency and effectiveness and, looking forward, its capacity to strategically align with and operationally deliver the 10X Economic Vision”.</p>
3.2	<p>The Review Panel is chaired by Sir Michael Lyons. He is joined by Dame Rotha Johnston and Maureen O’Reilly, an independent economist. Members will recall that Sir Michael Lyons previously chaired the Innovation and Inclusive Growth Commission which produced its “Reset for Growth” report in June 2021. He will re-engage with Commission members for a year one review session in September 2022.</p>
3.3	<p>Sir Michael has significant experience across the public sector, including local government. In 2007, he undertook an extensive inquiry into the functions and funding of local government: “Place-shaping: a shared ambition for the future of local government”. He is currently Chair of the English Cities Fund.</p>
3.4	<p>The Panel has been taking views from a range of key stakeholders since its establishment, meeting with more than 280 stakeholders through 70 engagement sessions. They have also undertaken a public consultation on the review. The current timetable for completion of the report is October 2022.</p>
3.5	<p>As part of its engagement work, the Panel met with Party Group Leaders in early July 2022. They had an extensive discussion on a number of key areas, principally focusing on the efficiency and effectiveness of Invest NI in its role as the main economic development agency in NI and also looking at whether Invest NI was appropriately and adequately resourced and structured to support the delivery of the 10X strategy.</p>
3.6	<p>In addition to the engagement with Members, the Review Panel has confirmed that it would be keen to receive further written responses from key partners. Given the importance of the working relationship with Invest NI and the need to ensure that the organisation is structured in a way that can support the future economic growth of the city, it is proposed that the response set out in Appendix 1 is submitted to the Review Panel, reflecting the Council’s views on key areas of opportunity and challenge. It covers a number of key points, namely:</p>

	<ul style="list-style-type: none"> • Need to consider current budget alignment – supportive of focus on FDI but need to enhance support for entrepreneurship and innovation in support of 10x ambitions • Commitment to building a stronger collaborative engagement between councils and Invest NI in order to enhance the referral process for businesses seeking to access support across both organisations • Need to enhance commitments around sustainable and inclusive growth – and ensure that these are reflected in overall budget allocations as well as in ways of working – using influence to encourage positive behaviours among client businesses • Need to explore place-based approaches to investment – good examples of how this works in other locations • Concerns at impact of recent budget cuts and apparently arbitrary approach to how these have been implemented – specific areas of concern around support for accelerator and proof of concept support that will have a detrimental impact on local businesses.
3.7	<p>The Council has a strong working relationship with Invest NI. This is focused on a number of areas, namely:</p> <ul style="list-style-type: none"> • Collaboration on FDI and positioning: we work closely with Invest NI on key target markets and showcase the city as an investment location to prospective investors. The Council takes the lead (with other public and private sector partners) on the physical infrastructure investments to support FDI • Supporting the indigenous businesses: the council has developed a good referral process with Invest NI. This means that companies progressing from our start-up and early-stage growth support can move into a more formal relationship with Invest NI as a client business, thereby accessing a suite of support to help in their future growth. We also work collaboratively with Invest NI and other partners (e.g. Catalyst) on joint initiatives such as Way to Scale – our targeted scaling intervention for companies that have significant growth potential • Reframing start-up and growth support: one of the key areas of work at present for the council is our plan to significant rescope the support for business starts. The ambition is to increase the overall number of start-ups as well as increasing the number of growth-focused, job-creating companies, including those that have the potential to scale. Invest NI has traditionally match-funded this activity (alongside council and ERDF resources). Our collective view is that this support needs to be revamped, with better outreach and engagement for potential entrepreneurs, moving towards a strong support offering that is commensurate with the potential of the business to grow and

	<p>create jobs. Both Invest NI and the Department for Economy (DfE) have worked closely with the councils to date and consider that this new approach aligns with the 10x ambition and is in keeping with their wider plan to overhaul the support system for local businesses, based on the REAP (Regional Entrepreneurship Acceleration Programme) model that has been developed at MIT</p> <ul style="list-style-type: none"> • City Deal development: Invest NI is DfE's lead agency on the City and Growth Deals. It has established a team to support the progress of the business cases for key investment projects. <p><u>Financial and Resource Implications</u></p> <p>3.8 No specific financial and resource implications associated with this report.</p> <p><u>Equality and Good Relations Implications/Rural Impact Assessment</u></p> <p>3.9 No specific equality or good relations implications/negative rural impact.</p>
4.0	Document Attached
	Council Response to Invest NI Review

Council Response to Invest NI Review

Draft response

Belfast City Council is delighted to have been engaged in the consultation process to inform the Invest NI review. This has provided us with an opportunity to discuss key areas relating to the efficiency and effectiveness of Invest NI in its role and also to consider if Invest NI is appropriately and adequately resourced and structured to support the delivery of the 10X Economy. Following internal discussions relating to these matters we wish to highlight a number of key areas for opportunity and challenge through the review.

While ongoing engagement with Invest NI and Belfast City Council has been positive, the current approach to engagement is largely transactional, there is limited sense of a shared view of priorities and an associated allocation of resources to bring this forward. There is also a need for greater role clarity, there is an opportunity to use this review to reframe the roles and responsibilities across the economic development support system, in order to ensure clarity both for businesses and for delivery partners. This should also include a focus on common goals and objectives related to supporting inclusive and sustainable economic development.

Through the review there is an opportunity to reflect on how Invest NI intend to support the “inclusive growth” ambitions set out in Programme for Government and emerging 10X. There is a need for Invest NI to enhance commitments around sustainable and inclusive growth and ensure that these are reflected in overall budget allocations as well as in ways of working. There are also opportunities for Invest NI to use their role to encourage positive behaviours among client businesses.

This also presents an opportunity for Invest NI to review the need to explore place-based approaches to investment. While Invest NI has local contacts, there is no clear approach to shared planning on a local level. With falling levels of government finance, we believe a concerted effort is required to move to a new partnership between central and local government to design and resource an economic recovery plan which prioritises investment in critical local/regional infrastructure such as water, waste, roads, telecoms, skills and innovation. This investment in physical infrastructure must sit alongside the development of an ambitious and outward looking industrial strategy, offering incentives for firms to innovate and invest in new technology, facilitating supply chain collaboration, stimulating local demand,

focusing on high value sectors and incentivising employees and employers to reskill and upskill. Together, these measures have the capacity to shape the long-term resilience of Northern Ireland's firms and our regional economy.

The current budget alignment should be a key consideration through the review process. In recent years FDI investment has been a key part of jobs growth and investment, and while we are supportive of Invest NI's focus on FDI we would suggest that there is a need to review the balance and potentially enhance the level of resource and support for entrepreneurship and innovation aligned with the ambitions of 10X Economy. Consideration should also be given to the level of resource to support activity to drive export sales, the levels of businesses exporting in Belfast is relatively low and the current volume of activity is significantly lower than other regions.

In relation to budgets, we would also wish to take this opportunity to raise our concerns relating to the impact of recent budget cuts and the apparent arbitrary approach to how these have been implemented. Our specific areas of concern around support for accelerator and proof of concept support that will have a detrimental impact on local businesses, and it is unclear that 10x has been a consideration in this decision making, therefore through the review there are opportunities to better align the organisational structure to the 10X ambitions.

In more recent times councils have been progressing work to significantly rescope support for business start-ups. Our ambition is to increase the overall number of start-ups as well as increasing the number of growth-focused, job-creating companies, including those that have the potential to scale. Invest NI has traditionally match-funded this activity (alongside council and ERDF resources). Our collective view is that this support needs to be revamped, with better outreach and engagement for potential entrepreneurs, moving towards a strong support offering that is commensurate with the potential of the business to grow and create jobs. Both Invest NI and the Department for Economy (DfE) have worked closely with the councils to date and consider that this new approach aligns with the 10X ambition and is in keeping with their wider plan to overhaul the support system for local businesses, based on the Regional Entrepreneurship Acceleration Programme model that has been developed at MIT.

Belfast City Council would like to use this opportunity to highlight the need for Invest NI to commit to working in partnership with councils to overhaul current delivery models to enable the development of an ecosystem which creates an environment in which innovative local start-ups can flourish. We would also request that Invest NI through the review maintain their commitment to match-funding shared priority investments and support ongoing discussions

with DfE to revisit the funding settlement for councils in the delivery of local economic development activity. Invest NI's role in relation to this programme of work should be a key consideration through this review.

We welcome the opportunity to provide an official response to the review and in doing so wish to highlight the strong working relationship Belfast City Council has with Invest NI and the ongoing willingness to work together to support future delivery across a range of areas including:

- Collaborating on FDI and city positioning in key target markets to showcase the city as an investment location to prospective investors
- Providing support for indigenous businesses through ongoing referrals to enable new businesses to progress through supports and delivering joint initiatives such as Way to Scale in partnership with Invest NI and Catalyst
- Reframing start-up and growth support to develop a new approach which aligns with the 10X ambition and is in keeping with wider plans to overhaul the support system for local businesses
- Ongoing work to develop the City and Growth deals through the provision of support to progress of the business cases for key investment projects.

Belfast City Council is keen to continue to work with Invest NI to build on the strength of our ongoing relationship to deliver sustainable and inclusive economic growth across the City and wider region.

Should you wish to pick up on any of the issues identified within this response, please do not hesitate to get in contact.

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Subject:	Menopause Policy and Guidance
Date:	19th August, 2022
Reporting Officer:	John Tully Director of City and Organisational Strategy
Contact Officer:	Christine Sheridan, Head of HR

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 present to the Committee the draft Menopause Policy and Guidance for approval.
2.0	Recommendation
2.1	The Committee is asked to approve the Menopause Policy and Guidance, as attached.
3.0	Main Report
3.1	<p>At the Council meeting in February 2020, the following motion, which was proposed by Councillor M. Kelly and amended by Councillor Ferguson, was passed:</p> <p>“This Council resolves to work with organisations, such as Trade Unions, to ensure that Belfast City Council and its staff are Menopause Aware, have an understanding of the</p>

	support available should they be concerned over symptoms which they might be experiencing, and recognises menopause as a workplace issue.”
3.2	It was, therefore, agreed that the Council should develop a Menopause Policy and associated guidance.
3.3	<p>A subgroup of the Women’s Network Group was established to develop a draft policy. It undertook benchmarking to ascertain good practice in other organisations and consulted more widely with the Women’s Network Group and Women’s Steering Group. The final draft policy being presented to the SP and R Committee for approval has been agreed by both management side and trade union side of JNCC.</p> <p>The aims and objectives of this policy are to:</p> <ul style="list-style-type: none"> • break the stigma surrounding the menopause • ensure increased awareness of menopause issues among employees and managers • outline how employees can be supported by their managers • set out what employees need to do if they are experiencing menopause symptoms that are impacting on their health, wellbeing and work • provide guidance on facilitating conversations between managers and staff about menopause related symptoms impacting and what managers can do to provide the necessary support • create an environment where women feel confident enough to raise issues about their symptoms and ask for reasonable adjustments at work, if necessary, • promote a greater understanding of the menopause and how employees are affected <p>Communication, Training, and Support</p> <p>3.4 A communication and training plan will be developed to implement the policy when fully agreed and an informal menopause support network will be set up via the Women’s Network Group to facilitate ongoing support for employees.</p> <p>Motion</p> <p>3.5 The Fertility Treatment Leave motion was amended at the SP and R committee meeting on 21st October 2021 to include the consideration of menopause leave.</p>

3.6	<p>When an employee is absent from work due to menopause symptoms, the sickness absence is dealt with sensitively through the Attendance Policy. Furthermore, through consultation with the trades unions, it has been agreed that the list of potential reasons for the use of discretion will be amended in the Attendance Booklet to include menopause specifically.</p> <p><u>Financial and Resource Implications</u></p>
3.7	<p>There are no financial implications to this report.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.8	<p>This Guidance has undergone equality and rural needs screening and has been screened out.</p>
4.0	Document Attached
	Menopause Policy and Guidance

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Menopause Policy and Guidance

Corporate Human Resources
Date

Approved Date	
Review Date	
Related legislation/ Applicable Section of Legislation	
Replaces	
Policy Lead (Name, Position, Contact Details)	Christine Sheridan Head of Human Resources Ext 3242
Sponsor Directorate	City and Organisational Development
Version	1

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1.0 Introduction

1.1 The council is committed to providing an inclusive and supportive working environment for all.

1.2 The menopause is a natural part of a woman's life and it is not always an easy transition. For some women, this can be a long process and can have a long-term impact on their physical and mental health. Providing the right support can help ease the transition. Whilst not every woman experiences symptoms, supporting those who do will improve their experience at work.

1.3 For many women, the onset of the menopause often comes at a time of competing demands e.g. they may need to take on the added responsibility of caring for elderly parents or relatives. This can have a detrimental impact on emotional wellbeing and lead to increased levels of stress.

1.4 The council is committed to raising awareness of what the menopause is, and creating an environment where staff feel free to openly talk about the menopause, without embarrassment.

1.5 This policy sets out the guidelines for staff and managers on providing the right support to manage menopausal symptoms at work.

1.6 It is important that employers are aware that menopause can affect women in different ways and consideration should be given to the specific issues that may impact on older women, younger women, disabled women, women in same sex relationships, transgender and non-binary people as well as Black, Asian and minority ethnic women.

2.0 Purpose

2.1 The purpose of this policy is to ensure that the council supports employees who are affected by the symptoms of the menopause to enable them to continue working.

3.0 Scope

3.1 This policy applies to all Council employees. The council will also take all reasonable steps to support all agency assignees who are placed in Belfast City Council.

4.0 Aims and Objectives

4.1 The aims of this policy are to:

- break the stigma surrounding the menopause
- ensure increased awareness of menopause issues among employees and managers
- outline how employees can be supported by their managers

4.2 The objectives of the policy are to:

- set out what employees need to do if they are experiencing menopause symptoms that are impacting on their health, wellbeing and work
- provide guidance on facilitating conversations between managers and staff about menopause related symptoms impacting and what managers can do to provide the necessary support
- create an environment where women feel confident enough to raise issues about their symptoms and ask for reasonable adjustments at work, if necessary,
- promote a greater understanding of the menopause and how employees are affected

5.0 Right to Privacy

5.1 The council respects an employee's right to keep private the fact that they are experiencing menopausal symptoms.

6.0 Definitions

6.1 Menopause

Menopause is defined as a biological stage in a woman's life that occurs when she stops menstruating and reaches the end of her natural reproductive life. It usually occurs between the ages of 45 and 55. The average age for a woman to reach menopause is 51, however, it can be much earlier or later than this due to surgery, illness or other reasons.

6.2 Perimenopause

Perimenopause is the period of hormonal change leading up to the menopause when a woman may experience changes, such as irregular periods or other menopausal symptoms. This can be years before the menopause.

6.3 Post menopause

Post menopause is the time after menopause has occurred, starting when a woman has not had a period for 12 consecutive months.

6.4 Medical or surgical menopause

Medical or surgical menopause can occur suddenly at any age when ovaries are damaged by specific treatments such as chemotherapy, radiotherapy, surgery or through induced menopause due to conditions such as endometriosis or having a hysterectomy.

6.5 Premature menopause

Premature menopause is estimated by the NHS to happen to 1 in 100 women before they reach the age of 40. In some cases, it can happen to women in their teens and twenties. In many cases there is no clear cause of premature menopause.

7.0 Symptoms

7.1 It is important to note that not every woman will notice every symptom or need help or support.

7.2 Symptoms can manifest both physically and psychologically. Women may experience only some or all of these symptoms (the list is not exhaustive)

- hot flushes
- night sweats
- sleep disturbance
- insomnia
- fatigue/tiredness
- poor concentration
- reduced confidence
- poor memory
- brain fog*
- headache
- palpitations
- joint pains
- skin irritation
- dry eyes
- urinary problems
- hair loss
- loss of libido
- menopause related mood disturbance e.g. low mood, anxiety, depression, panic attacks, irritability, mood swings
- dizziness
- weight gain

*Brain fog involves a feeling of confusion and disorientation. It can make a person feel as if the processes of thinking, understanding and remembering are not working as they should. It can affect memory, including the ability to store and recall information, as well as the use and understanding of language.

Some potential areas of support can be found in Appendix 2.

8.0 Roles and responsibilities

8.1 General employee responsibilities

8.1.1 All council employees have a responsibility to:

- take personal responsibility to look after their health
- be open and honest with their managers/HR or Occupational Health if they are struggling with menopausal symptoms and need any support, so that they can continue to be effective in their job
- contribute to a respectful and productive working environment
- be willing to help and support their colleagues
- understand any necessary adjustments their colleagues are receiving because of menopausal symptoms
- report any instances of harassment, victimisation or discrimination experienced because of issues related to the menopause

8.2 Line Manager responsibilities

8.2.1 All council managers have a responsibility to:

- familiarise themselves with the Menopause Policy and Guidance

- be ready and willing to have open discussions about menopause, appreciating the personal nature of the conversation and treating the discussion sensitively and professionally
- use the guidance in Appendices 1 and 2, to support the conversation
- use Appendix 3 to record the discussion, including reasonable adjustments agreed and actions to be implemented
- ensure ongoing dialogue and review dates
- explore any reasonable adjustment that can be implemented and ensure any agreed adjustments are adhered to

Where adjustments are unsuccessful, or if symptoms are proving more problematic, the Line Manager may:

- liaise with Human Resources who may recommend a referral to Occupational Health
- review Occupational Health advice and implement any recommendations, where reasonably practical
- update the action plan accordingly and continue to review

9.0 Training and communication

9.1 The council will support implementation of this policy with a programme of awareness raising and training for both managers, staff and trade union representatives .

10.0 Additional support

10.1 In addition to line manager support, the council will make support available through Occupational Health, the council's confidential employee counselling service and some health and wellbeing activity will have a focus on menopause support.

Employees can also seek support via the Council's Women's Network Group, details of which can be found on Interlink

11.0 Review

11.1 This policy will be reviewed as required by the council and, if necessary, revised in consultation with recognised Trade Unions in light of changing legislation and current good practice. Details of the next scheduled review are noted on the front cover of this policy.

12.0 Links to other policies

This policy is linked to:

- Attendance Policy
- Equal Opportunities Policy
- Health and Wellbeing Strategy and Action Plan
- Work Life Balance Policy

13.0 Links to other legislation

- The Management of Health and Safety at Work Regulations (Northern Ireland) 2000, NI Regulation 3(1);
- Health and Safety at Work (Northern Ireland) Order 1978;
- Sex Discrimination (Northern Ireland) Order 1976 as amended;
- Disability Discrimination Act 1995 as amended;
- Section 75 of the Northern Ireland Act 1998;
- Sex Discrimination (Gender Reassignment) Regulations (Northern Ireland) 1999;
- Employment Equality Age Regulations (Northern Ireland) 2006.

Appendix 1- Guidance for manager discussions

These guidance notes are intended to assist managers when dealing with the sensitive and personal issue of the menopause. We recognise that every person is different, and each case should be dealt with individually.

It is important for managers to offer supportive conversations with staff to enable them to manage their wellbeing and capacity at work. These conversations should allow them to discuss their menopausal symptoms to agree possible solutions and actions.

Support should also be available for male employees who wish to speak about a family member.

Departmental Human Resources will be available to help and advise managers and employees if that is what the individual wants.

If a member of staff wishes to speak to you about their menopausal symptoms, please ensure that you:

- allow adequate time to have the discussion
- find an appropriate room to preserve confidentiality
- encourage them to speak openly and honestly, appreciating the personal nature of the conversation and treating the discussion sensitively and professionally as it can be daunting or embarrassing for a woman to openly discuss their issues
- jointly discuss symptoms, potential solutions and ways in which the employee can be supported and any adjustments required (see Appendix 2)
- agree actions and how to implement them (use Appendix 3 to record the meeting), so that all parties agree what has been discussed, and the next steps, before the meeting ends.
- ensure that this record is treated as confidential and stored securely in their personnel file and let them know how you intend to store the information
- maintain confidentiality and seek consent to share information with others, if necessary
- ensure ongoing dialogue is maintained and review dates are agreed to review the symptoms and actions to ensure that all agreed adjustments are adhered to

If an employee does not want to speak with you about their menopause experience, you should consider offering the support of another manager with whom they may feel more comfortable discussing menopause issues. An employee may also wish to seek the advice of their trade union.

Appendix 2- Symptom support

Menopausal symptoms can manifest both physically and psychologically. Some potential areas of support for staff to be considered if reasonable and practicable in the circumstances include:

Factors to consider	Potential actions for consideration
Hot flushes/ heavy periods	<ul style="list-style-type: none"> consider any alterations that can be offered regarding uniform e.g. removal of layers, thermally comfortable fabric (use of natural fibres, where possible) facilitate a comfortable working temperature consider availability of desk fans review of office seating plans so that affected employees can be near the window or open doors, or away from direct sources of heat such as radiators, fitting blinds to windows access to a quiet area if needed to manage a severe flush ensure easy access to fresh drinking water access to adequate changing/ washing facilities for staff to change their clothes during the working day
Low mood	<ul style="list-style-type: none"> agree time out from others, when required, without needing to ask permission offer a quiet space to go to 'clear the head' signpost to other services e.g. employee counselling
Loss of confidence	<ul style="list-style-type: none"> ensure there are regular 1-1s and PDP discussions to ensure constructive feedback and that any development needs are identified and addressed ensure regular time and sufficient time with manager to discuss any issues where necessary, agree time to catch up with work
Poor concentration	<ul style="list-style-type: none"> discuss if there are any times of the day when concentration is better or worse, and adjust working pattern/ practice accordingly review tasks and allocation of workload offer a quiet space to work offer noise-reducing headphones to wear in open offices have agreements in place in an open plan office that an individual is having 'protected time' so that they are not disturbed
Anxiety	<ul style="list-style-type: none"> signpost to employee counselling services/ occupational health be able to have time away from their work to undertake relaxation techniques

	<ul style="list-style-type: none"> • suggest mindfulness activities such as breathing exercises, going for a walk
Headaches	<ul style="list-style-type: none"> • access to fresh drinking water • offer a quiet space to work • offer noise-reducing headphones to wear in open offices • have time out to take medication if needed • encourage regular breaks and walks in fresh air
Difficulty sleeping	<ul style="list-style-type: none"> • consider flexible working options, particularly if suffering from lack of sleep
Support available	<ul style="list-style-type: none"> • suggest consultation with their GP regarding specific symptom management or any symptoms related concerns • if they have visited their GP, and are being supported by them, it may be helpful to make an Occupational Health referral to give specific advice regarding the workplace • promote in-house mindfulness sessions and other available health and wellbeing activity with a focus on menopause support • BCC Women's Network Group - Menopause Support Network

Nutrition, lifestyle and the menopause

Hormonal changes at the time of the menopause can affect the nutritional health of women. Women at this stage of life may experience menopausal symptoms which can be helped by diet and lifestyle changes. There is also an increased risk of heart disease, osteoporosis and weight gain.

Eating a well-balanced and varied diet combined with being physically active (including strengthening exercises) can help ease menopausal symptoms as well as promoting heart and bone health and a healthy weight.

Below are links to some useful resources which give evidence-based diet and lifestyle advice to help reduce symptoms and keep women as healthy as possible before, during and after menopause.

<https://www.bda.uk.com/resource/menopause-diet.html>

<https://www.nutrition.org.uk/healthyliving/lifestages/menopause.html>

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/829884/3-physical-activity-for-adults-and-older-adults.pdf

[Menopause - Treatment - NHS \(www.nhs.uk\)](https://www.nhs.uk)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/528193/Eatwell_guide_colour.pdf

Appendix 3- Confidential discussion and agreed actions template

Employee details:

Name: _____ Department: _____

Job title: _____ Location: _____

Factors discussed: including symptoms experienced (physical and psychological)	Impact of symptoms experienced including effect on work (if any)	Agreed actions/ adjustments	Date of review

Signed (staff member):_____

Signed (Manager):_____

Date:_____

Appendix 4- Useful contact numbers and external links

Employee Counselling- Employees can self-refer to this service –

Telephone 028 9051 7269 or 07921501299

Occupational Health- Referral to this service is through your line manager

Information on the menopause can be found on the Healthwise section of Health and Wellbeing Support area on Interlink - <http://ohrd.net/health-wise/a-to-z-health-conditions/>

NHS guidance on menopause – www.nhs.uk/conditions/menopause/

British Menopause Society - www.thebms.org.uk

British Menopause Society factsheets on CBT

<https://thebms.org.uk/2017/02/new-factsheets-cognitive-behaviour-therapy-cbt-menopausal-symptoms/>

Menopause information. The Royal College of Obstetricians and Gynaecologists offer further information in a dedicated area of their website at:

<https://www.rcog.org.uk/en/patients/menopause/>.

Relate- The menopause is affecting our relationship, how do I talk to my partner? <https://www.relate.org.uk/relationship-help/help-relationships/feeling-unsatisfied-your-relationship/menopause-affecting-our-relationship-how-do-i-talk-my-partner?>

Chartered Institution of Personnel Development (CIPD) –

https://www.cipd.co.uk/Images/menopause-guide-for-people-managers_tcm18-55548.pdf

Premature Ovarian Insufficiency (POI) information and support on very early menopause. You can find out more at <https://www.daisynetwork.org.uk>.

Information on hysterectomy. This provides an insight into surgically induced menopause as a result of having a hysterectomy. Further details can be found at <https://www.hysterectomy-association.org.uk>.

Henpicked. This website provides information on managing menopause, and an insight into women's stories. See <https://henpicked.net/menopause/>

Business in the Community- The Menopause and Me Digital Toolkit <https://www.bitcni.org.uk/programmes/the-menopause-me-digital-toolkit/>

Transgender and The Menopause - MegsMenopause

[The Menopause Charity - Menopause Facts, Advice and Support](#)

Appendix 5- Personal Menopause Assessment (optional)

Personal Menopause Assessment *(optional)*

Below is a list of some of the key symptoms that you may experience during the menopause and which may hinder your ability to fulfil your day to day duties. The below list is not exhaustive, but may help you consider what symptoms you are suffering and what you feel may assist you to undertake your role. NB You do not need to share this with your line manager unless you wish to do so.

Symptom	Location you have the symptom (if both tick both)		Severity of the symptom				How frequently do you experience the symptom					
	Home	Work	Mild	Moderate	Intense	Severe	Less than monthly	Monthly	Weekly	Daily	Hourly	Constant
Hot flushes												
Night sweats												
Irregular periods												
Mood swings												
Fatigue												
Hair loss												
Sleep disorders												
Difficulty concentrating												
Memory lapses												
Dizziness												
Weight gain												
Incontinence												
Bloating												
Allergies												
Brittle nails												

<i>Changes in odour</i>												
<i>Irregular heartbeat</i>												
<i>Depression</i>												
<i>Anxiety</i>												
<i>Irritability</i>												
<i>Panic Disorder/attacks</i>												
<i>Breast pain</i>												
<i>Headache</i>												
<i>Joint pain</i>												
<i>Burning tongue</i>												
<i>Electric shocks</i>												
<i>Digestive problems</i>												
<i>Gum problems</i>												
<i>Muscle tension</i>												
<i>Itchy skin</i>												
<i>Tingling extremities</i>												
<i>Osteoporosis</i>												
<i>Other:</i>												

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Subject:	France - United Kingdom Local Government Forum
Date:	19th August, 2022
Reporting Officer:	John Walsh, Chief Executive
Contact Officers:	John Tully, Director of City and Organisational Strategy Mark Mulholland, Strategic Policy and Planning 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
1.1	To seek approval to accept an invitation to attend the France – United Kingdom Local Government Forum, scheduled to be held in Nancy, France on 24th - 25th October 2022. The current Programme for this event is attached.
2.0	Recommendation
2.1	The Committee is asked to approve in-person attendance at the Forum, with the attendees to be the Chair and Vice-Chair of the Climate and City Resilience Committee and the Director of City and Organisational Strategy or another senior officer.
3.0	Main Report
3.1	The city of Nancy, France is hosting the next meeting of the UK – France Local Government Forum on 24th and 25th October, 2022.

3.2	Members may recall that a report requesting attendance by a deputation from the Council was agreed on 24th September 2021 for last year's event. However, that event was cancelled.
3.3	The Northern Ireland Local Government Association (NILGA) is working with the other Local Government Associations, the British Embassy in Paris, and the French authorities to develop the programme.
3.4	<p>Day One of the Forum is titled - In the new European and international context, what common values must bear local and regional authorities?</p> <p>There is plenary session on this subject followed by two workshop sessions on:</p> <ul style="list-style-type: none"> • Youth mobility: strengthening our relationships for the future • How can we relaunch and renew our bilateral cooperation?
3.5	Day Two of the Forum is titled " Green Transition: global challenges and local solutions " and this will involve a round table session to discuss, tackling the climate emergency, local public services at the heart of the green transition in our territories.
	Financial and Resource Implications
3.6	NILGA has advised that the costs for elected members attending this Forum will be recoverable. However, the costs associated with officer attendance is required and will be paid for from of existing budgets.
	Equality or Good Relations Implications/Rural Needs Assessment
3.7	None associated with this report.
4.0	Document Attached
	Programme for France-United Kingdom Local Government Forum, 24-25 October 2022

Forum France – United Kingdom of Mayors and local Representatives

Nancy, 24-25 October 2022

Preliminary draft programme (updated on 05/18/2022)

Monday 24 October

**13h00 Welcoming participants to the Jean Prouvé Centre
Welcome cocktail**

14h30 Opening session

- **Mathieu KLEIN**
Mayor of Nancy, President of the Metropole du Grand Nancy
- **Menna RAWLINGS**
Ambassador of United Kingdom to France
- **Jean-Paul GUIHAUME**
Ambassador, Delegate to the external action of local and regional authorities
- **French Minister of European Affairs (?)**

A NEW DYNAMIC FOR FRENCH-BRITISH EXCHANGES

15h00 Plenary session: In the new European and international context, what common values must bear local and regional authorities?

- **Philippe LAURENT**
Mayor of Sceaux, Président of the Association Française du Conseil des Communes et Régions d'Europe (AFCCRE)
- President of the North Ireland Local Government Association (NILGA)
- President of the Convention of Scottish Local Authorities (COSLA)
- President of the Local Government Association (LGA)
- President of the welsh Local Government Association (WLGA)
- Interventions of Ukrainian and Polish representatives

Moderation: a French Moderator

Break
16h30

Parallel exchange workshops
16h45

**Youth mobility: strenghtening our
relationship for the future**

Mélanie LEPOULTIER
Mayor Sommervieu
Vice President of the Departement
du Calvados
Youth Spokesperson of AFCCRE

Antoine LE SOLLEUZ
Deputy Mayor of Nancy

British representatives

**How can we relaunch and renew
our bilateral cooperation?**

Claire GUICHARD
Deputy Mayor
of Issy-les-Moulineaux

Mireille HINGREZ CEREDA
First Vice President of the
Departement du Pas-de-Calais

Alexandre HOUSSARD
Municipal councillor of Orléans

British representatives

End of Debate
18h00

**Dinner at the invitation of Mathieu KLEIN, Mayor of Nancy,
at the town hall city council**
19h30

GREEN TRANSITION: GLOBAL CHALLENGES AND LOCAL SOLUTIONS

09h00 Presentation of local experiences

10h30 Round table: Tackling the climate emergency, local public services at the heart of the green transition in our territories

- **Ronan DANTEC**
Member of Parliament, Spokesperson on climate, environment and sustainable development of AFCCRE
- **Marc HOFFSESS**
Deputy Mayor of Strasbourg
- **Chaynesse KHIROUNI**
President of the the Departement de Meurthe et Moselle
- **Michaël QUERNEZ**
Mayor of Quimperlé
First Vice president of the Region Bretagne
- **British Representatives**

Moderation: Susi DENNISON

Director, European Power programme, European Council on foreign relations

12h30 Conclusions

- **Representative of AFCCRE**
- **British Representatives**
- **Mathieu KLEIN**
Mayor of Nancy, President of the Metropole du Grand Nancy
- **French Minister of European affairs (?)**

Cocktail

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Subject:	Ban the Box Campaign
Date:	19th August, 2022
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"/>
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 seek approval for Belfast City Council to sign up to Business in the Community's (BITC) 'Ban the Box' campaign, which lets applicants with criminal convictions know that they have a fair chance when competing for jobs in the Council.
1.2	To seek approval for the Council to demonstrate its commitment to the 'Ban the Box' campaign by publicly announcing it on relevant social media feeds.
2.0	Recommendations
2.1	<p>The Committee is asked to recommend:</p> <ul style="list-style-type: none"> That Belfast City Council signs up to BITC's 'Ban the Box' campaign and that the Chief Executive or the Head of HR provides a quote explaining why the Council has "banned the box". That Belfast City Council demonstrates its commitment to 'Ban the Box' by publicly announcing it on BCC social media and other relevant feeds.

3.0	Main Report
	Background information
3.1	Belfast City Council has, for over 15 years, been committed to the fair recruitment of applicants with criminal convictions. The Human Resources Section has worked closely with the Northern Ireland Association for the Care and Resettlement of Offenders (NIACRO) to develop detailed guidance for dealing with applicants with convictions to ensure our recruitment policies and procedures follow best practice in terms of fairness and equity for applicants with convictions.
3.2	For the past 15 years, in line with best practice from NIACRO, the question regarding applicants' criminal convictions has been removed from the Council's jobs application form and only asked of applicants who are recommended for appointment as part of the pre-employment checking process when they are required to complete a Council Disclosure of Criminal Convictions Form. This means that any information provided by the applicant in respect of conviction(s) is not considered by the short-listing and interviewing panels and the applicant is recommended for appointment solely based on the merit principal and their ability to do the job as demonstrated at interview.
3.3	If a conviction is disclosed at this stage, a structured 'risk assessment' process takes place which involves a meeting with the applicant to gain additional information on the precise nature, context, and date of the conviction so that an informed decision can be taken in terms of whether an appointment should be made. It also gives the individual the opportunity to state their case and offer any mitigating circumstances that they feel should be taken into consideration. The formal risk assessment process is then documented assessing the risk and relevance of the offence against best practice guidelines.
3.4	If an applicant has an unspent conviction relating to a period of imprisonment of more than 6 months, the matter is escalated to a Recruitment Assurance Panel comprising a balanced panel of BCC Chief Officers. A fair and objective assessment takes place in terms of whether the conviction is materially relevant to the post that the applicant has been recommended for appointment to.
3.5	As well as reducing barriers to employment for applicants with convictions, the Council has participated in various outreach programmes as part of its overall commitment to employability / inclusive growth by visiting prisons and young offenders' centres to try to encourage job applications from applicants with convictions.

3.6	<p>Business in the Community's (BITC) Ban the Box campaign is a public campaign that calls on employers to create fair opportunities for ex-offenders to compete for jobs, by encouraging companies to ask the conviction question at a later point in the application process. Companies that sign up to Ban the Box commit to:</p> <ul style="list-style-type: none"> • removing any tick box from job application forms that asks about criminal convictions. • considering applicants' skills, experience and ability to do the job before asking about criminal convictions. • reviewing their recruitment processes to ensure that when a candidate discloses a criminal conviction, they are given a full opportunity to explain the situation; and • ensuring that the circumstances of any conviction are fairly assessed against their relevance and potential risk within the role before a decision is made.
3.7	<p>Business in the Community (BITC) has confirmed that the Council's recruitment processes meet all the criteria and is requesting that the Council formally signs up to their campaign. This will enable the Council to gain recognition for the work it has done over the years to reduce barriers to employment for those with convictions by providing fair access to work.</p>
3.8	<p>So far, nine employers in Northern Ireland have signed up to Ban the Box, including other public sector bodies such as the Belfast Health and Social Care Trust and the NI Civil Service.</p>
3.9	<p>If the Council agrees to sign up to the Ban the Box campaign, it will be the first NI Council to do so. The Ban the Box logo will be included on the relevant section of BITC's websites for both Northern Ireland and UK. For the signing up process the Council has to provide a quote from a senior officer. The following quote from the Chief Executive will explain why the Council has "banned the box". "At Belfast City Council, we believe that everyone deserves a second chance. Our recruitment process focuses on a person's skills, experience and ability to do the job. Having a conviction does not debar an applicant from obtaining employment with us unless, via a fair and structured risk assessment process, we feel that the conviction is manifestly incompatible with the role."</p>
3.10	<p>This will not be used on the website but may be referred to in case studies or literature about the campaign; but only after BITC has sought permission from the Council for it to be used in the context and material that it is planning.</p>

3.11	The Council also has the option of undertaking additional publicity. BITC would like the Council to promote that it has signed up to 'Ban the Box' on social media which may encourage other employers to sign up and adopt similar practices. This publicity would further encourage applicants with convictions to apply for posts within the Council and support our approach to employability/inclusive growth.
3.12	Financial and Resource Implications There are no financial implications to this report.
3.13	Equality or Good Relations Implications/Rural Needs Assessment There are no specific equality or good relations implications. All Council recruitment is and will continue to be based strictly on the merit principle.
4.0	Documents Attached
	None



Subject:	Sustainable Period Products – Phase 2
Date:	19th August, 2022
Reporting Officer:	David Sales, Director of Neighbourhood Services
Contact Officer:	Kelly Gilliland, Neighbourhood Services Manager Margaret Higgins, Lead Officer – Community Provision

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	The purpose of this report is to provide the Committee with an update on proposals to build on the success of the initial Period Waste Pilot Initiative (March - May 2022).
1.2	An update report was presented to the People and Communities Committee on 10th May. It agreed that, given the success of the initiative, a request be submitted to the Strategic Policy and Resources Committee to find the budget to enable the provision of reusable sanitary products to continue to be funded and, where possible, that these products should continue to be offered free of charge or for a nominal charge at a minimum.
2.0	Recommendations
2.1	The Committee is asked to: <ul style="list-style-type: none"> i. note the contents of the report, consider the options presented within it and make a recommendation on whether the initiative should run again in-year at a smaller scale (£25,000 budget available) or whether it is content to recommend to Council that the

	<p>budget be increased, on a non-recurrent basis, to run it again at a similar level (£50,000 budget – additional £25,000 required); and</p> <p>ii. consider and make a recommendation on whether a future scheme should continue to provide products free of charge on a first come, first served basis or whether a notional charge of £5 per applicant should be applied to enable more people to avail of the scheme.</p>
3.0	Main Report
	<u>Background</u>
3.1	<p>The aim of the Period Waste Pilot initiative was to raise awareness and encourage increased use of reusable period products. More people using sustainable rather than disposable products will have an environmental benefit as it will reduce the amount of period waste that is entering our waste stream and being landfilled, and it will also reduce plastic waste. Disposal of single use menstrual products i.e. tampons, pads and applicators generates 200,000 tonnes of waste per year in the UK¹. In addition, sanitary waste can be made of up to 90% plastic.</p>
3.2	<p>In the most recent BCC Waste Composition Study (2014) it was found that 1.87% of all miscellaneous combustible waste (the largest category of waste we collect) was of a sanitary waste nature (including other absorbent hygiene products but excluding nappies). This means each household was producing on average 3.38Kg of this type of product waste per year.</p>
3.3	<p>This project was primarily focused on waste reduction but also had the benefit of offering a sustainable and therefore more affordable choice for those who might be affected by period poverty which is an added pressure on individuals and families as a result of the current cost of living pressures.</p>
3.4	<p>The pilot scheme was launched on 30 March 22 to unprecedented applications and in less than 24 hrs demand had exceeded capacity in terms of the budget that had been identified within Council and thus had to close to further orders. Council had worked with the social enterprise, 'Hey Girls'. (www.heygirls.co.uk) to deliver the scheme, where participants could register and order reusable sanitary products online. As a result of the project we provided reusable period products to 3,159 people in the Belfast area at no cost to the individual.</p>
3.5	<p>Such was the level of demand within the 24 hour period of it going 'live' that the notional budget officers had allocated to the scheme actually had to be increased five-fold (from</p>

¹ Calculation by Natracare 2018

	<p>£10,000 to just under £50,000). Social media coverage and feedback on the scheme was also very positive. Commentary praised Belfast City Council for bringing the initiative forward. Over 95,000 people were reached through Council social media on the topic with over 225,000 people having viewed Twitter posts promoting the scheme.</p>
3.6	<p>Officers are currently evaluating the scheme and this process will likely be completed by October 2022. This will include results from a follow up questionnaire issued to those who received the items asking whether the products were used, how frequently and asking users to give a rating for both the service and the products.</p>
	<p><u>In-year Funding Options</u></p>
3.7	<p>Officers have identified the options for members' consideration and approval:</p> <ul style="list-style-type: none"> • Option A: Run the initiative for a second time in 2022/23 financial year but at a reduced level with a smaller budget and smaller number of recipients. • Option B: Enhance the available budget by £25,000 to be able to run the initiative at the same level for a second time in-year. • For both options members should consider and advise whether the products should continue to be offered free of charge on a first come, first served basis or whether a notional charge of £5 per applicant should be applied to enable more people to avail of the scheme.
3.8	<p>Running the scheme for a second time will allow us to expand on the consultation findings and consider how we resource and deliver this, or a similar initiative, on a more longer-term basis – with a further report then brought to committee/council outlining the findings and recommended way forward later in the year (Qtr 4 period 22/23).</p>
3.9	<p>Officers have commenced early discussions with DEARA and there may be a future collaborative funding opportunity to develop and deliver the scheme in partnership with them, however whilst encouraging, conversations are at a very early stage and Officers have not been able to identify any other external funding opportunities to support the project at present.</p>
	<p><u>Financial and Resources implications</u></p>
	<p>Option A:</p>
3.10	<p>Council budget - £25,000 would be made available within the existing 2022-23 Waste Awareness Budget. This level of funding would enable approximately 1,320 people to access sustainable period products if they were provided free of charge again, or if each</p>

	<p>individual was asked to pay a £5 contribution then approximately 1,845 people could participate (an additional 525 people).</p> <p>Option B:</p> <p>3.11 Add an additional £25,000 to Option A budget and match the original scheme's scope. Therefore, enabling approx. 2,700 people to participate if provided free of charge or 3,690 people to participate, if residents paid £5 toward the products. This may incur a potential overspend of £16,000 - £25,000 in the Waste Awareness Budget, unless the funding could be found elsewhere.</p> <p>For reference, participants can either choose to order a Full Cycle Pack (containing 1 x reusable pantyliner, 2 x day reusable pads and 2 x night reusable pads) to the value of £21.40 per pack or a Period Cup Combo approximately £12.99 (including all associated costs).</p> <p>*Assuming £25K total spend, notionally split at £20k spend Home Pack and £5K spend cups.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>3.12 The pilot scheme was designed to be accessible to as many residents in the Belfast area as possible. Officers will review uptake and consider any ways to address imbalances in uptake either through education or design (e.g. applying additional criteria and/or targeting) of future programmes.</p>
4.0	Documents Attached
	None



Subject:	Update on Physical Programme
Date:	19th August, 2022
Reporting Officer:	Sinead Grimes, Director of Physical Programmes
Contact Officer:	Shauna Murtagh, Programme Manager

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	The Council's Physical Programme currently includes 170 capital projects with investment of £150m+ via a range of internal and external funding streams, together with projects which the Council delivers on behalf of external agencies. This report requests a movement on the Capital Programme.
2.1	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> Proposed movement on the Capital Programme: Alleygating Phase 5 project - Agree that the project be moved to <i>Stage 2 – Uncommitted</i>.

3.0	Main Report						
3.1	Members will be aware that the Council runs a substantial Physical Programme. This includes the rolling Capital Programme – a multimillion regeneration programme of investment across the city which improves existing Council assets or provides new council facilities. The Council also delivers externally focused funding streams such as BIF, LIF and SOF, as well as numerous capital programmes that we deliver for central government. Our funding partners include NHLF, SEUPB Peace IV, the Executive Office via Social Investment Fund and Urban Villages, DfC, DfI, DAERA, Ulster Garden Villages and others. When appropriate, as per Covid 19 public health guidance, the Physical Programmes Department is happy to arrange site visits to any projects that have been completed.						
3.2	<p>Proposed Movement – Capital Programme</p> <p>Members have previously agreed that all capital projects must go through a Three Stage process where decisions on which projects progress are taken by Strategic Policy & Resources Committee. This provides assurance on the level of financial control and will allow Members to properly consider the opportunity costs of approving one capital project over another capital project.</p> <p>Members are asked to agree to the following movement on the Capital Programme:</p> <table><tr><th>Project</th><th>Overview</th><th>Stage movement</th></tr><tr><td>Alleygating Phase 5</td><td>Next phase of the alleygates programme</td><td>Move to Stage 2 - Uncommitted</td></tr></table>	Project	Overview	Stage movement	Alleygating Phase 5	Next phase of the alleygates programme	Move to Stage 2 - Uncommitted
Project	Overview	Stage movement					
Alleygating Phase 5	Next phase of the alleygates programme	Move to Stage 2 - Uncommitted					
3.3	<p>Alleygating Phase 5</p> <p>In January 2021, the Committee agreed to add Alleygating Phase 5 as a <i>Stage 1- Emerging</i> project onto the Capital Programme in order to allow the project to be developed. A Strategic Outline Case has now been prepared for the project. Members will recall that, in March 2022, long lists of gate locations were referred to the AWGs for prioritisation. This process is now well underway and officers anticipate that the agreed locations for all four areas will be brought back in next month following the conclusion of the AWG workshops. Once locations are agreed, the project can then proceed to <i>Stage 3 – Committed</i> under the Capital programme. Members are asked to note that this project will be brought back to the Committee in due course, in line with the agreed three stage approvals process.</p>						
3.4	<p><u>Financial and Resource Implications</u></p> <p><i>Financial</i> – £500,000 under the Capital Programme.</p> <p><i>Resources</i> – Officer time to deliver as required</p>						

	<u>Equality or Good Relations Implications/ Rural Needs Assessment</u>
3.5	All capital projects are screened as part of the stage approval process.
4.0	Documents Attached
	None

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Subject:	Asset Management <ul style="list-style-type: none"> i. Parkgate Avenue Car Park – Renewal of Licence Agreement ii. John Murray Lockhouse – Lease Variation with LORAG iii. Dr Pitt Memorial Park – Land Transfer from NIHE iv. Cregagh Youth & Community Centre – Licence to Irish Rugby Football Union (Ulster Branch) v. Blackmountain- Lease with Trustees of Springfield Star Football Club vi. Land at Suffolk Playing Fields – Retrospective Licence to Suffolk Community Forum vii. Land at Cregagh Green –Licence to Cregagh Wanderers Football Club viii. Dundela Crescent car park – Licence to Kelly Brothers Limited ix. Belvoir Drive - Lease to Belvoir Area Residents Group
Date:	19th August 2022
Reporting Officer:	Sinead Grimes, Director of Physical Programmes
Contact Officer:	Pamela Davison, Estates Manager

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/Summary of Main Issues
1.1	The purpose of this report is to seek approval from the Committee on asset related disposal, acquisition and estates matters.
2.0	Recommendations
2.1	<p>The Committee is asked to approve -</p> <ul style="list-style-type: none"> i) Parkgate Avenue Car Park - Renewal of Licence Agreement <ul style="list-style-type: none"> - the renewal of the existing Licence Agreement with the Directors of Argento Contemporary Jewellery Ltd for a right to pass/repass across Parkgate Av Car Park. ii) John Murray Lockhouse – Lease Variation with LORAG <ul style="list-style-type: none"> - the variation of the existing Lease Agreement with LORAG to include additional Council owned land to facilitate the John Murray Lockhouse project iii) Dr Pitt Memorial Park – Land Transfer from NIHE <ul style="list-style-type: none"> - the land transfer from the NIHE to the Council to facilitate the redevelopment of Pitt Park iv) Cregagh Youth and Community Centre – Licence to Irish Rugby Football Union (IRFU) (Ulster Branch) <ul style="list-style-type: none"> - a licence to IRFU (Ulster Branch) for their occasional use of the overflow car park adjacent to Cregagh Youth & Community Centre. v) Blackmountain- Lease with Trustees of Springfield Star Football Club <ul style="list-style-type: none"> - a 10-year lease to Trustees of Springfield Star for their use and occupation of c. 0.613 acres of land comprising a mini soccer pitch adjacent to Springmartin Play Area. vi) Land at Suffolk Playing Fields – Retrospective Licence to Suffolk Community Forum <ul style="list-style-type: none"> - the retrospective granting of a licence to Suffolk Community Forum for the siting of a portacabin to facilitate a community garden. vii) Land at Cregagh Green –Licence to Cregagh Wanderers Football Club <ul style="list-style-type: none"> - the grant of a licence to Cregagh Wanderers FC for their siting of a container for dry changing facilities. viii) Dundela Crescent car park – Licence to Kelly Brothers Limited <ul style="list-style-type: none"> - the grant of a Licence to Kelly Brothers Limited for temporary contractor's compound within Dundela Crescent car park.

	<p>ix) Belvoir Drive – Lease to Belvoir Area Residents Group</p> <ul style="list-style-type: none"> - approve the Grant of a Lease to Belvoir Area Residents Group for c. 550 sq m of open space land at Belvoir Drive for use as a community growing project.
3.0	Main Report
	<p>i) Parkgate Avenue Car Park – Renewal of Licence Agreement</p> <p><u>Key Issues</u></p> <p>The Directors of Argento Contemporary Jewellery Ltd own a piece of land adjoining Parkgate Avenue Car Park and currently hold a Licence Agreement which enables Argento staff and invitees to pass and repass over the Council's Car Park to access their site via a double vehicular gate and a pedestrian turnstile. (See Appendix 1) This existing Licence Agreement is due to expire on 31 August 2022 and it is recommended that it is renewed from 1st September 2022 with payment of a fee of £3,000 per annum subject to approval. The Licence protects the Council's interest in the car park and obligates the Directors to indemnify the Council against any claims for injury, damage or loss of property relating to their use.</p> <p><u>Financial and Resources Implications</u></p> <p>The Council will receive an income of £3,000 per annum. Legal Services and Estates to renew the licence.</p> <p><u>Equality and Good Relations Implications/Rural Needs Assessment</u></p> <p>None associated with this report.</p>
3.2	<p>ii) John Murray Lockhouse – Lease Variation with LORAG</p> <p><u>Key Issues</u></p> <p>The John Murray Lockhouse redevelopment and Healthy Living Community Hub (HLCH) project proposed by Lower Ormeau Residents Action Group (LORAG) includes retaining the original shell of the existing Lockhouse and a 2-storey extension added to the rear to realise the ambition of a Healthy Living Community Hub. LORAG have secured funding from Urban Villages (UV) for the redevelopment of the John Murray Lockhouse and the immediate adjacent green space into a community hub and men's sheds. Council have previously granted LORAG a 25-year lease for the Council owned land shown shaded yellow on the attached map at Appendix 2. LORAG are seeking to add the area of Council owned land shown shaded blue on the attached map to their existing 25-year Lease with the Council. This area of land currently provides access for DfC to the towpath, otherwise it is closed off to the public. UV are proposing, as an exception to standard practice, not to require a charge over the leased portions of the land. This is based on the understanding that LORAG will grant a charge over their freehold property and most of the UV funding is spent within the freehold property (the land shown shaded orange on the attached map). UV have requested</p>

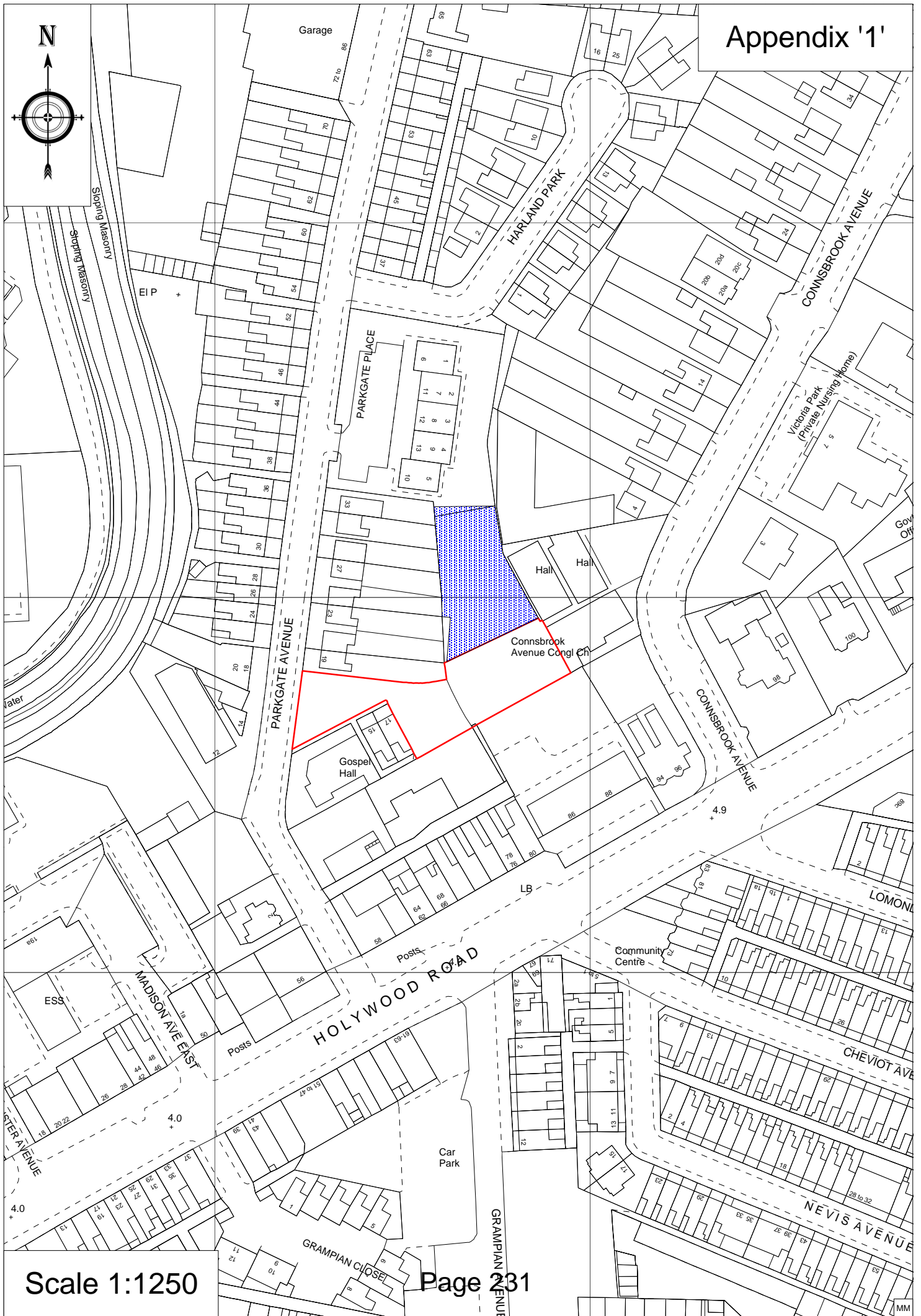
	<p>Council to grant a Deed of Dedication for 25 years over both the currently leased land and the small area to be added to that lease, in place of the charge.</p> <p>The additional Council owned land will be added to the existing Lease upon completion of the redevelopment works on the same terms as the existing Lease i.e. nominal rent with use restricted to amenity/community.</p> <p><u>Financial and Resources Implications</u></p> <p>Legal Services shall act on the instructions of the Estate Management Unit.</p> <p><u>Equality and Good Relations Implications/Rural Needs Implications</u></p> <p>None associated with this report.</p>
3.3	<p>iii) Dr Pitt Memorial Park – Land Transfer from NIHE</p> <p><u>Key Issues</u></p> <p>The Dr Pitt Memorial Park redevelopment is being funded by Urban Villages (UV) and will transform it into a vibrant shared space and enabler of good relations and cross-community partnership working with upgraded open space, a new playground and a new MUGA. The Council will deliver the project and manage and maintain the redeveloped park. The Council currently owns the land as shaded green on the attached map in Appendix 3. NIHE have agreed to transfer the land as shaded red on the attached map to the Council at NIL value by way of a 10,000-year lease with a restriction on amenity/community use. The NIHE land is required as part of the UV scheme. NIHE will provide the Council with a Licence to occupy their land for period of the redevelopment works along with an Agreement for Lease which will commence upon completion of the redevelopment works.</p> <p><u>Financial and Resources Implications</u></p> <p>Legal Services shall act on the instructions of the Estate Management Unit.</p> <p><u>Equality and Good Relations Implications/Rural Needs Assessment</u></p> <p>None associated with this report.</p>
3.4	<p>iv) Cregagh Youth and Community Centre – Licence to IRFU (Ulster Branch)</p> <p><u>Key Issues</u></p> <p>Irish Rugby Football Union (Ulster Branch) have requested a licence for use of the overflow car park on games days / evenings during the forthcoming rugby season. A similar licence was granted last season. The licence will permit Irish Rugby Football Union (Ulster Branch) use of the overflow car park on up to 20 instances (performance dependent during the season) at an agreed cost of £300 on each occasion of use subject to approval. For identification purposes the subject car park is delineated red whilst the route of access is shown shaded yellow at Appendix 4.</p>

	<p><u>Financial and Resources Implications</u></p> <p>The Council will receive a licence fee from Irish Rugby Football Union (Ulster Branch) of £300 per each occasion of use of the car park. All confirmed fixtures will be billed in advance. Legal Services shall act on the instructions of the Estate Management Unit.</p> <p><u>Equality and Good Relations Implications/Rural Needs Assessment</u></p> <p>None associated with this report.</p>
3.5	<p>v) Blackmountain- Lease with Trustees of Springfield Star Football Club</p> <p><u>Key Issues</u></p> <p>The Council has, from 7th September 2013, leased c. 0.613 acres of land comprising a mini soccer pitch adjacent to Springmartin Play Area to the Trustees of Springfield Star – Blackmountain. (See Appendix 5) The initial Lease has subsequently been renewed every 3 years however in order to avail of funding opportunities the Trustees have requested that the next renewal is based on a new 10-year term. A new initial rent of £272 per annum has been assessed and agreed with the Trustees of Springfield Star subject to approval. The new lease will be subject to 5 yearly Retail Price Index linked rent reviews from the lease commencement date.</p> <p><u>Financial and Resources Implications</u></p> <p>The Council will receive an initial passing rental income of £272 per annum. Legal Services shall act on the instructions of the Estate Management Unit.</p> <p><u>Equality and Good Relations Implications/Rural Needs Assessment</u></p> <p>None associated with this report.</p>
3.6	<p>vi) Suffolk Playing Fields – Retrospective Licence to Suffolk Community Forum</p> <p><u>Key Issues</u></p> <p>Responding to the current cost of living crisis Suffolk Community Forum (SCF) has been distributing food donated by local food distribution companies to residents in the local area. This is being done from a portacabin which has been sited on council land. In order to facilitate the ongoing delivery of the food distribution service there is a need to regularise the arrangement through the granting of a retrospective licence to SCF for the portacabin at Suffolk Playing Fields (shown coloured blue at Appendix 6).</p> <p><u>Financial and Resources Implications</u></p> <p>The licence fee shall be nominal and subject to terms and conditions to be agreed with Estates Management Unit and Legal Services.</p> <p><u>Equality and Good Relations Implications/Rural Needs Assessment</u></p> <p>None associated with this report.</p>

3.7	<p>vii) Land at Cregagh Green –Licence to Cregagh Wanderers Football Club</p> <p><u>Key Issues</u></p> <p>Cregagh Wanderers Football Club have requested a licence for a small portion of land adjacent to the football pitch at Cregagh Green (as shown shaded blue at Appendix 7) for the siting of a container. The club require dry changing facilities for children close to the pitch and are able to provide a metal container on a concrete base. The club are not requiring any utilities for the container and will use portaloo facilities which they will clean and manage. All works will be carried out by the club at no cost to the Council.</p> <p><u>Financial and Resources Implications</u></p> <p>The licence fee shall be nominal and subject to terms to be agreed with the Estates Management Unit and Legal Services.</p> <p><u>Equality and Good Relations Implications/Rural Needs Assessment</u></p> <p>None associated with this report.</p>
3.8	<p>viii. Dundela Crescent car park – Licence to Kelly Brothers Limited</p> <p><u>Key Issues</u></p> <p>Kelly Brothers Limited are developing an apartment block on lands adjoining Council's, Dundela Crescent car park and have requested the use of 4no. spaces to site a contractors compound to facilitate the residential development. It is proposed Council enter into a formal licence agreement for a period of c. 16 months and month to month thereafter from 1st September 2022 to cover the main works programme. C&NS have confirmed they have no issues with the proposed arrangements. A licence fee of £500 per month has been agreed with Kelly Brothers Limited subject to approval.</p> <p><u>Financial and Resource Implications</u></p> <p>Licence fee income of £500 per month. Legal services shall act on the instructions of the Estates Management Unit.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>None associated with this report</p>
3.9	<p>ix) Belvoir Drive - Grant of Lease to Belvoir Area Residents Group</p> <p><u>Key Issues</u></p> <p>City and Neighbourhood Services has been approached by Belvoir Area Residents Group to lease c.550 sq m of open space at Belvoir Drive for use as a community growing project. The Group is currently located at Ardnally Scout Centre and they wish to relocate two shipping containers, a polytunnel and raised beds from their current location to Belvoir Drive. The proposed site is shown outlined in red on the Site Map attached in Appendix 9. It is proposed to grant a lease for a term of 5 years at a rent of £500. p.a. The lease will be</p>

	<p>subject to planning permission, if required and agreement with NIE Networks due to an electricity pylon being situated adjacent to the proposed site.</p> <p><u>Financial and Resources Implications</u></p> <p>The Belvoir Area Residents Group has advised that it will cover all costs of relocating and establishing the community growing project at Belvoir Drive. The Group will be supported in the relocation by C&NS staff. Council will receive an income of £500 p.a. Legal service shall act on the instructions of the Estates Management Unit.</p> <p><u>Equality and Good Relations Implications/Rural Needs Assessment</u></p> <p>None associated with this report.</p>
4.0	Documents Attached
	<p>Appendix 1 – Map showing the Parkgate Avenue Car Park and adjoining Argento lands.</p> <p>Appendix 2 – Map showing the Council land and adjoining LORAG lands.</p> <p>Appendix 3 – Map showing the NIHE land and adjoining Council lands.</p> <p>Appendix 4 – Map showing the proposed parking area adjacent to Cregagh Youth & Community Centre.</p> <p>Appendix 5 – Map showing the c. 0.613 acres of land comprising a mini soccer pitch adjacent to Springmartin Play Area.</p> <p>Appendix 6 – Map showing positioning of portacabin at Suffolk Playing Fields.</p> <p>Appendix 7 – Map showing lands for container to be sited at Cregagh Green.</p> <p>Appendix 8 – Map showing contractors compound within Dundela Crescent car park.</p> <p>Appendix 9 – Map showing open space at Belvoir Drive for use as a community growing project.</p>

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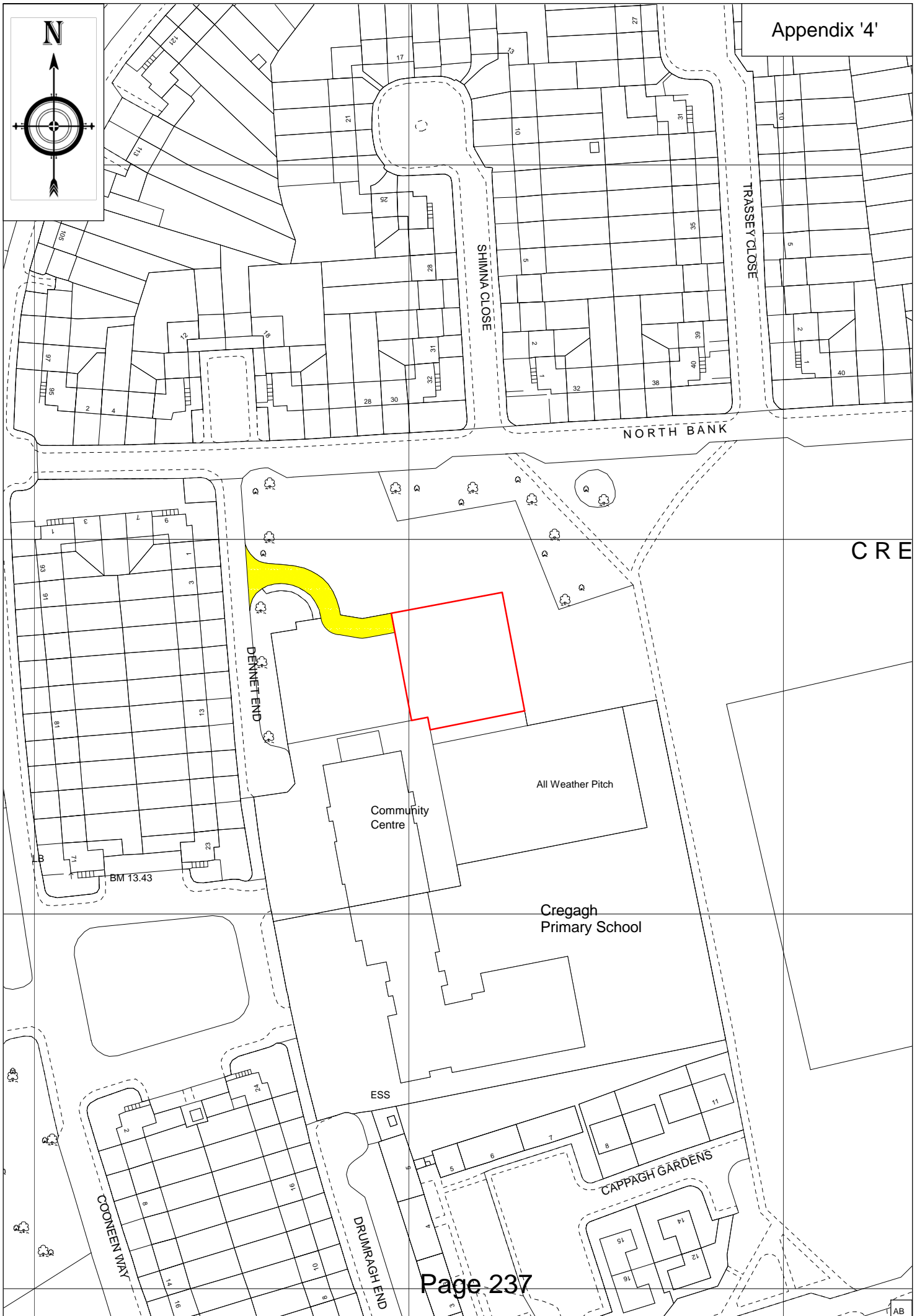


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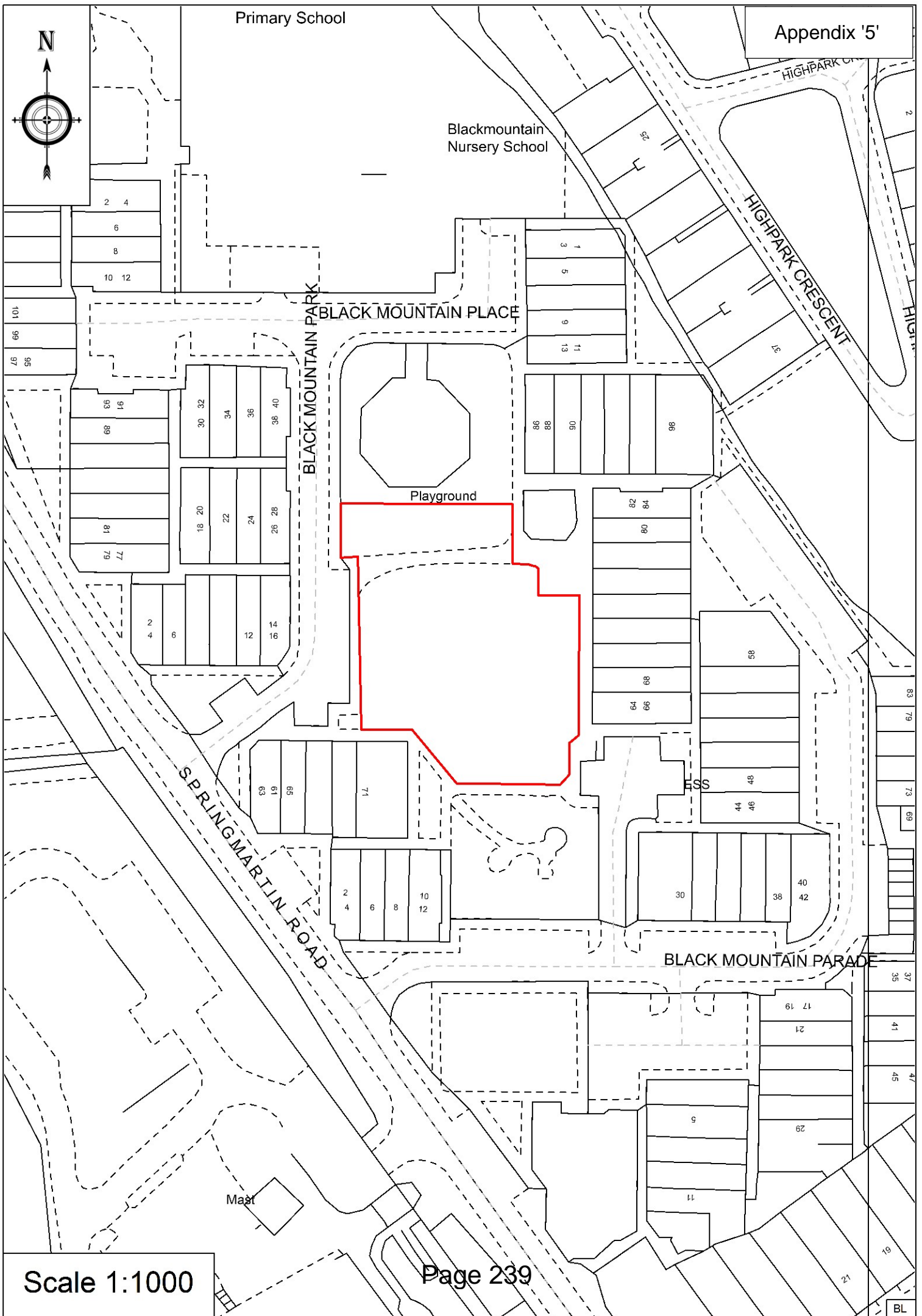


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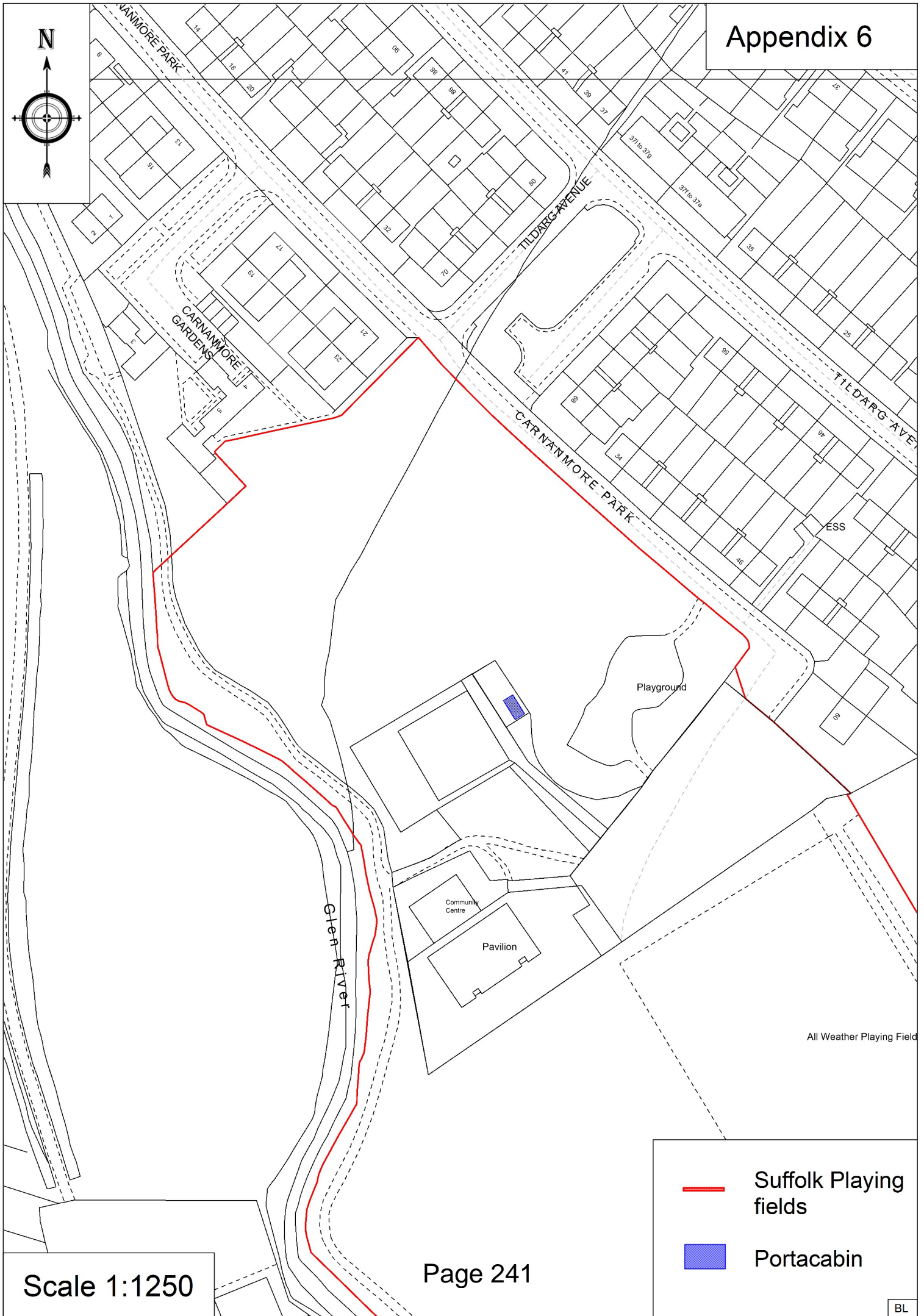
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NORTH BANK

CREGACH WARD

All Weather Pitch

Cregagh
Primary School

Kilbroney House

CAPPAGH GARDENS

SOUTH BANK

KILBRO

Cregagh
Green

Container
site

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Theatre

BMX Cycle
Track

Bowling
Green

El P

Playground

Community
Centre

Issues

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Belfast
City Council

Subject:	Update on Contracts
Date:	19th August, 2022
Reporting Officer:	Ronan Cregan, Deputy Chief Executive and Director of Finance and Resources
Contact Officer:	Noleen Bohill, Head of Commercial and Procurement 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	<p>The purpose of this report is to:</p> <ul style="list-style-type: none"> seek approval from the Committee for tenders and Single Tender Actions (STA) over £30,000 <p>And to ask it to</p> <ul style="list-style-type: none"> note contract modifications to contract term and retrospective Single Tender Actions (STAs)
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> Approve the public advertisement of tenders as per Standing Order 37a detailed in Appendix 1 (Table 1) Approve the award of STAs in line with Standing Order 55 exceptions as detailed in Appendix 1 (Table 2) Approve the modification of the contract as per Standing Order 37a detailed in Appendix 1 (Table 3)

	<ul style="list-style-type: none"> Note the award of retrospective STAs in line with Standing Order 55 exceptions as detailed in Appendix 1 (Table 4)
3.0	Main Report
	<u>Competitive Tenders</u>
3.1	Section 2.5 of the Scheme of Delegation states Chief Officers have delegated authority to authorise a contract for the procurement of goods, services or works over the statutory limit of £30,000 following a tender exercise where the council has approved the invitation to tender
3.2	Standing Order 60(a) states any contract that exceeds the statutory amount (currently £30,000) shall be made under the Corporate Seal. Under Standing Order 51(b) the Corporate Seal can only be affixed when there is a resolution of the Council.
3.3	Standing Order 54 states that every contract shall comply with the relevant requirements of national and European legislation.
	<u>Single Tender Actions (STAs)</u>
3.4	<p>The following STAs are being submitted for approval:</p> <ul style="list-style-type: none"> A contract for £40,000, for up to 4 years, awarded to FIAT Donnelly Group for procurement of Fiat Original Equipment Manufacturer (OEM) approved parts and components, warranty support and specialist repairs ensuring they are safe and road worthy as part of Council fleet. Therefore ensuring that parts and components are replaced and fitted in keeping with the manufacturer warranty, operational safety terms and conditions. A contract for £60,000, for up to 4 years, awarded to Mercedes Benz Truck & Van, for procurement of Mercedes Benz Original Equipment Manufacturer (OEM) approved parts and components, warranty support and specialist repairs ensuring they are safe and road worthy as part of Council fleet. Therefore ensuring that parts and components are replaced and fitted in keeping with the manufacturer warranty, operational safety terms and conditions. A contract for £43,918, for up to 5 weeks, awarded to Signify Commercial UK Ltd (Phillips Lighting), for City Hall Illuminate replacement luminaires. A change from the existing manufacturer of the luminaires to any alternative would result in different technical characteristic which would involve compatibility issues. This would cause significant installation, commissioning, operating and maintenance issues. A contract for £110,000 (fully funded), for up to 6 months, awarded to Energy Systems Catapult, for procurement of a Local Area Energy Plan 'LAEP' for Belfast and Queens Island. The LAEP approach is bespoke to Energy Systems Catapult. Energy Systems

	<p>Catapult is the only supplier in the market who has the experience, knowledge and capability to provide this service.</p>
3.5	<p>The following retrospective STAs were awarded:</p> <ul style="list-style-type: none"> • A contract for £35,000, for up to 3 months, awarded to MayWe LLP, for programming of 2 Royal Avenue. An extension is required for the programming operator to continue their daily duties until the current tender process appoints a new venue management operator. • A contract for £35,000, for up to 3 months, awarded to MayWe LLP, for operational management of 2 Royal Avenue. An extension is required for the programming operator to continue their daily duties until the current tender process appoints a new venue management operator. • A contract for £37,500, for up to 8 months, awarded to Morgan Document Security for T629a - collection, storage, retrieval and destruction of office records. A new tender exercise was planned to be awarded by 01 August 2022 and is currently in progress however, due to the continued home working arrangements, it has not been possible to complete. <p><u>Modification to Contract Term</u></p>
3.6	<p>The following contract terms were modified:</p> <ul style="list-style-type: none"> • A 3 month extension to contract T1947 - delivery of Peace IV Transform for Change, awarded to The Northern Ireland Council for Voluntary Action. To allow the continued delivery of project development workshops and action plan development for the remaining Transformative Leadership Programme cohorts- as part of the Transform for Change. • A 3 month extension to contracts T2032, T2032(b), T2032(c) - Procure group residentials for groups of youth on PEACE IV programme, awarded to Gartan Outdoor Education and Training Centre, Donegal Adventure Centre, Cavan and Monaghan Education and Training Board, Carlingford Adventure Centre and Scouting Ireland Services CLG. To provide residentials as part of the On the Right Track Sports project. • A 1 month extension and £30,000 to contract T1953 - provision of an employee counselling service awarded to Apeideo Associates Ltd. Required to enable the expiry date of the existing contract to align with the start date of the new contract. • A 4 month extension to contract T1963 - delivery of a new Social Enterprise and Cooperative Programme, awarded to Work West Enterprise Agency. BCC is in the

	<p>process of setting up a new Enterprise & Business Growth Framework, which will cover the future delivery of the Social Enterprise and Cooperative Support Programme. This is envisaged to be ready by the end of the year.</p> <ul style="list-style-type: none"> • A 2 month extension to contract T2203 PEACE IV Youth Engagement & Civic Education Project, awarded to Youth Link NI. Project delayed due to problems with recruitment of young people, unforeseen issues, tension between some communities, around Brexit and the Northern Ireland Protocol. • A 3 month extension and £10,000 to contract T1795 provision of portorage services, awarded to Delivery Services and Storage Ltd. Modification required to extend the current portorage contract whilst the new tender process is carried out.
	Financial and Resource Implications
3.7	The financial resources for these contracts are within approved corporate or departmental budgets
	Equality or Good Relations Implications / Rural Needs Assessment
3.8	None
4.0	Document Attached
	<p>Appendix 1</p> <p>Table 1 - Competitive Tenders</p> <p>Table 2 - Single Tender Actions</p> <p>Table 3 - Modification to Contract</p> <p>Table 4 - Retrospective Single Tender Actions</p>

Table 1: Competitive Tenders

Title of Tender	Proposed Contract Duration	Estimated Total Contract Value	SRO	Short description of goods / services
Electrical services insurance/remedial repairs	Up to 3 years	£250,000	S Grimes	To have an electrical contractor to carry out repairs to electrical installation based on a schedule of rates to control the costs
Framework for electrical contractors for planned maintenance minor works for electrical services	Up to 2 years	£350,000	S Grimes	New framework is to have an approved list of contractors who can compete on mini competitions over work orders for £10k to £75k
Callouts, repairs and planned maintenance of high levelling lighting	Up to 3 years	£250,000	S Grimes	To have a specialist electrical contractor to carry out repairs and maintenance works to high level lighting based on a schedule of rates to control the costs
Provision of portage services	Up to 3 years	£90,000	N Largey	To provide Council departments with portage services as and when required.
Peugeot, Citroen and Renault Original Equipment Manufacturer (OEM) approved parts and components, warranty support and specialist repairs	Up to 5 years	£100,000	C Matthews	To ensure that the OEM approved engineering parts and components are replaced and fitted to Peugeot, Citroen and Renault vehicles in keeping with the manufacturer warranty, operational safety terms and conditions
Emerging technology capacity building and access to finance programme for high growth sectors (Immersive, Fintech, Tech)	Up to 18 months	£140,000	J Greer	This service will help support the growth of the emerging tech sector (Immersive, Fintech etc) and provide support to them to build capacity, share knowledge and access new forms of finance such as BCC challenging funding
Sample analytical services at the North Foreshore site	Up to 3 years	£100,000	S Grimes	The tender is to enable the council to continue to comply with the sampling and environmental management requirements of the NIEA Waste Management Licence LN/08/46/C/V3 of 3rd January 2017 for the site. Under

				Regulation 4 (6) of The Waste and Contaminated Land (Northern Ireland) Order 1997
<p>Belfast City Centre Connectivity Study Phases 2 and 3</p> <p>*Previously approved May 2022 for 8 months at £40,650 but has now been reviewed</p>	Up to 12 months	£125,983	J Greer	Multi-disciplinary team in place but due to additional requirements an extension to the contract is required in order to deliver the final strategy. Specialist skills are required that are not within Belfast City Council.
Framework to support the delivery of various competitions for Business Support Programs	Up to 4 years	£6,000,000	J Greer	This framework will be designed to provide sufficient support and flexibility for the delivery of Enterprise and Business Growth programmes
<p>T2282 - Provision of press and media photography services</p> <p>*Previously approved April 2022 for 3 years at £90k but has now been reviewed</p>	Up to 4 years	£120,000	J Tully	The council has an ongoing requirement for press and media photography as part of our marcomms delivery on behalf of council
Professional contractor to engagement, management and physical delivery of the international residency project in partnership with British Council	Up to 18 months	£160,000	J Greer	The project requires a local delivery organisation to work with BCC producer to identify the 4-5 local locations, partner with local organisation in the area, and oversee and administer the 5 residencies of the artists visiting NI.
<p>A grants management system providing online application and management of grants streams</p> <p>*Previously approved June 2022 for 4 years at £95,518 has now been reviewed</p>	Up to 4 years	£100,000	R Cregan	A grants management system providing online application and management of grants streams
External consultancy to assist with the development of a new IT strategy	Up to 3 months	£50,000	R Cregan	Support required in developing the Council's new IT strategy
Technical professionals providing in-depth technical research and guidance to help Digital Services advance the	Up to 2 years	£53,000	R Cregan	<p>Use proven Reference Architecture to develop technology Architecture</p> <p>Receive organisation-specific guidance through calls with analysts</p>

initiatives/projects that support execution of the IT strategy				<p>Leverage industry best practices to avoid costly mistakes</p> <p>Enables Digital Services to stay current with changing markets and technologies</p>
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Table 2: Single Tender Actions

Title	Duration	Total Value	SRO	Description	Supplier
Fiat Original Equipment Manufacturer (OEM) approved parts and components, warranty support and specialist repairs	Up to 4 years	£40,000	C Matthews	To ensure that FIAT vehicles being used by the Council have only approved OEM parts and components replaced in all safety related vehicle areas on a like for like basis in keeping with the vehicle manufacturer terms and conditions.	FIAT Donnelly Group
Mercedes Benz Original Equipment Manufacturer (OEM) approved parts and components, warranty support and specialist repairs	Up to 4 years	£60,000	C Matthews	To ensure that Mercedes Benz vehicles being used by the Council have only approved OEM parts and components replaced in all safety related vehicle areas on a like for like basis in keeping with the vehicle manufacturer terms and conditions.	Mercedes Benz Truck & Van
City Hall Illuminate Replacement Luminaires	Up to 5 weeks	£43,918	S Grimes	A change from the existing manufacturer of the luminaires to any alternative would result in different technical characteristic which would involve compatibility issues. This would cause significant installation, commissioning, operating and maintenance issues	Signify Commercial UK Ltd (Phillips Lighting)
Procurement of a Local Area Energy Plan for Belfast and Queens Island *Fully funded	Up to 6 months	£110,000	J Tully	The Local Area Energy Plan approach is bespoke to Energy Systems Catapult. Energy Systems Catapult is the only supplier in the market who has the experience, knowledge and capability to provide this service.	Energy Systems Catapult

Table 3: Modification to Contract

Title of Contract	Duration	Modification	SRO	Description	Supplier
T1947 - Delivery of Peace IV Transform for Change	Up to 3 years	Additional 3 months	S Toland	This contract extension will allow the continued delivery of Project development workshops and action plan development for the remaining Transformative Leadership Programme cohorts - as part of the Transform for Change Programme (TfC).	The Northern Ireland Council for Voluntary Action
<div data-bbox="96 675 141 863" data-label="Page-Header"> Page 25 of 25 </div> T2032 - Procure group residentials for groups of youth on PEACE IV programme - Lot 1 County Donegal, Lot 2 County Cavan, Lot 3 County Monaghan T2032 (b) (c) Procure group residentials for groups of youth on PEACE IV programme	Up to 6 months	Additional 6 months	S Toland	A contract extension until 31 December 2022 to provide residentials as part of the On the Right Track Sports project.	Gartan Outdoor Education and Training Centre Donegal Adventure Centre Cavan and Monaghan Education and Training Board Carlingford Adventure Centre Scouting Ireland

					Services CLG
T1953 - Provision of an employee counselling service	Up to 3 years	Additional 1 month and £30,000	J Tully	Required to enable the expiry date of the existing contract to align with the start date of the new contract	Apheideo Associates Ltd
T1963 - Delivery of a new Social Enterprise and Cooperative Programme	Up to 3 years 4 months	Additional 4 months	J Greer	In the process of setting up a new Enterprise & Business Growth Framework, which will cover the future delivery of the Social Enterprise and Cooperative Support Programme. It is envisaged to be ready by the end of the year.	Work West Enterprise Agency
T2203 - PEACE IV Youth Engagement & Civic Education Project	Up to 11 months	Additional 2 months	S Toland	Project delayed due to problems with recruitment of young people, unforeseen issues, tension between some communities, around Brexit and the Northern Ireland Protocol.	Youth Link NI
T1795 Provision of portorage services	Up to 5 years	Additional 3 months and £10,000	N Largey	Modification required to extend the current portorage contract whilst the new tender process is carried out	Delivery Services and Storage Ltd

Table 4: Retrospective Single Tender Actions

Title of Contract	Duration	Value	SRO	Description	Supplier
Programming of 2 Royal Avenue	Up to 3 months	£35,000	J Greer	Request to extend the programming operator to continue their daily duties until the current tender process appoints a new venue management operator.	MayWe LLP
Operational management of 2 Royal Avenue	Up to 3 months	£35,000	J Greer	Request to extend the programming operator to continue their daily duties until the current tender	MayWe LLP

				process appoints a new venue management operator.	
T629a - collection, storage, retrieval and destruction of office records	Up to 8 months	£37,000	N Largey	A new tender exercise was planned to be awarded by 01 August 2022 and is currently in progress however, due to the continued home working arrangements, it has not been possible to complete.	Morgan Document Security (previously, John Morgan & Son Ltd)



Subject:	Minutes of Meeting of Shared City Partnership
Date:	19th August, 2022
Reporting Officer:	David Sales, Director of Neighbourhood Services
Contact Officer:	Nicola Lane, Good Relations Manager

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	The purpose of this report is to update the Committee on the key issues discussed at the Shared City Partnership meeting on 8th August.
2.0	Recommendation
2.1	<p>The Committee is requested to approve the minutes and associated recommendations from the Shared City Partnership Meeting held on 8th August, including:</p> <p>PEACE IV</p> <p><u>PEACE IV Secretariat</u></p> <ul style="list-style-type: none"> To accept the thematic extension and budget modifications from SEUPB as follows: <ul style="list-style-type: none"> SSS – extension from 31 December 2022 to 30 June 2023

- CYP – extension from 31 December 2022 to 31 March 2023
- BPR – extension from 31 December 2022 to 31 March 2023
- CYP5 – the reallocation of £12,995 of funding from external expertise to salaries.
- To uplift the planned contract by up to £5,205 due to increased venue/catering costs.
- To illuminate City Hall in the United Nations colours on 21 September 2022 to mark International Day of Peace.
- To facilitate a visit to Forth Meadow Community Greenway by the Causeway Coast and Glens PEACE PLUS Partnership.

Children and Young People

- CYP 1 – To realign 15 participants between lots, with Lot 1 (age 6-11) increasing by 15 participants and Lot 2 (age 12-16) reducing by 15 participants.
- CYP 5 – To reclassify a total of 18 participants (12 from West Belfast 2, and 6 from East Belfast Networks) from core participants to peer participants.

Shared Spaces and Services

- With the commencing of the Bridge Naming in Springfield Park, there should be support from other Council Officers with relevant experience in similar naming processes.
- The next steps for the development of the Governance Model to include Senior Managers to meet to discuss and agree the required coordination roles and resources, on receipt of final report.

Building Positive Relations

- BPR 6-To agree, in principle, a further extension to November 2022 to BPR 6 St Comgall's as confirmed with the delivery partner.

Good Relations

BCC7 Interfaces

- To approve funding towards the following projects:

BCC7: Interface Programme

- Upper North Belfast Capacity Building and Engagement Project, with North Belfast Interface Network (NBIN) as lead partner for Twaddell Ardoyne Shankill Communities in Transition (TASCIT): £9,500.
- East Belfast Enterprises: towards a large-scale interface engagement programme in Inner East Belfast with a number of local groups and organisations: £15,000.

BCC9: East Belfast Strategic Intervention:

- East Belfast Alternatives - Enhancing Community Connections -£8,000
- Youth Initiatives - Children and Young People Project - £2,000
- East Belfast Sure Start - Exploring Heritage and Culture - £2,000

Quarter 1 Update

- To note the contents of this report, particularly the allocation of £124,275.50 to grants through the Good Relations Small Grant Scheme 22/23; and
- To note the allocation of £4,300 to the City Church Intervention project, and £12,000 to the Falls Community Council Strategic Intervention project under BCC9 by delegated authority as previously agreed.

Part 2 - PEACEPLUS 1.1 Local Community Action Plan Update

- Agree to the recently appointed consultants Locus Management (with support from Blu Zebra) to further work up the evolving Co-design Framework for developing the PEACEPLUS Local Community Action Plan
- Agree that consultants attend Part 2 of the SCP meetings where PEACE PLUS is discussed from September 22 until the Plan was submitted to SEUPB to provide further updates and advice on the codesign and development of the 1.1. Co-Designed Local Community Peace Action Plan for Belfast.
- Approve the amendment to the Terms of Reference for the Shared City Partnership to include the scope of oversight and responsibility relating to the PEACE PLUS Local Community Peace Action Plan with the caveat around inclusion of the terms 'Co-Production and Co-Design'.

	<ul style="list-style-type: none"> • Note that a Draft Partnership Agreement would need to be drawn up to submit with the Local Community PEACE Action Plan, similar to that drawn up and signed for the PEACE IV Action Plan. Officers will consult with Legal Services regarding the terms of the agreement, and this would be brought to the SCP at a future meeting. • Note that a Code of Conduct would be circulated to Members of the Shared City Partnership for signature after the August meeting. • Note the financial allocation model for the Belfast PEACEPLUS Local Community Action Plan. • Note the updates from the recent Public Information Sessions and SCP workshop.
3.0	Main Report
3.1	<p><u>Key Issues</u></p> <p>The Shared City Partnership is a Working Group of the Strategic Policy and Resources Committee which consists of Elected members and representatives from various sectors across the city. The minutes from the Partnership are brought before the Committee for approval on a monthly basis.</p>
3.2	<p>The key issues on the agenda at the August meeting were:</p> <ul style="list-style-type: none"> • PEACE IV • Update on PEACE IV Secretariat • Update on PEACE IV CYP Theme • Update on PEACE IV SSS Theme • Update on PEACE IV BPR Theme • Good Relations Funding Requests Update • DCGRP Q1 SCP Report • Belfast Stories Request to SCP • PEACE PLUS – Local Community Peace Action Plan <p>More details regarding the above issues and recommendations are included in the attached minutes of the meeting.</p>
3.3	<p><u>Financial and Resource Implications</u></p> <p>All financial implications are covered through existing budgets</p>
3.4	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>The recommendations of the Partnership promote the work of the Council in promoting good relations and will enhance equality and good relations impacts.</p>

4.0	Document Attached
	Minutes of the Meeting of the Shared City Partnership of 8th August.

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SHARED CITY PARTNERSHIP

MONDAY 8th AUGUST, 2022

MEETING OF SHARED CITY PARTNERSHIP HELD REMOTELY VIA MICROSOFT TEAMS

Members present: Councillor O'Hara (Chairperson);
Councillors McMullan and Verner.

External Members: Mrs. B. Arthurs, Community and Voluntary Sector;
Mr. I. McLaughlin, Community and Voluntary Sector;
Mr P. Anderson, Community & Voluntary Sector;
Mr. J. Donnelly, Community & Voluntary Sector;
Ms. J. Irwin, Community Relations Council;
Superintendent Ford, PSNI;
Mr A. Irvine, Faith Sector;
Mr. M. McBride, Education Authority;
Ms. A. Roberts, Community and Voluntary Sector;
Miss. G Duggan, Belfast City Centre Management;
Ms. A. Tohill, Good Relations, TEO;
Ms. T. Hogg, Blu Zebra; and
Mr. C. Boylan, Locus Management.

In attendance: Ms. N. Lane, Good Relations Manager;
Ms. D. McKinney, PEACE IV Programme Manager;
Mr. S. Lavery, Programme Manager
Ms. L. Dolan, Good Relations Officer,
Ms. V. Smyth, Democratic Services Officer; and
Mrs. S. Steele, Democratic Services Officer.

Apologies

Apologies for inability to attend were reported on behalf of Councillors Kyle, Carson, Hutchinson and Lyons, and Ms. A. M. White, Mr. S. Hamilton, Mr. A. Hannaway and Mr. W. Naeem.

Welcome

The Chairman welcomed Andrew Irvine from the Methodist Church to his first meeting as the key representative from the Faith Sector.

Minutes

The minutes of the meeting of 6th June 2022 were taken as read and signed as correct.

Declarations of Interest

Mrs. B. Arthurs declared an interest in item 2 (d), namely, Peace IV Updates – update on BPR theme, and item 3(a) Good Relations Updates – Funding Requests Update Paper at 3.3 and 3.7.

Ms. A. Tohill declared an interest in Peace IV update reports at items 2(a) to 2(d) as she sat on the SEUPB PEACE IV Steering Group Committee and that as the accountable Department, The Executive Office had committed funding towards the Peace IV Programme. She also declared a potential interest in the Peace Plus Action Plan updates

Ms. A. Roberts declared an interest in item 3(a) Good Relations Updates – Funding Requests Update Paper in relation to the East Belfast Strategic Intervention Programme given her role at East Belfast Community Development Association.

PEACE IV Updates

Secretariat Update

The PEACE IV Programme Manager provided the Members with an update in respect of the Secretariat activity associated with the implementation of the Peace IV Local Action Plan.

The Programme Manager drew the Members' attention to the thematic reports which outlined project implementation, activity, and modifications which would enable the achievement of targets to continue to progress. She further advised that a review of evidence and project closure reports for CYP2, CYP3 Personal Change and CYP4 was continuing with further clarifications / evidence sought from the delivery partners. The Members were asked to note that, in some instances, extended timeframes for closure beyond the normal 3-month period for projects would be required.

The Members were requested to note and confirm acceptance for the extended delivery timeframe agreed by SEUPB as follows:

SSS – extension from 31 December 2022 to 30 June 2023

CYP – extension from 31 December 2022 to 31 March 2023

BPR – extension from 31 December 2022 to 31 March 2023

The Members also noted that SEUPB had approved the reallocation of £12,995 of funding from external expertise to salary costs for CYP5. This would enable NIHE to extend project staff to December 2022, with NIHE providing 50% of the additional staff costs.

The Programme Officer explained that SEUPB had advised that revised Letters of Offer and amendments on eMS system would be progressed following the outcome of the Business Plan reduction to target numbers and transfer of funding between themes. These elements were being progressed, via written procedure, to the Accountable Departments and the SEUPB Steering Committee. The timeframe for approval by August 2022 had been outlined with SEUPB.

SEUPB had advised that revised Letters of Offer and amendments on the eMS system will be progressed following the outcome of the Business Plan reduction to target numbers and transfer of funding between themes. These elements were being progressed, via written procedure, to the Accountable Departments and SEUPB Steering Committee. The timeframe for approval by August 2022 had been outlined with SEUPB.

The PEACE IV Programme Officer outlined a programme workplan which involved a showcase of all cultures which would participate in the Culture Café series and the launch of "Belonging to Belfast" PEACE IV publications (Appendices I & II) on diversity which took place at the Grand Culture Café on Friday 17th June 2022, 12-2pm at 2 Royal Avenue. Planning

for the distribution of the hard copy publications was underway. An electronic version would also be circulated to the Members.

She informed the Members that planning was now progressing for the International Day of Peace event, taking place on 21st September 2022 at the Hilton Hotel. The event would acknowledge the International Day of Peace 2022 theme of End Racism: Build Peace, celebrate the impact of PEACE IV to date (as it was originally intended to be a closure event), and also include a conversation discussion with Patrick Kielty focusing on reconciliation and peace building. Invitations would be extended to the Members once registration was opened. She further advised that costs for the delivery of the event had increased due to venue hire and catering costs, as such, the Members were requested to agree to uplift the planned contract by up to £5,205. This uplift was within the 10% threshold for uplifting contracts and would increase the value of the contract from £77,090 to £82,295.

As a gesture of the City's commitment to peace building, the Members were asked to agree to illuminate City Hall on 21st September 2022 to mark International Day of Peace. The colours of the illumination were being confirmed with the United Nations, although it was likely to be either blue or white.

The Members were informed that a newly established PEACE PLUS Partnership within the Causeway Coast and Glens Borough Council was planning a shared learning visit to Belfast in September 2022 and would like to visit some Shared Spaces projects. A walking tour of the Forth Meadow Community Greenway and discussions on the project had been identified as potential good practice. As such the Members were being requested to agree for PEACE IV to accommodate a visit to the SSS Greenway project with representatives of the SCP involved in discussions.

As previously reported, claims totaling £7.1m had been submitted to SEUPB, with £5.6m reimbursed to date. The total outstanding claims value was now £1.4m, preliminary verification of outstanding Period 28 and 29 were currently being progressed by SEUPB.

The Partnership recommended to the Strategic Policy and Resources Committee that it note the contents of the report and agree the following proposals:-

- To accept the thematic extension and budget modifications from SEUPB as follows:
 - SSS – extension from 31 December 2022 to 30 June 2023
 - CYP – extension from 31 December 2022 to 31 March 2023
 - BPR – extension from 31 December 2022 to 31 March 2023
 - CYP5 – the reallocation of £12,995 of funding from external expertise to salaries.
- To uplift the planned contract by up to £5,205 due to increased venue/catering costs.
- To illuminate City Hall in the United Nations colours on 21 September 2022 to mark International Day of Peace.
- To facilitate a visit to Forth Meadow Community Greenway by the Causeway Coast and Glens PEACE PLUS Partnership.

Children and Young People (CYP) Update

The Partnership considered the undernoted report.

“1.0 Purpose of Report or Summary of main Issues

To provide the Shared City Partnership (SCP) with a progress report in respect of the Children and Young People's (CYP) theme of the PEACE IV Local Action Plan.

2.0 Recommendations

The Partnership is requested to recommend to the Strategic Policy and Resources Committee that they note the contents of the report and related appendices and agree:

CYP 1 – To realign 15 participants between lots, with Lot 1 (age 6-11) increasing by 15 participants and Lot 2 (age 12-16) reducing by 15 participants.

CYP 5 – To reclassify a total of 18 participants (12 from West Belfast 2, and 6 from East Belfast Networks) from core participants to peer participants.

3.0 Main report

Project Updates

3.1 CYP 1 – TECH CONNECTS, GIGA Training (Afterschool's and Digital Arts Academies: Tech Camps) (6-11, 12-16 yr. olds)

Members are requested to note a final request to agree to realign 15 participants from Lot 2 to Lot 1, which will increase the target for 6–11-year-olds to 494 and reduce the target for Lot 2 to 365. To accelerate implementation, this request has been approved by the Programme Board and agreed by SEUPB. It should be noted that both Lots are under the same work package and there *is* no change to the overall outputs and budgetary changes are minimal.

Summer sessions have been progressing with over 150 young people completing the programme week ending 4 July 2022. Blogs of completed works are available online and feedback is positive with friendships being established with both young people and parents.

With the Tech Connects project ending in September 2022, options on the reuse of the equipment were considered by the Programme Board, Appendix II Draft Equipment Reuse Process and Criteria refers. Members are requested to note and confirm agreement in principle of the revised criteria for allocation of the equipment and to progress discussions on the criteria and allocation approach with IGNITE IT and SEUPB.

Age Group	Target	YTD	(All contracts end September 22)
6-11 Year Olds:	494	361	133 Remaining
12-16 Year Olds:	365	239	126 Remaining
Total	859	600	259 Remaining

CYP 1 – TECH CONNECTS, Belfast Metropolitan College (Digital Insights Programme) (17-24 yr. olds)

To date the delivery agent has progressed with 6 cohorts and achieved 66 participants. Recruitment and delivery of sessions is progressing with two further cohorts of 12 to increase participant numbers to 78. Belfast Metropolitan College has submitted an updated implementation plan and has also given their assurance to fully deliver targets in the contract. Members are requested to note that programme delivery has been extended from May to September 2022, although there may be a requirement for a further extension to December 2022.

Total	78 from a target of 160	82 remaining (contract ends September 22)
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3.2 CYP 2 – Playing our Part in the City

Active Communities Network has submitted the final report and additional supporting evidence is to be submitted and confirmed before progressing to final payment. Members should note that project closure is likely to be finalised by the end of July 2022.

Total	610 young people from a target of 640 123 Parents from a target of 100	Progressing to Closure
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3.3 CYP3 – On the Right Track – Sports and Personal Change elements

The lead officer is currently progressing with cross border residential delivery and planning of joint sports sessions has recommenced. Delivery is being scheduled to take place July to October 2022 to increase the participants numbers.

Members are requested to note a modification considered by the Programme Board to permit individuals who are not linked to associated sports clubs to take part in the project. The current criteria states that participants must be registered with a sports club linked to a recognised sporting body. This approach will aid recruitment of participants and enable young people to participate in the project, complete a qualification and increase their confidence to join a local sports club in the future.

Members should also note that the business case for the reduction in targets has not yet been approved and will be submitted to the SEUPB steering committee and accountable departments for consideration. Council have progressed recruitment and have added additional resources to this project to support implementation.

Total	700 from a target of 1800	1100 remaining (contract ends December 22)
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Personal Change – Delivered by Extern

Extern has submitted the final report and monitoring information. This will be subject to review by the Project and Programme Managers, before progressing to final payment and closure.

Total	42 from a target of 42	0 remaining – Progressing to Closure
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3.4 CYP 4 – Cooperation Ireland (Young Advocates)

The delivery agent is currently compiling monitoring and evaluation data and supporting evidence to confirm achievement of targets. The young people are continuing promotional work on their campaign and will be attending the Ending the Harm conference at Stormont, so delivery agent would like to include some feedback from this to the final report. As such members are requested to note the extended timeframe for project closure to mid-August 22.

A detailed review will be conducted by the Thematic Manager and the Secretariat prior to the issue of final payment.

Total	81 from a target of 80	0 remaining – Progressing to closure
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3.5 CYP 5 – NIHE Local Area Network Partner Delivery

NIHE has made significant steps in progressing the procurement required to deliver to the current participants and expected groups awaiting to commence activity in September. Members should note that a request to extend delivery of both NIHE projects for CYP and BPR, to December 2022 has now been approved by SEUPB.

Morrow attended and captured footage of a group of young people from the Foster Carers Associates receiving certificates, on completion of the Social Justice element of the project. Footage will be circulated on social media and is a positive result completed during this period.

CYP5 has a target of 6 CORE Local Area Networks. There are currently only 3 active CORE networks in North Belfast, South West Belfast, and Foster Care Associates.

Members are requested to consider a request submitted by NIHE to reclassify a total of 18 participants (12 from West Belfast 2 and 6 from East Belfast Networks) from core participants to peer participants, as they have completed between 26+ hours on the project.

The West Belfast 2 and East Belfast networks will no longer have an active CORE group, NIHE has exhausted all avenues of pairing partners and the focus of delivery will be on peer groups. As the

SLA approach was not approved by SEUPB, the West Belfast 2 core network withdrew from the project.

As a result of this modification NIHE will have established 3 Local Networks.

Total	143 from a target of 900	757 remaining (Contract ends December 22)
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3.6 Financial and Resource Implications

To date expenditure claims totalling £1.8m have been submitted to SEUPB for verification with £1.48m reimbursed. Claims for Periods 28-30 valued at £332K remain outstanding and yet to be verified by SEUPB.

3.7 Equality or Good Relations Implications/ Rural Needs Assessment

The draft plan has been equality screened and discussed at the Equality Consultative Forum on 13 May 2015. The Equality Consultative Forum was further consulted on 18 Nov 2020.”

The Partnership recommended to the Strategic Policy and Resources Committee that it note the contents of the report and related appendices and agree:-

- CYP 1 – To realign 15 participants between lots, with Lot 1 (age 6-11) increasing by 15 participants and Lot 2 (age 12-16) reducing by 15 participants.
- CYP 5 – To reclassify a total of 18 participants (12 from West Belfast 2, and 6 from East Belfast Networks) from core participants to peer participants.

Shared Spaces and Services (SSS) Update

The Peace IV Programme Manager provided an update on the progress report in respect of the Shared Spaces and Services (SSS) theme of the PEACE IV Local Action Plan. The Members were advised that both the capital and programming elements of the Shared Space and Services theme were continuing and drew the Members’ attention to the risks associated with delivery which had been highlighted in an attached appendix to the agenda.

The Members were advised that SEUPB had reviewed the Business Case and approved the extension to the Letter of Offer, for the Shared Spaces Theme to June 2023. The request to realign targets, budgets and the movement of monies between themes was currently being considered by the Accountable Departments and the SEUPB Steering Committee.

The Peace IV Programme Manager referred specifically to the Capital Work at the Forth Meadow Community Greenway.

In relation to Springfield Dam, The Asset Management Group met in June 2022 and advised that the bridge naming process should commence and follow the same naming process as Divis Back Path. The SSS Project Manager would lead the process, with support from other Council Officers with relevant experience in similar naming processes.

PEACE IV Network Scheme – Capital Works: The Members were advised that a planning application for Section 2 was resubmitted and agreed at the Planning Committee meeting on 27 June. A start on site in Section 2 was targeted for September 2022.

Completion of works was delayed in Section 3 due to supply issues with surfacing materials and co-ordination around the Féile Festival in August would further delay completion by several weeks, which was now targeted for late September 2022.

The Members were advised that works on Section 4 had been split into 3 phases:-

- Phase 1 (Milltown Row) - works were ongoing and awaiting NIE connection before surfacing could be completed.
- Phase 2 (Ulster Wildlife / St Galls GAA) - design was currently being finalised following further site investigation works.
- Phase 3 (St James' City Farm) - started site set up 20 June 2022 and would be on site until September 2022.

The PEACE IV Programme Manager advised the Members that an exercise was ongoing to collate information on all the gates along the route of Forth Meadow Community Greenway, liaising with Council's City and Neighbourhood Services, to confirm current and proposed opening and closing arrangements and to determine legal agreements.

The Members were informed that the signage design was almost complete for Section 1. All wording on signage, in line with Council's current language policy, was to be considered by the North and West Area Working Groups, with a further report then to be presented to the Shared City Partnership. In relation to branding, in line with recommendations from equality reviews, McCadden had been instructed to update branding documents to reflect diversity in terms of ethnic minorities and those with a disability.

The Peace IV Programme Manager advised that the artist had been facilitating public engagement events and had met with community representatives and local primary schools, facilitated drop-in sessions in Springfield Park and walk-about in Glencairn and Falls Park. The local communities had provided input into the final design of the art pieces, including the back-pack design on the flagship piece and the feature images on the floor art details of which were illustrated in appendices attached to the agenda. Planning applications for the pieces of artwork had been submitted in June 2022.

Programming

- Implementation of the programming aspects were progressing.

Shared History, Heritage and Identity Content / Narratives for Shared Space

Deliverable targets	Targets achieved
300 individuals	224 recruited

A Family Fun-day / Celebration event took place on 23 July 2022 in Springfield Park, involving the school children and their families and participants from the discussion groups. The event was attended by the Lord Mayor and Councillor Verner, who represented the Shared City Partnership. Attendance was lower than expected due to bad weather.

Mediation NI was reengaging with the groups who contributed to the drafting of narratives for Sections 1, 2 and 3, to confirm the content for a final anthology of stories and to encourage final participation in the celebration event.

The Members' attention was drawn to the narratives for Sections 4 and 5, which were being finalised and would be submitted to PEACE IV and Council for review and approval.

Shared Space Volunteer Training

Deliverable targets	Targets achieved
<i>Sustrans</i>	
30 volunteers (15 Walk & 15 Cycle Leads)	27 recruited across 3 groups
<i>Volunteer Now Enterprise</i>	
15 volunteers (Local Ambassadors)	8 recruited
<i>The Conservation Volunteers</i>	
15 volunteers (Nature Guides)	8 recruited

The Members were advised that the Conservation Volunteers' (TCV) had completed the training of 8 Volunteer Nature Guides with a final training session in Springfield Dam in June 2022. The emphasis of the project now, was on helping the volunteers gain the confidence to lead on guided sessions / walks. The project continued to recruit participants from interested individuals for delivery of a 2nd cohort of volunteers.

With 8 Shared Space Ambassador volunteers having completed their training, Volunteer Now had been getting them involved with the supported events and activities taking place along FMCG. They also continued to recruit participants from interested individuals in order to achieve their targets.

With all three project leads (Sustrans, Volunteer Now and The Conservation Volunteers) having now fully trained volunteers, they were exploring how to keep the volunteers engaged and involved with FMCG. Discussions had been taking place, involving all three projects and PEACE IV, to look at developing and coordinating a dedicated FMCG Volunteer Team. A meeting of all the volunteers planned in Springfield Dam at the end of June 2022, had to be cancelled due to COVID and was rescheduled for 4th August 2022.

- **Governance / Management Model**

The Members were advised that a final workshop with community stakeholders on the proposed model options had been facilitated in the Spectrum Centre on 23rd June 2022. The delivery partner, Viatac, had also presented the options and discussed resource requirements with the Programme Board Members and Senior Managers on Thursday 30 June 2022. Immediate issues that needed to be agreed and addressed, in relation to the Governance Model, were highlighted as coordination team role(s), a joint steering group, overall maintenance and developing a "public face". It was agreed, in principle, that further discussions to agree the required coordination roles and resources were necessary, on receipt of the final report. Viatac Limited had submitted a final report on 25th July 2022, which officers were currently reviewing and would also be considered by the PEACE IV Programme Board and reported to the Members next month.

Following approval for the procurement of a suitable contractor to further develop the governance model options, procurement documents had been drafted and forwarded to SEUPB for review and approval.

- **Youth Engagement and Civic Education**

Deliverable targets	Targets achieved
400 young people	Commitment from approx. 120+ young people. 43 young people registered from Nubia / Blackmountain.

The project hosted an informal project launch event in their offices on Wednesday 15th June, with young people from Nubia, Blackmountain and Glencairn attending. Youth Link had submitted registrations for young people from Nubia and Blackmountain and anticipated the receipt of registrations for young people from Forthspring, Glencairn/Ligoniel, Glencairn/Hammer, Blackmountain, Willowbank and Charter NI.

The Members were requested to note that a project modification request for activity to extend to December 2022; a limited element of working on an individual group basis before moving to cross community activities; and the involvement of local schools was considered by the Programme Board and agreed by SEUPB.

- **SSS Activities and Animation Programme**

Deliverable targets	Targets achieved
20 cross community activities/events, (to an audience of a minimum of 1200 attendees)	11 cross community activities / events to an audience of approximately 1000+ people
- 4 Public spectacle events (150 people at each) – 2 in Springfield Park	- “Luminate” event in Springfield Park – approximately 1500 people - “Swamp Festival” in Bog Meadows – approximately 1700 people - “Colour Festival” in Woodvale Park – approximately 1,000+ people
- 6 Medium sized creative animation activities / events (50-100 people at each).	- “River Clean event” – approx. 100 people - Colour Run events in Falls and Glencairn Park – approximately 500 people
- 10 small community focused activities / events (30 to 50 people at each)	- “Sunflower Festival” – approx. 50 people - Foraging Walk and Big Potato Harvest in Bog Meadows – approximately 100 people

Following two successful and well attended Colour Run events in early June, in Falls and Glencairn Parks, a larger Colour festival was held in Woodvale Park on 18th June. Approximately 2000 people attended and participated in these fun family events.

The Members were requested to note the scheduled events / activities for August, included:

- [Woodvale to Paisley Park Foraging](https://www.eventbrite.co.uk/e/woodvale-to-paisley-park-foraging-tickets-365642726237) - Saturday, 13th August 2022 12:00
- Wellness on the Greenway - Springfield Dam – Tuesday, 23rd August 2022 11:00 – 15:00

- [Movies at the Dam](https://www.eventbrite.co.uk/e/movies-at-the-dam-tickets-365647791387) - Thursday, 25th August 2022 18:00
<https://www.eventbrite.co.uk/e/movies-at-the-dam-tickets-365647791387>
- Wellness on the Greenway - Woodvale Park – Friday, 26th August 11:00 – 15:00 -
<https://www.eventbrite.co.uk/e/forth-meadow-wellness-day-tickets-353752050907>

The project was finalising small and medium events / activities for September and October, with a fourth large scale public event in Springfield Park planned for the end of October.

- **Resource Allocation**

The call for applications to support local community led activities / events across Section 1 and Section 3 opened on 29th June 2022. An information session was held in the building in Springfield Dam Park, on Friday 8th July 2022, 10:00am to 2:00pm, where interested groups / organisations were given the opportunity to ask questions and discuss their application idea(s). The call closed on Friday 29th July 2022 at 12:00 noon with nil applications and feedback was being sought to determine the next steps.

- **SEUPB Evaluation**

As Members were aware, the SSS project had been subject to a longitudinal evaluation by SEUPB appointed consultants, RSM Consultancy, who were conducting an impact evaluation of projects that had been supported by the PEACE IV Programme and Forth Meadow Community Greenway which was selected as one of their case studies.

RSM had been reviewing SSS monitoring data and interviewing key stakeholders, they would also be facilitating an update meeting with Officers on 15th August 2022 to discuss the impact evaluation of the Forth Meadow Community Greenway to date. The Members noted that the SSS project had been highlighted by SEUPB as a model of good practice and had requested representatives from Council to present on the impact of the project at a shared space learning event in October 2022.

The Members noted that total expenditure to date for the SSS theme was £2.37m, with reimbursement of £1.82m (up to Period 28). Outstanding claims for Period 29-30 valued at £541K are awaiting verification by SEUPB.

The Partnership recommended to the Strategic Policy and Resources Committee that it note the contents of the report, related appendices and:

- With the commencing of the Bridge Naming in Springfield Park, there should be support from other Council Officers with relevant experience in similar naming processes.
- The next steps for the development of the Governance Model to include Senior Managers to meet to discuss and agree the required coordination roles and resources, on receipt of final report.

Building Positive Relations (BPR) Update

The Partnership considered the undernoted report.

“1.0 Purpose of Report or Summary of main Issues

To provide the Shared City Partnership (SCP) with a progress report in respect of the Building Positive Relations (BPR) theme of the PEACE IV Local Action Plan.

2.0 Recommendations

The Partnership is requested to recommend to the Strategic Policy & Resources Committee that they note the contents of the report and related appendices and agree:

BPR6 St Comgalls - in principle a further extension by 1-2 months, subject to confirmation from the delivery partner.

3.0 Main report

Key Issues

Each project is at various stages of delivery with activity continuing. Covid 19 impacts continue to affect participation and retention levels due to ongoing sickness / isolation periods. The status and risk associated with projects is outlined in Appendix I BPR-RAG Report.

3.1 BPR1 – Cross Community Area Networks (CCAN)

The figures remain positive with increases in participants to 114/144 and 354/900 peer participants across the CCAN's.

Members are asked to note a request from NIHE to utilise the Technical Assistance funds, which is within the existing contract terms. NIHE has advised they will be utilising this additional resource to support CCAN activities.

The approved approach of residentials to condense delivery and deliver within Northern Ireland will be utilised by West Belfast 1 CCAN, this approach was previously approved by members and SEUPB.

CCAN showcase event, with all networks in attendance, is planned for Good Relations week in September 2022 with further details to be confirmed.

3.2 BPR2 – Creative Communities Project

Delivery of activity with established Creative Clusters continues, although activity has been slower over July 2022.

Members are requested to note that extended delivery to December 2022, as indicated in the overall Peace IV business plan, has been approved by SEUPB. This ensures the project and clusters can continue activity up to December 2022. The request

for a reduction in targets requires SEUPB Steering Group approval.

The Football cluster have increased engagement hours and scheduled more activity across the two groups. The East Belfast Radius cluster closure event has been rescheduled to September and will culminate in an unveiling of the completed artwork and signify the completion of this project. The East Belfast cluster targets indicate that both the required participant numbers and hours of engagement will be achieved.

The Carlisle group have met on two separate occasions and through facilitated sessions have agreed to move forward, although further resources to maintain momentum are required. The provision of additional facilitation through TCAH will aid in building cohesion and in finalising an agreed concept and way forward.

The remaining clusters have paused over the July period and further updates are due early August.

The new project support officer will start in August, a robust induction plan has been established. TCAH has committed additional resources to procure a facilitator to help drive the project forward, a scoping exercise to identify potential suppliers has been completed. The draft quotation request is pending submission from TCAH.

Participant numbers have improved with 133/264 registrations now submitted.

3.3 BPR3 – Transform for Change Project

Transformative Leadership Programme

The Transform for Change project delivery is continuing, whilst the training course delivery has completed other elements remain active and will continue to September 2022. The completion of study/best practice visits, action plan development and the approval of Resource Allocation agreements, to progress projects, are still underway.

SEUPB has approved the extension to allow delivery and completion of all remaining TfC elements to September 2022.

Progressing artworks as part of the Black Gates project at Suffolk has had a positive outcome, indications are that Suffolk Community Forum may be willing to sign the Resource Allocation Agreement. A meeting to progress the artist and activities is scheduled.

The Cultural Picnic in the Park based at Ligoniel, organised as part of a North Belfast action plan project, is now complete with 140 people attending. The reach across the local communities

attending included engagement with Ligoniel Improvement Association, All Nation Ministries, Family Comfort, Diverse Youth, Indian Community Association, North Belfast and South Belfast Friendship Clubs, the event was successful in attracting a diverse mix of cultures, ages and communities in North Belfast.

Further action plans currently being progressed for approval include:

- North Belfast – a combined project comprising of 3 elements; a cultural dance event celebrating diversity, a storytelling element representing the LGBTQ communities, and a walking tour highlighting key cultural points across the North of the city.
- North Belfast Conversations project focusing on interviewing local people across communities with an intergenerational approach to capture how people feel about their local area/city.
- South Belfast – project comprising of a celebration of diversity event to take part in Ormeau Park. The project centres on cultural dance and festivities showcased by the local minority ethnic groups. The aim is to build cohesion and represent diversity across local communities in South Belfast.
- West Belfast - the development of action plans is still ongoing with 2 further action plans presented in draft format, requiring further support and review for progression.

Two study visits are now complete and planning for the remaining two visits is progressing. The Coleraine study visit was cancelled and is rescheduled for September 2022. The residential element of the TfC wider delivery element for council, is proposed for Donegal later in September 2022.

Members are requested to note that the final networking and project closure event took place on the 27th June, the event went well with participant interviews calling it a resounding success. The event's key points were captured by an artist as part of the evaluation, please refer to Appendix II BPR TfC Visual which represents the comments reflected and imagery then captured.

As closure progresses for elements of the NICVA delivery, in particular the Transformative Leadership Programme, the figures to date show 43/45 required courses have been achieved. Participant numbers indicate that over 600 have completed from a target figure of 944, although in-depth verification is pending.

3.4 BPR4 – Belfast and the World (BATW)

Project activity completed in April and final monitoring data is under review and early indications show 170 participants have completed the programme achieving 26 hours of engagement.

The final report has been submitted although further evidence / monitoring information is to be submitted and reviewed before final payment can be progressed.

As previously noted, approvals regarding a suitable approach for facilitation for residential and study visits was confirmed by SEUPB. Members are requested to note approval from SEUPB for a Single Tender Action requesting Corrymeela to facilitate the BATW residential and study visits.

The Project Support Officer has coordinated cross border residential for August, in Dublin and Cork, a full itinerary has been completed for both events with 20 participants registered for each residential. Corrymeela is hosting the first pre-engagement session to debrief participants on the 27 July 2022.

3.5 BPR5 – Supporting Connected Communities - LINCS Project

The LINCS Inclusion Forum took place in June with representation from NIHE, Bryson, Belfast City of Sanctuary, and other key stakeholders. Attendees discussed future progression of the Forum approach with consensus to maintain the established network as well as opportunities under the Peace Plus Programme.

The leadership programme continues with guest speakers scheduled throughout August. The numbers remain as previously reported 70/96 participants with 96 hours of engagement completed.

The final event for LINCS, to signify completion of the project, is proposed for 16 September 2022 to be held at CS Lewis Square, the invite and itinerary are to be finalised and will be distributed in due course.

3.6 BPR5 – Traveller Project - Supporting Connected Communities

Delivery of Health and Wellbeing and Empowering Young Women workshop programme is continuing. The Falls Women's Centre plan to collate workshop information for their showcasing exhibition, capturing workshop outcomes to present in a booklet format, the exhibition is proposed for late August.

Following a procurement exercise, the Health & Wellbeing workshop programme was awarded to the Heart Project and project initiation has been completed.

As previously reported, the concept of a produce garden workshop received nil submissions. Members are requested to note that a further concept focusing on Parallel Lives workshop programme and exhibition was developed and presented to SEUPB for consideration and subsequently approved. The Workshops will discuss similarities and contrasts between settled

and Traveller communities throughout key points of their shared history and will be delivered through a condensed approach.

The Traveller Project targets includes delivery of 2 festivals and 4 community events, to date 2 community events have been delivered with a further community event scheduled for late August. The current Empowering Young Women workshop has 13 participants registered, 8 from the traveller community and 5 from the settled community. The health and wellbeing workshop has started, initial figures indicate at least 10 participants.

The final festival event will combine as a closure event and a provisional date is held in City Hall for the 27th September. It is envisaged this will include a showcasing event highlighting all the exhibitions completed to date.

3.7 BPR5 – Roma Project - Supporting Connected Communities

Delivery of the Roma project continues with the Hub still engaging with both drop in and returning participants. The provision of advice services remains ongoing.

The advocacy training, awarded to Gems by Forward South Partnership, has not achieved the required level of participation with 4 out of 10 participants completing the training. Forward South Partnership (FSP) has been asked to consider an alternative approach to address the under delivery and implications to payments have been advised.

The Advice Training Course has now moved to self-directed learning and FSP is to provide evidence / information on how engagement hours are being captured.

Participant numbers in the English language-conversational classes remain positive with 24 registrations received across East and South Belfast. Classes are paused over July and a new venue is being sourced for the South Belfast group.

Targets met to date include intercultural events 3 of 4 complete, and the holding of the Police Commissioners meeting with report 1 of 2 completed. English language class with 12 participants required across two groups, current numbers remain at 24. Hub remains active with advice information being captured through Advice Pro system.

3.8 BPR6 – St. Comgalls

Project delivery is ongoing with thematic networking events and seminars taking place during July on themes of - Shared Space: Making it Work, Community Tourism: A Belfast View, and A Sporting History of the Area.

Copius has produced draft exhibition material, Oral Histories, for the exhibition in the St Comgall's centre. Members are asked to

note that 50% are transcribed Duchas oral histories and 50% newly gathered testimonies, which were guided by the Oral History Steering Group and are cross community in background. The Oral Histories are currently being reviewed by officers. The resources will be made available in the St Comgall's building via tech stations. Further assurances of equality/ quality/ plain English checks are currently being secured from Copius.

Members are reminded that delegated authority was agreed in March 2022 to the PIV Programme Board to consider and approve the materials with a further report coming to the SCP in due course.

Members should also note that the contract is due to end on 31 August 2022, however given the volume of work that is ongoing, and approvals required, officers are discussing with Copius whether a further extension will be required in order to complete activity. Members are requested to note and agree in principle a further extension by 1-2 months, subject to confirmation from the delivery partner.

3.9 Cinematography Project

Morrow Communications continues to film the Belfast Peace Journey activity, as and when suitable opportunities arise, with contract due to end in October 2022.

During July, filming for CYP5 Foster Carer's Association certificate ceremony, SSS Interpretive Panels family treasure hunt event and Traveller Circus fun day event took place with clips in production. Filming is being planned for later summer for the Roma, BPR1 and SSS projects.

The latest short story, for BPR3 Transform for Change, was screened at the project closure in June, celebrating the participants journey and highlighting the project's impacts. Planning for the Thematic overview clips is underway, for BPR/CYP to be produced for the Celebrating the Impacts of Peace event on 21 September.

Council Comms is exploring further promotion of the short story films to members and internally to BCC staff, via Interlink. The short stories have now retrospectively been subtitled by BCC Comms which will mean they can be used on Interlink.

Options are being explored to further publicise the On the Right Track Sports project. The new project officer is exploring how the BCC Leisure Comms Business Partner can provide support in marketing/ communications.

3.10 Financial and Resource Implications

The financial position for the BPR theme, is a total spend of approx. £2.95m. SEUPB has progressed payment of BCC claims

up to Period 28, which brings the total reimbursed to date as £2.2m. The verification of NIHE claims for Period 28 valued at £40K remains outstanding together with Claims for Period 29-30, with a cumulative value of outstanding claims of £585K.

3.11 Equality or Good Relations Implications/ Rural Needs Assessment

The draft plan has been equality screened and discussed at the Equality Consultative Forum on 13 May 2015. The Equality Consultative Forum was further consulted on 18 November 2020.”

The Members were advised that the BPR6 Delivery Partner advised that an extension to the end of November 2022 was necessary to complete project delivery.

The Partnership recommended to the Strategic Policy and Resources Committee that it note the contents of the report and related appendices and agree BPR6 St Comgall's, in principle, a further extension to November 2022 as confirmed with the delivery partner.

Good Relations Updates

Good Relations Funding Requests Update Paper

The Good Relations Officer informed the Partnership of further project proposals that had been developed as part of the Good Relations Action Plan within the BCC7 Interface Projects and BCC9 Strategic Intervention Programmes.

The Members were reminded that, at the June meeting, £31,433 had been awarded to 6 projects under the Good Relations Action Plan's BCC7: Interfaces Programme. There was a total budget of £70,000 in this programme. In addition, the Members noted the allocation of resources under the Strategic Intervention Programme (BCC9) in the Quarter 1 update. £12,000 was allocated to the 4 geographical areas of the City (total - £48,000).

The Good Relations Officer advised that since the June meeting of the Partnership, officers had been continuing to engage with groups to develop suitable projects that would have significant Good Relations outcomes within the parameters of the Council's agreed Good Relations Action Plan. The following projects had been worked up with local groups and organisations for planned delivery over the coming months.

- **TASCIT/NBIN Programme (BCC7)**

This project seeks to increase the levels of interactivity within and between communities in the Ardoyne/Upper Ardoyne, Woodvale and Twaddell areas. The project is a three-staged incremental engagement, confidence and capacity building programme.

- Stage 1 providing opportunities for people to share space socially with those outside of their own particular community background.
- Stage 2 provides workshops for people to engage collectively in semi structured activity on issue based and topical information workshops.
- Stage 3 involves engaging in structured programme activity which will include a residential and a 9-week Challenging Conversations programme.

The project meets three of the TBUC priority areas; Our Shared Community, Our Safer Community and Our Cultural Expression, and ties in with the BCC Good Relations Strategy.

Given TASCIT and NBIN's record of performance, this provides a significant opportunity to invest in promoting Good Relations in North Belfast.

- **East Belfast Enterprises Engagement Programme (BCC7)**

This project would work with Short Strand Partnership, Ballymac Friendship Centre, East Belfast Mission/Hosford House, McArthur Nursery School, residents of Fold Housing, African and Caribbean Chamber of Commerce NI, European Partners, Flourish NI, Ashfield Boys and Girls Schools, Churches (all denominations), Orchardville Society (including people with disabilities), Glentoran FC, Street Soccer NI, local businesses and politicians.

The project seeks to involve and include all of these groups in a series of engagement workshops and discussions on diversity, heritage and community. This would lead to the creation of a mural which would be erected on the City East Building, which straddles the interface between the Short Strand and the Lower Newtownards Road areas, representing the diversity and heritage of the local community. The proposed allocation of £15,000 would be part of a larger fund of roughly £60,000 for this project, with the Community Relations Council, National Lottery Heritage Fund and Belfast City Airport, also contributing to the project. The Members were advised that Council would approve any images and East Belfast Enterprises would be responsible for ensuring agreement of building owners plus ongoing maintenance and whole life costs, which was standard with such projects.

- **Strategic intervention Programme: (BCC9) 3 Projects within East Belfast**

Project 1: Enhancing Community Connections through Informal Community Conversations and English language practicing.

This proposal, delivered by East Belfast Alternatives, aims to build on the successful work carried out last year to enhance contact between communities and support integration by providing buddying up conversation opportunities. The project would provide local opportunities for new and host communities to meet and would build the confidence of new communities in communicating in English. Further, it would enhance opportunities for host communities to meet and learn from their new neighbours.

The proposal supports the concept of integration as a two-way process and would support efforts to promote localised integration. There was a waiting list for new families and this issue had been high on the agenda for the East Locality Planning Group and Race Relations Network over the past year. The project would also include a 'welcome' event as part of the overall programme.

Costs – £8,000

Project 2: Improving attitudes among children and young people towards those from a different community background to them.

This proposal, delivered by Youth Initiatives – Cross Links, aims to provide opportunities for 35 young people from the local Nationalist, Unionist and minority ethnic communities to develop relations and participate in joint youth programmes. Part of the project would involve participating in sporting and team activities as well as innovative programmes to enable young people to explore diversity in a fun and safe environment. The project would culminate in a residential.

Costs – £2,000

Project 3: Exploring heritage and culture through cooking and chat.

This proposal, delivered by East Belfast Sure Start, seeks to run a programme to link women from different cultures and communities, based around cooking and culture. Due to the success of last year's pilot, it was proposed that the programme would operate virtually. Participants would receive ingredients and equipment weekly, the ingredients received would relate to common foods that new communities, now residing in Belfast, would traditionally eat. The programme would use cooking to engage participants in conversations exploring the culture, history and experiences of different communities living in Belfast. The programme would conclude with participants putting together a collection of their favourite recipes.

Costings – Total £2,000

The costs for this proposal were contained within the Good Relations Action Plan, 75% of which is funded by The Executive Office under the District Council's Good Relations Programme.

The Partnership noted the contents of the report and recommended to the Strategic Policy and Resources Committee that funding be awarded for the following projects as part of the delivery of the Good Relations Action Plan:

- BCC7: Upper North Belfast Capacity Building and Engagement Project, with North Belfast Interface Network (NBIN) as lead partner for Twaddell Ardoyne Shankill Communities in Transition (TASCIT): £9,500.
- BCC7: East Belfast Enterprises: towards a large-scale interface engagement programme in Inner East Belfast with a number of local groups and organisations: £15,000.
- BCC9: East Belfast Strategic Intervention fund:
- East Belfast Alternatives - : Enhancing Community Connections :£8,000
- Youth Initiatives - Children and young People Project - £2,000
- East Belfast Sure Start - Exploring heritage and Culture - £2,000

DCGRP Q1 SCP Report

The Good Relations Officer updated the Members on the delivery of the Good Relations Action Plan during Quarter 1, which covered the period April – June 2022. The Members were reminded that the Council receives funding from The Executive Office for the delivery of its annual Good Relations Action Plan.

The current Action Plan was agreed at the Partnership in February 2022 and subsequently assessed by The Executive Office. Following this process, the Council received a letter of offer from TEO on 3rd May, with a contribution of £568,938.27. This represents 75% of the total Action Plan costs and as such would be matched by the Council, to the value of a minimum of £189,646.09. The total value of the Action Plan was therefore: £767,584.36. Of this, £495,000 was available for programme costs. The remainder supports the salaries and administration of 6 staff.

The Action Plan contains 10 distinct programmes, BCC1 – BCC10. Each programme contains a number of different projects under one of the 4 T:BUC Priorities, which were:

- Improving attitudes of Children and Young People towards others
- Developing Shared Space
- Creating Safe Space
- Promoting Positive Cultural Expression

The Good Relations Officer advised that officers had been mobilising and delivering projects within each of the programmes within the Action Plan over the first quarter.

The following was provided as a high-level overview of the progress that had been made in each programme within the Action Plan. Further details on groups awarded funding, and the amounts were detailed in an appendix attached to the agenda.

Code	Project Summary	Budget	Progress in Quarter 1	Total allocated
BCC1	Council Good Relations Grants Programme.	£120,000	30 projects were assessed and awarded letters of offer following an open application process.	£124,275.5 allocated to ensure full spend
BCC2	St Patrick's Day Celebration programme	£30,000	No progress in Quarter 1.	£0
BCC3	Cultural Expression Programme	£50,000	Beacon Programme underway. Assessment of sites and repairs to Beacons complete. 8 groups supported to deploy a beacon on the 11 th July. Cultural Inclusion programme for the broad Unionist Community, to include training, mentoring, capacity building and cultural events is underway with the commencement of a co-design process in Q1.	£20,000
BCC4	Civic Engagement and Learning Programme	£38,000	A number of events are either planned or have been delivered. Research quotation approved. Leadership quotation exercise unsuccessful. SCP agreed to reprofile this £20,000 towards support for Asylum Seekers living in hotels.	£17,600
BCC5	Inclusion Programme	£54,000	June meeting of migrant forum took place. A number of projects are being supported through funding.	£10,355
BCC6	Shared City Building Relations Programme	£40,000	A number of projects are being funded through this programme. (Proposal to reallocate the remaining £20K budget towards an orientation programme for Ukrainian Refugees.)	£14,504
BCC7	Interface Engagement	£70,000	A number of projects are being funded through this programme.	£32,515
BCC8	Shared Education Schools Programme	£25,000	Ongoing programme delivery.	£0
BCC 9	Strategic Intervention Programme	£48,000	Two projects have been developed and approved for delivery.	£16,300

BCC10	Civic Leadership	£20,000	The Good Relations Audit contract will be awarded in the coming weeks. Participation in forthcoming One Young World Conference planning group.	£0
	TOTAL	£495,000		£235,546.50

The Members noted that funding for one of the events in BCC4, a Climate and Peace Building Conference, as well as the Areema Housing multi-cultural event in BCC5, were being specifically planned for delivery during Good Relations Week in September 2022.

The costs were covered within the annual Good Relations Action Plan, 75% of which is recouped by The Executive Office under the District Council's Good Relations Programme.

The Members noted the contents of this report, particularly the allocation of £124,275.50 to grants through the Good Relations Small Grant Scheme 22/23 (refer to Appendix 2 below), and the allocation of £4,300 to the City Church Intervention project, and £12,000 to the Falls Community Council Strategic Intervention project under BCC9 by delegated authority as previously agreed.

Appendix 2

	Ref	Grant	Organisation	Requested	Awarded
1	22662	Good Relations Grant	Midland Boxing Club	£4,942.50	£4,942.50
2	22584	Good Relations Grant	The HUBB Community Resource Centre	£4,150.00	£3,790.00
3	22638	Good Relations Grant	Building Bridges Community Boxing Club	£3,530.00	£3,420.00
4	22569	Good Relations Grant	Cre8 Theatre	£4,986.00	£4,986.00
5	21972	Good Relations Grant	GSPPD (Spectrum Centre)	£5,000.00	£4,775.00
6	22365	Good Relations Grant	Tackling Awareness Of Mental Health Issues (TAMHI)	£5,000.00	£5,000.00
7	22632	Good Relations Grant	Ardoyne Youth Club	£3,800.00	£2,940.00
8	22552	Good Relations Grant	Corpus Christi Youth Centre	£4,729.00	£4,629.00
9	21538	Good Relations Grant	Prime Cut Productions	£5,000.00	£5,000.00
10	21548	Good Relations Grant	R City Youth CIC	£4,470.00	£4,170.00
11	21579	Good Relations Grant	4 Corners Festival	£3,850.00	£3,850.00
12	21902	Good Relations Grant	Black Mountain Shared Space	£5,001.50	£5,000.00
13	22209	Good Relations Grant	Donegall Pass Community Forum	£5,000.00	£5,000.00
14	22527	Good Relations Grant	Lower Ormeau Residents Action Group	£3,730.00	£3,730.00

15	22558	Good Relations Grant	Green Shoot Productions	£5,000.00	£4,440.00
16	22570	Good Relations Grant	Ballynaveigh Community Development Association	£4,865.00	£4,180.00
17	22572	Good Relations Grant	NBWISP	£5,000.00	£5,000.00
18	22576	Good Relations Grant	Hannahstown Cultural And Heritage Society	£4,170.00	£4,170.00
19	22616	Good Relations Grant	Belvoir Community Hub	£5,000.00	£3,900.00
20	21821	Good Relations Grant	McCullagh's Amateur Boxing Club	£4,800.00	£4,800.00
21	22642	Good Relations Grant	Diverse Youth NI	£5,000.00	£5,000.00
22	22066	Good Relations Grant	East End Great War Society	£3,225.00	£3,225.00
23	22561	Good Relations Grant	CRUSADERS IN THE COMMUNITY	£4,975.00	£4,975.00
24	22128	Good Relations Grant	Belfast Asian Women's Academy	£5,000.00	£3,950.00
25	22641	Good Relations Grant	Beyond Skin	£4,650.00	£4,450.00
26	22644	Good Relations Grant	Family Comfort NI	£5,000.00	£3,860.00
27	22594	Good Relations Grant	Ligoniel Improvement Association	£2,230.00	£2,230.00
28	22425	Good Relations Grant	Healthy Kidz CIC	£3,800.00	£3,800.00
29	22252	Good Relations Grant	The Northern Cricket Union Of Ireland	£4,321.00	£2,500.00
30	22560	Good Relations Grant	Belfast Print Workshop	£2,560.00	£2,560.00
31	22597	Good Relations Grant	Breastival	£5,000.00	£0.00
32	22689	Good Relations Grant	Khanyisa, Light Up	£4,980.00	£0.00
				£142,765.00	£124,272.50

Belfast Stories Request to SCP Report

The Good Relations Officer advised the Members that that she was seeking the approval of the Members to receive a presentation from the Belfast Stories Team, followed by discussion, at the September meeting of the Partnership. She reminded the Members that Belfast Stories, previously referred to as the Belfast Destination Hub, was the Council's flagship project under the Belfast Region City Deal. Belfast Stories was seeking to establish Belfast as a cultural destination by creating a home for the city's stories and, in time, a world-class visitor attraction for locals and visitors alike. Belfast Stories would be a transformative new experience in the city centre, sharing the stories of the people and the place (past, present and future), told through exhibitions, screen and social spaces.

The Good Relations Officer advised that the objective of Belfast Stories was to create a new, high-profile, city centre visitor destination that would support the evolution of Belfast city centre and underpin tourism in the city and region. It would be a place where both tourists and local visitors meet. It would provide an opportunity and reason for visitors to stay longer and explore more. She explained that it was estimated that Belfast Stories would have 1.8

million visits per year across its various attractions and generate significant economic benefits. As well as growing Belfast's tourism economy, Belfast Stories aims to create and sustain a diversified, vibrant city centre which would be attractive to live in, work in and invest in. Belfast Stories would support and promote the already thriving Northern Ireland screen and film sector through a screen centre. Ultimately, Belfast Stories seeks to contribute to a stronger, safer community by creating opportunities for people to tell their story and in so doing foster a greater sense of connection and belonging.

- **The Location** - due to open its doors in 2028, Belfast Stories would transform the currently vacant site at the corner of Royal Avenue and North Street including the restoration of one of Belfast's most beloved heritage buildings, the art deco former Bank of Ireland.
- **The Approach** - sharing people's stories was foundational to the city of Belfast's transformative journey toward new perspectives and connections as individuals and communities. Stories were at the core of Belfast's cultural life and vision for the future of tourism. There was an unparalleled and unique opportunity for the city to create authentic and creative expressions of Belfast which connects its past, present, and future. Belfast Stories would be a visible manifestation of this ambition that in turns supports development of assets across Belfast and actively encourages visitors to further explore the city and beyond.

Given the people-focused approach to Belfast Stories, it was critical that the following guiding principles were reflected at all stages of the project, including the design and content development:

- Equality and Inclusiveness
- Increased Accessibility
- Political Pressure Free
- Respect
- People-centred

These principles were underpinned by the values of being sustainable and regenerative through maximising the social handprint of the project.

- **The Current Position** - This project is at an important stage of development. In August, procurement of a range of professional services to support the development of the physical building would commence. This includes the procurement of an Integrated Design Team; an Interpretative Planning and Exhibition Design Team; and a Project Management Design Assurance Team. The outcome of this process was due to be completed and teams appointed by early 2023.

Parallel to this procurement process, a 14-week public consultation process would commence in order to gather ideas and evidence that would help shape the design brief of the project. Specifically, the public consultation would focus on:

1. **Raising awareness** of Belfast Stories so that people are excited and want to continue to be engaged in its development and
2. Making sure that Belfast Stories is **for everyone**. This means making sure that the building is **welcoming and accessible** and everyone can **see themselves reflected** in its stories. During the public consultation we will do this in three main ways – by asking respondents to share their thoughts on the draft
 - a. **equality impact assessment**
 - b. **rural needs impact assessment** and

c. framework for gathering stories.

As part of this public consultation process the Belfast Stories project team were seeking to engage with as wide a stakeholder base as possible, including the Shared City Partnership. It was proposed that this engagement would take place through attendance at the meeting of the Partnership in September 2022.

The Members noted the contents of the report and agreed to extend an invitation to the Belfast Stories team to attend the September meeting of the Partnership.

Part 2 - PEACEPLUS 1.1 Local Community Action Plan Update

The Programme Manager provided the Partnership with an update on the PEACEPLUS 1.1. Co-Designed Local Community Peace Action Plan for Belfast. Belfast City Council's appointed consultants Locus Management and Blu Zebra also provided an update on the co-design process for developing the plan. The areas for discussion at the meeting included:

- Allocation model for Belfast;
- Governance for PEACEPLUS Local Action Plan;
- Public information sessions feedback;
- SCP workshop 27th June, 2022;
- Co-Design process for developing the plan.

The Programme Manager explained that, as with previous PEACE Programmes, one of the key investment areas for Council was the development of a PEACEPLUS Local Community PEACE Action Plan for the city. This programme was under theme 1 Building Peaceful and Thriving Communities, Investment area total funding (€110 million).

• Allocation

Officers had recently received correspondence from SEUPB that, subject to final confirmation, the Council would receive €17,437,277 to deliver the PEACEPLUS Local Community PEACE Action Plan, which was expected to be in the region of £14.5m to £15m (all subject to confirmation). For information, a potential allocation model for each of the three themes within the Local Action Plans based on SEUPB guidelines was presented to the Members.

- **Governance - Terms of Reference** - given that the Council had agreed that the Shared City Partnership would have responsibility for the PEACEPLUS Local Community PEACE Action Plan, the Terms of Reference for the SCP, which had been reviewed in 2018, now required amendment.

A copy of the current Terms of Reference, with the additional highlighted amendment relating to PEACEPLUS which covered the responsibility of the Partnership was attached for the Members to agree in an appendix attached to the agenda.

• Partnership Agreement

The Good Relations Manager and Programme Manager advised that as with the PEACE IV Local Action Plan, a draft Partnership Agreement would need to be drawn up which outlined the role of each partner and would require signatures from member organisations of the Partnership. As this was a legal agreement, Officers would consult with Legal Services and bring a draft to the Members for agreement and signature. The Members

noted that the draft agreement was not legally binding until the Council received a Letter of Offer from SEUPB.

- **Code of Conduct**

The Members recalled that at the same time as the Terms of Reference had been agreed, a code of conduct for the Members of the Partnership was agreed for the Members to sign. A fresh copy of the code of conduct would be sent out to the Members to sign after the SCP meeting.

- **Engagement**

Between 28th June and 1st July 2022, officers carried out 5 initial public information sessions across Belfast. A copy of the presentation which had been delivered at the sessions was attached as an appendix to the agenda for the Members' information along with an overview of feedback received from participants. A total of 63 people attended the sessions, with a further 25+ registering interest in finding out more about the development of the local action plan for Belfast.

On 27th June, the SCP held a workshop to discuss the co-design process requirements for the development of the Belfast Local Community Action Plan and considered how SCP the Members and their organisations could contribute to the process. A copy of the minutes of the workshop were attached in an appendix to the agenda.

- **Co-Design process and Plan Development**

The Council had agreed at the beginning of July to award Locus Management the contract to develop and submit the Local PEACE Action Plan for Belfast under Theme 1.1 through a direct award, following two unsuccessful procurement exercises. The Members noted that the Partnership had been given an update at the June meeting regarding the procurement process. The Members also noted that Blu Zebra consultants would be supporting Locus Management to undertake this work.

Officers had an initial meeting with the consultants in July to discuss the way forward for developing the plan and, in particular, for drafting the Co-Design process that would be undertaken, taking into consideration the short timeframe for codesign and submission of the Programme in February 2023.

The Programme Manager advised that Locus Management and Blu Zebra had been working on an initial draft co-design framework and he had invited them to join the meeting to deliver the current update on the PEACEPLUS Local Community PEACE Action Plan, suggested codesign framework, methodology and prioritisation exercise.

Prior to the presentation, there was discussion around the definition and timeframe of 'Coproduction / Codesign' process. In response to a Member's concerns, the Good Relations Manager agreed that the terms of coproduction and design be added to the amended ToR given SCP's responsibility for this process along with oversight of the delivery of the Programme.

Mr. C. Boylan, Lotus Management gave a presentation outlining the proposed draft framework based on SEUPB's 10 Step Timeline. The Programme Manager also provided a presentation entitled 'PEACE PLUS Information Sessions - 1.1 Co-Designed Local Community PEACEPLUS Action Plans' which was attached as an appendix to the agenda.

Following the presentation, the Members were asked to provide feedback on the evolving draft Co-design framework for developing the Plan. The Programme Manager advised that it was important to note that the SCP would oversee the design and implementation of the co-designed process for the Belfast area which would be used to inform the development of an overarching PEACEPLUS Action Plan. As part of this update, consultants would also outline a draft timeframe for the Co-design, development and submission of the local action plan.

The Good Relations Manager also advised that the timeline given by SEUPB required submission of the Plan by February 2023 which would have a bearing on the nature of the codesign and development phase.

Over the coming months officers would also have to consider the appropriate staff structure for delivery of the PEACEPLUS Local Community Action Plan and bring through the Council's internal approval processes. Further information on this would be brought back to members in due course.

Mr. C. Boylan addressed Members' concerns around capacity to engage with geographical communities and communities of interest by providing an outline of the way forward in terms of engagement. This was followed by further discussion around facilitating stakeholder engagement and how the challenge of low capacity would be overcome. The PEACE IV Programme Manager advised that they had found the best success with larger community groups facilitating groups with lower capacity as a way to engage and deliver. The Good Relations Manager provided clarity around the queries around GDPR.

Ms. A. Tohill highlighted that there were opportunities in each strand of the overall PEACE PLUS Programme and not just the Local Community PEACEPLUS Action Plan and from a codesign process perspective it was good for TEO to learn about the challenges. She also advised that responses to the needs of the refugee crisis should be considered as part of the Action Plan, and she concluded that TEO share the same concerns around capacity and timescales.

The Members noted the contents of the report and recommended to the Strategic Policy and Resources Committee that it:

- Agree to the recently appointed consultants Locus Management (with support from Blu Zebra) to further work up the evolving Co-design Framework for developing the PEACEPLUS Local Community Action Plan
- Agree that consultants attend Part 2 of the SCP meetings where PEACE PLUS is discussed from September 22 until the Plan was submitted to SEUPB to provide further updates and advice on the codesign and development of the 1.1. Co-Designed Local Community Peace Action Plan for Belfast
- Approve the amendment to the Terms of Reference for the Shared City Partnership to include the scope of oversight and responsibility relating to the PEACE PLUS Local Community Peace Action Plan with the caveat around inclusion of the terms 'Co-Production and Co-Design'

- Note that a Draft Partnership Agreement would need to be drawn up to submit with the Local Community PEACE Action Plan, similar to that drawn up and signed for the PEACE IV Action Plan. Officers will consult with Legal Services regarding the terms of the agreement and this would be brought to the SCP at a future meeting
- Note that a Code of Conduct would be circulated to Members of the Shared City Partnership for signature after the August meeting
- Note the financial allocation model for the Belfast PEACEPLUS Local Community Action Plan
- Note the updates from the recent Public Information Sessions and SCP workshop.

The Chairman offered his apologies for the late start of the meeting due to an initial non-quorate and asked that it to be relayed to Elected Members that they notify Democratic Services in advance if they are unable to attend the meeting due to the important decisions that need to be being made in a timely manner.

Chairperson



Subject:	Equality and Diversity: Quarter 1 2022-23 Screening Outcome Report/ Rural Needs Annual Monitoring Report 2021-22
Date:	19th August, 2022
Reporting Officer:	Nora Largey, City Solicitor/Director of Legal and Civic Services
Contact Officers:	Lisa McKee, 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 provide the Committee with a summary of equality screenings and rural needs impact assessments from April – June 2022 and to submit for its approval the Council's Rural Needs Annual Monitoring Return to the Department of Agriculture, Environment and Rural Affairs (DAERA) for 2021-2022.
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> note the contents of the screening outcome report for Quarter 1 2022-23; note the submission of the Rural Needs Annual Monitoring Return to DAERA, on a holding basis, subject to approval by the Committee and ratification by the Council; and approve the Rural Needs Annual Monitoring Return.

3.0	Main Report
3.1	<p><u>Background</u></p> <p>The Council is required under its Equality Scheme to carry out screenings of new and revised policies. This allows any impacts related to equality of opportunity and/or good relations to be identified and addressed.</p>
3.2	<p>In addition, the Council has a statutory duty under the Rural Needs (NI) Act 2016 (“the Act”) to consider rural needs in the development of new policies, plans or strategies or in any service design/delivery decisions and is furthermore required under the Act to submit an annual report to DAERA. The rural population of Belfast is approximately 1,484 people comprising the small settlements of Edenderry, Hannahstown and Loughview.</p>
3.3	<p><u>Key Issues</u></p> <p><u>Quarterly Screening Outcome Report – Quarter 1 2022-23</u></p> <p>An equality screening and rural needs impact assessment template is completed by the relevant officer, in collaboration with the Equality and Diversity Unit. On a regular basis, the Unit collates all completed templates into a screening outcome report and publishes onto the Council’s website along with the relevant completed templates. The current screening outcome report for Quarter 1 22-23 is attached at Appendix 1.</p> <p><u>Rural Needs Annual Monitoring Return</u></p>
3.4	<p>The requirement to monitor and report under the Act has applied to all Northern Ireland departments and district councils since 1st June 2017. Under section 3 (1) of the Act, the Council is required to:</p> <ul style="list-style-type: none"> • Compile information on the exercise of its functions under section 1(1) of the Act; • Include that information in its annual report; and • Send that information to DAERA on the Rural Needs Annual Monitoring Return
3.5	<p>The Rural Needs Annual Monitoring return relating to the period April 21 - March 22 is set out at Appendix 2. The Council currently does not have an annual report. However, a copy of this return, together with the RNIAs mentioned therein will be published on the Council’s website.</p>
3.6	<p><u>Financial and Resource Implications</u></p> <p>None</p>

3.7	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>The actions outlined contribute to the Council's legal compliance regarding the promotion of equality, good relations and rural needs.</p>
4.0	Documents Attached
	<p>Appendix 1 – Screening Outcome Report for Q1 22-23</p> <p>Appendix 2 – Rural Needs Annual Monitoring Return 2021-2022</p>

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**Belfast
City Council**

**Equality Screening Outcome Report and Rural Needs Impact
Assessment from April to June 2022**

Introduction

Legislation – An Overview

Section 75 Statutory Equality Duties

Section 75 of the Northern Ireland Act 1998 requires the Council, when carrying out its functions in relation to Northern Ireland, to have due regards to the need to promote equality of opportunity between nine categories of persons, namely:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to its obligations above, the council must also have regards to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Council's Revised Equality Scheme was formally approved by the Equality Commission in March 2021. The revised Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the council gave a commitment to apply the screening methodology below to all new and revised policies and where necessary and appropriate to subject new policies to further equality impact assessment.

- What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group?

- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the Council's commitments in its Equality Scheme, the Council has applied the above screening criteria to new policies and proposals. Screening identifies policies that are likely to have an impact on equality of opportunity and/or good relations.

Screening identifies the impact of the policy/proposal as major, minor or none.

- If major – an Equality Impact Assessment may be carried out.
- If minor – consider mitigation or alternative policy and screen out.
- If none – screen out and give reasons.
- Ongoing screening – for strategies/policies that are to be put in place through a series of stages – screen at various stages during implementation.

The council also committed within its Revised Equality Scheme to prepare and publish for information regular reports on its screening exercises. This is screening report providing details on all screenings undertaken from the period April to June 2022.

Rural Needs Impact Assessments

The Council also has a statutory duty under the Rural Needs (Northern Ireland) Act 2016 to consider rural needs in the development of new policies, plans or strategies or in any service design/delivery decisions. The Council must therefore engage with rural stakeholders in relation to policy development when it is relevant and appropriate. The Equality and Diversity Unit is responsible for reporting to the Strategic, Policy and Resources Committee and for ensuring that annual reporting returns are submitted to DAERA.

To further promote openness and transparency, there is a link to each completed screening and rural needs impact assessment template on the Council's website.

www.belfastcity.gov.uk

The templates details all policies screened over this period and includes decisions reached.

Consultation

The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved.

Planning for, and delivering safe and cost effective services requires close collaboration at many levels.

If you have any queries about this document, and its availability in alternative formats (including Braille, disk and audio cassette, and in other languages to meet the needs of those who are not fluent in English) then please contact:

Lisa McKee
Equality and Diversity Unit
Belfast City Council
City Hall
Belfast
BT1 5GS

Direct Line 02890 270555
or 028 90 320202 ext 6310
email: equality@belfastcity.gov.uk or McKeeL@belfastcity.gov.uk

Screening Outcome

The screening outcomes are outlined in the table below. Three possible outcomes are recorded:

If **Major** – an Equality Impact Assessment may be carried out. **EQIA** - subject to further scrutiny under Section 75 of the NI Act 1998 to determine the impact upon

those directly affected, which in turn will require informal and formal consultation with a wide range of stakeholders.

If **Minor** – consider mitigation or alternative policy and screen out.

If **None** – screen out and give reasons.

Screening Outcome Options

Major= In

Minor= Out with mitigation

None= Out without mitigation

Rural Needs Impact Assessment Options

Does the policy, plan, strategy or service design/delivery impact on the social and economic needs of people in rural areas?

Belfast City Council Equality Screening Outcome Report and Rural Needs Impact Assessment

This report includes published screenings and Rural Needs Impact Assessments for the period April – June 2022. Copies can be found at:

<http://www.belfastcity.gov.uk/council/equality/eqia.aspx>

Description of Policy/Proposal	Rural Needs Impact Assessment	ECNI Screening Decision and Contact
Belfast City Council Commercial Plan	This plan will have no detrimental impact on rural area residents of Belfast	Screened Out – Mitigating Actions (minor impacts) Contact: Michael Denny
Heritage Trail Sign Policy	This policy will have no detrimental impact on rural area residents of Belfast	Screened Out – Mitigating Actions (minor impacts) Contact: Susan McNeill
Divis Back Path Naming	This plan will have no detrimental impact on rural area residents of Belfast	Screened Out – No EQIA necessary (no impacts) Contact: Alice McGlone

Corporation Street and Exchange Street Placemaking Brief	This brief will have no detrimental impact on rural area residents of Belfast	Screened Out – No EQIA necessary (no impacts) Contact: Simon Rees
Ravenhill Road Placemaking Brief	This brief will have no detrimental impact on rural area residents of Belfast	Screened Out – No EQIA necessary (no impacts) Contact: Simon Rees

Appendix 2 - Template for Information to be Compiled

Information to be compiled by Public Authorities under Section 3(1)(a) of the Rural Needs Act (NI) 2016.

(To be completed and included in public authorities' own annual reports and submitted to DAERA for inclusion in the Rural Needs Annual Monitoring Report).

Name of Public Authority:

Reporting Period: April 20 to March 20

The following information should be compiled in respect of each policy, strategy and plan which has been developed, adopted, implemented, or revised and each public service which has been designed or delivered by the public authority during the reporting period.

<i>Description of the activity undertaken by the public authority which is subject to section 1(1) of the Rural Needs Act (NI) 2016¹.</i>	<i>The rural policy area(s) which the activity relates to².</i>	<i>Describe how the public authority has had due regard to rural needs when developing, adopting, implementing, or revising the policy, strategy or plan or when designing or delivering the public service³.</i>
Delivery of the Five C's Public Realm Project	Transport services or infrastructure	This project has considered the impacts on a range of existing and potential stakeholders. We do not consider this policy to have relevance to the social and economic needs of persons in rural areas.
Annual Flying of the Transgender Flag on Transgender Day of Remembrance	Other – Good Relations	This decision was taken in line with a vision for a shared city. The flying of a flag on a public building will have no impact on the social and economic needs of people in rural areas.

Delivery of the Belfast Open Spaces Strategy (BOSS)	Transport services or infrastructure	The strategy and the open space audit can be used at an area/ neighbourhood level for planning purposes and will help inform development contribution decisions in urban or rural areas. Therefore, the BOSS does not seek to specifically address either urban or rural needs. (This process provides non-monetary benefits to those who meet the criteria).
Implementation of the Belfast Zoo Charity Requests process	Poverty / Deprivation	No difference has been identified between people living in rural areas and non-rural areas. The impact on people living in all areas will be positive in that if they meet the applicable criteria, they can benefit from free/discounted entry to Belfast Zoo. This is beneficial for those particularly living in poverty or deprivation.
Implementation of the City Centre Living Vision (CCLV)	Rural Housing	This project has considered the impacts on a range of existing and potential stakeholders. We do not consider this policy to have relevance to the social and economic needs of persons in rural areas.
Implementation of the DfC Covid-19 Revitalisation Programme	Rural Businesses	The focus of this programme was to aid city centre businesses to safeguard businesses and jobs. This policy will not have any major impact on people living in rural areas. The project is designed to ensure survival of city centre businesses and the people they employ.
Development of the Dunbar Placemaking Brief	Transport services or infrastructure	This project has considered the impacts on a range of existing and potential stakeholders. We do not consider this policy to have relevance to the social and economic needs of persons in rural areas.
Implementation of the Neighbourhood Regeneration Fund Programme	Transport services or infrastructure	This Neighbourhood Regeneration Fund is open to all legitimate groups across the city including those communities from rural areas.
Development of the Ormeau Cluster Brief	Transport services or infrastructure	This project has considered the impacts on a range of existing and potential stakeholders. We do not consider this policy to have relevance to the social and economic needs of persons in rural areas.

Development of the Ballysillan Playing Fields	Other – Good Relations	The development of this site was for those communities in the surrounding Ballysillan area. The scale of the enhancements is unlikely to attract new users to the playing fields beyond the existing urban catchment area and is in line with a vision for a shared city.
Implementation of the Belfast Air Quality Action Plan (AQAP)	Transport services or infrastructure	Each high-level measure within the Plan will undergo a specific Rural Needs Assessment to identify any specific impacts on people in rural communities.
Implementation of the COVID-19 Vaccination Programme	Internal	The policy is for use by internal staff of BCC and has no impact on people in rural areas.
Crematorium Development at Roselawn	Transport services or infrastructure	The development of cremation services impacts equally on people in urban and rural areas and will improve services.
Development of the Forth Meadow Community Greenway	Other - Good Relations	The network does not link with any of Belfast's rural areas and therefore would not have any direct impact on people living in these areas.
Implementation of the Gender Identity and Expression - Guidance and information for managers and staff	Internal	The policy is to support internal staff of BCC and has no impact on people in rural areas.
Implementation of the Menopause Policy and Guidance	Internal	The policy is for use by internal staff of BCC and has no impact on people in rural areas.
Implementation of the Consultation on Council decision to erect bilingual / multilingual external naming and internal directional signage in Andersonstown, Lisnasharragh, Olympia and Templemore Leisure Centres	Other – Good Relations	This decision was taken in line with a vision for a shared city and has considered the impacts on a range of existing and potential stakeholders including those living in rural areas

Implementation of the provision of a visual means of identifying a resident approved additional Black Bin. (General Waste)	Other – Cleansing Services	This request will only apply to residents who request additional black bins for domestic waste and therefore will apply equally to rural and urban residents to request additional black bins.
Implementation of the Supporting Vibrant Business Destinations” Pilot Programme	Rural Businesses	This pilot programme will directly target road frontage/local high streets with a priority focus on arterial routes and routes with a minimum number of 15 businesses located on road frontage. This programme will have no direct impact on the rural and economic needs of those living in rural areas
Development of the Belfast Resilience Strategy	Cross cutting	The Strategy will focus on general risks to the city, on climate change, children and young people, connectivity and will reflect responses received in relation to Rural Areas.
Implementation of the Digital Programme	Broadband or mobile communications	The Digital programme has no direct impact on the rural and economic needs of those living in rural areas and will enable better communications for all residents.

NOTES

1. This information should normally be contained in section 1B of the RNIA Template completed in respect of the activity.
2. This information should normally be contained in section 2D of the RNIA Template completed in respect of the activity.
3. The information contained in sections 3D, 4A & 5B of the RNIA Template should be considered when completing this section.



Subject:	Equality and Diversity: Annual Report to the Equality Commission for Northern Ireland 2021-22
Date:	19th August, 2022
Reporting Officer:	Nora Largey, City Solicitor/Director of Legal and Civic Services
Contact Officers:	Lisa McKee, 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	The purpose of this report is to submit for the Committee's approval the Council's Annual Report to the Equality Commission (ECNI) for 2021/22.
2.0	Recommendations
2.1	The Committee is asked to approve the Council's Annual Report to the ECNI for 2021/22 and note that Equality Capacity Building on the Council's Equality Scheme will commence in the Autumn and will include details of the Annual Report.
3.0	Main Report
	<u>Background</u>
3.1	As required by Section 75 of the Northern Ireland Act 1998, the Council is required to report annually to the ECNI on the progress of the implementation of its Equality Scheme.

3.2	<p><u>Key Issues</u></p> <p>The annual report outlining progress on actions Identified to promote equality of opportunity and good relations for the period April 2021 – March 2022 is set out in Appendix 1. In addition, updates on the Council's Equality Action Plan (Appendix 2) and the Disability Action Plan (Appendix 3) will accompany the Annual Report to the ECNI. Equality Capacity Building on the Equality Scheme will commence in the Autumn.</p>
3.3	<p><u>Financial and Resource Implications</u></p> <p>None.</p>
3.4	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>The Annual Report contributes to the Council's compliance with section 75 of the Northern Ireland Act 1998.</p>
4.0	Documents Attached
	<p>Appendix 1 - Annual Report for submission to the ECNI (Part A Section 75 and Part B Disability)</p> <p>Appendix 2 – Equality Action Plan Update 2021-22</p> <p>Appendix 3 – Disability Action Plan – Year 3 Update 2021-22</p>

BELFAST CITY COUNCIL



Belfast
City Council

**Public Authority Statutory Equality and Good Relations Duties
Annual Progress Report 2021-2022**

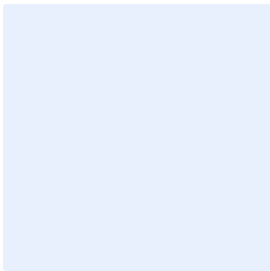
Contact:

• Section 75 of the NI Act 1998 and Equality Scheme	Name:	Lorraine Dennis/Lisa McKee
	Telephone:	028 90320202
	Email:	equality@belfastcity.gov.uk
• Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above	<input type="checkbox"/> (double click to open)
	Name:	Michael Johnston
	Telephone:	
	Email:	equality@belfastcity.gov.uk

Documents published relating to our Equality Scheme can be found at:

<https://www.belfastcity.gov.uk/council/equality/annualreports.aspx>

Signature:



This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2021 and March 2022

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1 In 2021-22, please provide examples of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.**

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

Please see Appendix 2 to the Annual Progress report entitled “Equality Action Plan 2021-2024”. This corporate level document was agreed by the Strategic Policy and Resources Committee at its meeting on 19th February 2021. It outlines how Belfast City Council will promote equality and diversity in our ambitions to create a city in which people love to live, learn, invest, work and visit. This Plan contributes to our compliance with section 75 of the Northern Ireland Act 1998 and contains some of the information in the Audit of Inequalities, which is a systematic approach to identify inequalities across the nine section 75 categories which are relevant to a public authority’s functions.

In addition, the Plan contains some of the key priorities from our Corporate Plan, which will have the biggest impact on inequalities. It takes the priorities of the Belfast Agenda, the Community Plan, and sets out ways in which the Council will deliver these to grow a sustainable, inclusive economy and equitable society. To fulfil our responsibilities, our Corporate Plan not only ensures we deliver the day-to-day services which the people of Belfast rely upon; we stretch ourselves through a series of strategic priorities to ensure we positively affect the lives of everyone in Belfast.

- 2 Please provide examples of outcomes and/or the impact of equality action plans/ measures in 2021-22 (or append the plan with progress/examples identified).**

Please see Appendix 2 attached, which provides an update on all actions and gives insight into outcomes.

3 Has the application of the Equality Scheme commitments resulted in any changes to policy, practice, procedures and/or service delivery areas during the 2021-22 reporting period? (tick one box only)

✓ Yes ☐ No (go to Q.4) ☐ Not applicable (go to Q.4)

Please provide any details and examples:

The Council's Strategic Policy and Resources Committee, at its meeting on 24th September 2021 had considered a report setting out options for language or languages to be used in naming and signage in leisure facilities designated with a City-wide catchment. The Committee had agreed, in terms of Olympia Leisure Centre, to erect bilingual external naming and internal directional signage, with a report on the detail and appearance of that signage to be submitted to a future meeting.

Thereafter, that decision had been called in on both procedural and community impact grounds. A legal opinion had been sought where counsel had found that only the community impact element had merit. The legal opinion had also recommended that the Council should, in any consideration of the decision, bear in mind its duties under section 75 of the Northern Ireland Act 1998 and its equality scheme. The decision of 24th September had been included on the agenda for the next available meeting of the Council on 10th January, 2022 and had been referred back to the Committee for further consideration.

Accordingly, a proposal was made that the Committee agrees to proceed with an Equality Impact Assessment on the erection of bilingual external naming and internal directional signage at Olympia Leisure Centre. On a recorded vote, twelve members voted for the proposal and six against and it was declared carried

3a With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what difference was made, or will be made, for individuals, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

For examples and details, please see 3 above.

3b What aspect of the Equality Scheme prompted or led to the change(s)? (tick all that apply)

- ☐ As a result of the organisation's screening of a policy (*please give details*):
- ☐ As a result of what was identified through the EQIA and consultation exercise (*please give details*):
- ☐ As a result of analysis from monitoring the impact (*please give details*):
- ☐ As a result of changes to access to information and services (*please specify and give details*):
- ✓ Other (*please specify and give details*):

The decision to erect bilingual external naming and internal directional signage had been called in on both procedural and community impact grounds. A legal opinion had found that only the community impact element had merit and recommended also that the Council should, in any consideration of the decision, bear in mind its duties under section 75 of the Northern Ireland Act 1998 and its equality scheme. It was agreed that an Equality Impact Assessment be undertaken in respect of the Olympia Leisure Centre.

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2021-22 reporting period? (*tick one box only*)

- ☒ Yes, organisation wide
- ☐ Yes, some departments/jobs
- ☐ No, this is not an Equality Scheme commitment
- ☐ No, this is scheduled for later in the Equality Scheme, or has already been done
- ☐ Not applicable

Please provide any details and examples:

Section 75 responsibilities

Examples of content in new job descriptions from 6 May 2021.

Chief Officer – Job Descriptions

Responsible for the implementation of Departmental obligations of the council's statutory duties under Section 75 of the Northern Ireland Act 1998 and other applicable legislation, to promote equality of opportunity and good relations, including implementation of the Council's Equality Scheme within all departmental plans and reporting thereon.

Job Descriptions involved with the design of services

Responsible for providing advice to stakeholders on the Council's statutory duties under Section 75 of the Northern Ireland Act 1998 and other applicable legislation and to monitor the integration of these objectives into strategic and operational plans; service design and delivery.

Policy Job Descriptions

Ensuring all policy development, consultations and frameworks comply with the Council's statutory duties under Section 75 of the Northern Ireland Act 1998 and other applicable legislation and the Council's Equality Scheme.

5 Were the Section 75 statutory duties integrated within performance plans during the 2021-22 reporting period? (tick one box only)

- ☒ Yes, organisation wide
- ☐ Yes, some departments/jobs
- ☐ No, this is not an Equality Scheme commitment
- ☐ No, this is scheduled for later in the Equality Scheme, or has already been done
- ☐ Not applicable

Please provide any details and examples:

Equality of opportunity is mainstreamed throughout the Council and integrated within performance plans as applicable.

6 In the 2021-22 reporting period were objectives/ targets/ performance measures relating to the Section 75 statutory duties integrated into corporate plans, strategic planning and/or operational business plans? (tick all that apply)

- ☒ Yes, through the work to prepare or develop the new corporate plan
- ☐ Yes, through organisation wide annual business planning
- ☐ Yes, in some departments/jobs
- ☐ No, these are already mainstreamed through the organisation's ongoing corporate plan
- ☐ No, the organisation's planning cycle does not coincide with this 2021-22 report
- ☐ Not applicable

Please provide any details and examples:

The five-year review of the Equality Scheme demonstrated areas where improvements can be made and these were incorporated into the new corporate plan.

Equality action plans/measures

7 Within the 2021-22 reporting period, please indicate the number of:

Actions completed:	<input type="text" value="18"/>	Actions ongoing:	<input type="text" value="45"/>	Actions to commence:	<input type="text" value="3"/>
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Please provide any details and examples (*in addition to question 2*):

The appendix entitled Equality Action Plan 2021 – 2024 was agreed by the Strategic Policy and Resources Committee at its meeting on 19th February 2021. 45 of these actions are ongoing and will be reviewed as necessary. A number of strategic actions have been developed and are also being delivered including:

Covid 19 Recovery Plan

City Deal

Capital Projects

Belfast Stories

Belfast Agenda Refresh

City and Neighbourhoods Transition and Improvement Plan

- 8 Please give details of changes or amendments made to the equality action plan/measures during the 2021-22 reporting period (*points not identified in an appended plan*):**

The Equality and Action Plan 2021 – 2024 has been agreed at the Strategic Policy and Resources Committee on 19th February 2021. The Scheme is being reviewed through the Equality Scheme Implementation Plan which is currently ongoing.

- 9 In reviewing progress on the equality action plan/action measures during the 2021-22 reporting period, the following have been identified: (*tick all that apply*)**

- ☒ Continuing action(s), to progress the next stage addressing the known inequality
- ☐ Action(s) to address the known inequality in a different way
- ☐ Action(s) to address newly identified inequalities/recently prioritised inequalities
- ☒ Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

- 10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: (*tick one box only*)**

☒ All the time

☐ Sometimes

☐ Never

- 11 Please provide any details and examples of good practice in consultation during the 2021-22 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:**

Council Decision to Erect Bilingual/Multilingual External Naming and Internal Directional Signage in Andersonstown, Lisnasharragh, Olympia and Templemore Leisure Centres

This decision relates to the roll out of the Language Strategy 2018-23. In developing the Strategy, the Council was mindful of various legal positions including Counsel's opinion and international and domestic legal obligations and standards. The Strategy contains an overarching Language Framework which allows for the development of three separate policies on:

- Irish Language
- Ulster-Scots Language
- Other Languages (including sign language)

Following a special meeting on 11th October 2019, Council agreed to the installation of multilingual welcome signs in all its leisure centres with immediate effect and to carry out a public consultation regarding bilingual/multilingual signage in four leisure centres.

The Council consulted on its proposals, which were drawn up in line with its language strategy, regarding external naming and internal directional signage at the four citywide leisure centres which were being delivered as part of the Council's £105 m Leisure Transformation Programme: Andersonstown, Lisnasharragh, Olympia and Templemore.

It was also proposed that internal directional signage should include pictorial signage to enhance accessibility, for example, to new communities and disabled people. The Council was mindful of the location and history of each centre, along with the needs of new communities and disabled people.

The decision was in line with the aims of the Language Strategy 2018-2023, to commit to supporting minority languages while allowing the needs of speakers of Irish, Ulster-Scots and other minority languages, including sign language, to be addressed effectively.

The Language Strategy was subject to extensive consultation which included:

- Two public meetings on the draft Policy on Linguistic Diversity
- Four targeted focus groups on each of the individual strands – Irish Language Policy, Ulster-Scots Language Policy and two separate events for Other Languages Policy
- Questionnaire on Citizen Space
- Internal engagement with HR, staff and Trade Unions

Consultation also included:

- Engagement events were arranged in the local areas of the four Leisure Centres
- Council and GLL staff received an on-line survey and were provided with an opportunity for face-to-face engagement
- An on-line questionnaire survey was made available to the public, along with hard copies for those who were unable to access the material electronically
- Engagement with disabled communities including the Council's Disability Advisory Panel
- Focus groups which engaged with representatives of the Irish Language and Ulster-Scots communities
- Engagement with the Council's Equality Consultative Forum and Migrants Forum
- Engagement with an external consultant
- Details of consultation events were available on the Council's website and social media channels

12 In the 2021-22 reporting period, given the consultation methods offered, which consultation methods were most frequently used by consultees: (tick all that apply)

- ☐ Face to face meetings
- ✓ Focus groups
- ✓ Written documents with the opportunity to comment in writing
- ✓ Questionnaires
- ✓ Information/notification by email with an opportunity to opt in/out of the consultation

PART A

- ✓ Internet discussions
- ✓ Telephone consultations
- ✓ Other (*please specify*): Remote as opposed to face-to-face meetings due to pandemic

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

The Council's Equality Consultative Forum which is made up of a range of representatives from section 75 groups has been consulted on various policies including:

- Audit of Inequalities and Action Plan 2021-24
- Air Quality Action Plan
- Belfast Agenda Update
- Menopause Policy and Guidance
- Gender Identity Plan
- Ten Year Tourism Plan – Make Yourself at Home
- Bolder Vision
- Dual Language Street Signage

In addition, the Disability Advisory Panel, which comprises members with a range of disabilities were also consulted on various policies including: Air Quality Action Plan, Forth Meadow Community Greenway, Dual Language Street Signage, Buy a Bin Service, Disability Action Plan and Ten Year Tourism Plan "Make Yourself at Home".

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2021-22 reporting period? (*tick one box only*)

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

14 Was the consultation list reviewed during the 2021-22 reporting period? (*tick one box only*)

Yes No ✓ Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

<https://www.belfastcity.gov.uk/council/equality-and-diversity/equality-screening-reports>

- 15** Please provide the **number** of policies screened during the year (*as recorded in screening reports*):

31

- 16** Please provide the **number of assessments** that were consulted upon during 2021-22:

4	Policy consultations conducted with screening assessment presented.
1	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	Consultations for an EQIA alone.

- 17** Please provide details of the main consultations conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

The following consultations included links to the related equality screening:

Belfast Air Quality Action Plan (Draft)

Social Procurement Policy (Draft)

The following consultation included a link to the draft EQIA:

Draft Dual Language Street Signs Policy

- 18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? (*tick one box only*)

✓ Yes ☐ No concerns were raised ☐ No ☐ Not applicable

Please provide any details and examples:

Please see 3 above. Following consultation with residents and a legal opinion being sought, the Council's Strategic Policy and Resources Committee, agreed to proceed with an Equality Impact Assessment on the erection of bilingual external naming and internal directional signage at the Olympia Leisure Centre.

Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

19 Following decisions on a policy, were the results of any EQIAs published during the 2021-22 reporting period? (tick one box only)

X Yes ☐ No ☐ Not applicable

Please provide any details and examples:

The results of the draft EQIA which was undertaken in relation to the Street Signage Policy was published on the Your Say platform during 2021-2022. The final policy will be agreed during 2022-2023 and the final EQIA will be published on the Council's website.

Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

20 From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2021-22 reporting period? (tick one box only)

☒ Yes ☐ No, already taken place
☐ No, scheduled to take place at a later date ☐ Not applicable

Please provide any details:

This is currently on-going

21 In analysing monitoring information gathered, was any action taken to change/review any policies? (tick one box only)

☐ Yes ✓ No ☐ Not applicable

Please provide any details and examples:

- 22 Please provide any details or examples of where the monitoring of policies, during the 2021-22 reporting period, has shown changes to differential/adverse impacts previously assessed:**

None during this reporting period.

- 23 Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:**

None during this reporting period.

Staff Training (Model Equality Scheme Chapter 5)

- 24 Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2021-22, and the extent to which they met the training objectives in the Equality Scheme.**

Introduction to Allyship, 22 June 2021 – **20**

First Steps to Bi-Inclusion, 30 September 2021 – **8**

First Steps to LGBT Inclusion, 9 September 2021 – **10**

Championing LGBT+ inclusion as a Senior Leader, 28 September 2021 – **10**

Transgender Awareness, 14 June 2021 – **13**

Let's Talk Sexual harassment (Men Only, IWD) – 11 March 22 – **5**

Diversity E-learning for Employees, April 21 – March 22 – **261**

Diversity E-learning for Managers. April 21 – March 22 – **100**

Disability Awareness for Employees, 28 October 21 – **22**

Disability Awareness for Employees, 25 November 21 – **26**

Disability Awareness for Managers, 3 November 21 – **16**

A number of awareness raising session around domestic violence and abuse were also delivered.

All training sessions are evaluated with analysis being taken forward in the following ways, as appropriate: feedback to internal / external trainers, content review and development of further training.

We recognise that awareness raising and training play a crucial role in the effective implementation of our Section 75 duties. Our Chief Executive wishes to positively communicate the commitment of the Council to the Section 75 statutory duties, both internally and externally.

We are currently reviewing the effectiveness of our communication and training programme for all staff and awareness raising activities for all elected Members of Council. These activities will:

- raise awareness of the provisions of Section 75 of the Northern Ireland Act 1998, our equality scheme commitments and the particular issues likely to affect people across the range of Section 75 categories, to ensure that our staff and elected Members fully understand their role in implementing the scheme
- provide those staff involved in the assessment of policies (screening and EQIA) with the necessary skills and knowledge to do this work effectively
- to provide those staff who deal with complaints in relation to compliance with our equality scheme with the necessary skills and knowledge to investigate and monitor complaints effectively
- provide those staff involved in consultation processes with the necessary skills and knowledge to do this work effectively
- provide those staff involved in the implementation and monitoring of the effective implementation of the Council's equality scheme with the necessary skills and knowledge to do this work effectively.

Following review of our Equality Scheme in 2020 we have put in place the following awareness raising and training arrangements in this reporting year:

- We have developed a summary of the Equality Scheme and made it available to all staff.
- We provide access to copies of the full Equality Scheme for all staff; ensuring that any queries or questions of clarification from staff are addressed effectively.
- Council staff received a briefing on our Equality Scheme, this will be done annually
- The Section 75 statutory duties form part of induction training for new staff.
- Focused training is provided for key staff within the Council who are directly engaged in taking forward the implementation of our equality scheme commitments (for example those involved in research and data collection, policy development, service design, conducting equality impact assessments, consultation, monitoring and evaluation)
- Training will be provided to ensure staff are aware of the issues experienced by the range of Section 75 groups (examples outlined above)
- When appropriate and on an ongoing basis, arrangements will be made to ensure staff are kept up to date with Section 75 developments

25 Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

Overall Comments- Disability Awareness for Managers

“It was very beneficial to me personally given I have only recently began a management role”

“very enjoyable and insightful course”

“Very useful and informative and the two trainers were very interesting and knowledgeable”

“Really informative and useful training that I can put into practice in my job. It was clear that the trainers are very passionate about their work”

Overall Comments- Disability Awareness for Employees

"I feel more confident in dealing with people with disabilities and the terminology that should be used"

"I really enjoyed the training and found it to be extremely informative. It left me with a desire to improve how I do things, to ensure anything I produce as part of my job is accessible to those with a disability"

"Good general awareness for me, it really opened my eyes to the whole area of disabilities"

"Great informative session"

"Excellent course, was particularly pleased to see that the needs and requests of the neurodiverse community was being adhered to and that their identity was being honoured as they wish it"

Public Access to Information and Services (Model Equality Scheme Chapter 6)

26 Please list any examples of where monitoring during 2021-22, across all functions, has resulted in action and improvement in relation to access to information and services:

None during this reporting period

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints in relation to the Equality Scheme have been received during 2021-22?

Insert number here:

None

Please provide any details of each complaint raised and outcome:

Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

The Equality Scheme will be reviewed during 2024.

29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

In line with the guidance received from the Equality Commission, the implementation of section 75 will continue to be an area of focus for 22-23 with all areas to continue to be of focus.

30 In relation to the advice and services that the Commission offers, what equality and good relations priorities are anticipated over the next reporting period? *(please tick any that apply)*

- ☒ Employment
- ☒ Goods, facilities and services
- ☒ Legislative changes
- ☒ Organisational changes/ new functions
- ☐ Nothing specific, more of the same
- ☐ Other (please state):

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:

5

Fully achieved

22

Partially achieved

3

Not achieved

2. Please outline below details on all actions that have been fully achieved in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ			
Regional ^{iv}			
Local ^v			

All our work is at Belfast level. However, we impact at many levels by promoting excellence in equality, sharing good practice and promoting leadership. Belfast City Council has a range of activities across all departments, which promote the two duties. Any action measures which were completed during reporting period 19-20 are not included below.

PART B

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1			

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1			

2 (d) What action measures were achieved to '**encourage others**' to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	The Disability Advisory Panel (DAP) to attend and participate in consultation processes and to provide advice and guidance on various capital projects	The Disability Advisory Panel met 4 times online – on a quarterly basis.	Quarterly meetings, including consultations, completed on at least 4 projects. Changes were made to various services, due to advice and input from the DAP.

	Encourage others Action Measures	Outputs	Outcome / Impact
			<p>Improved opportunities for disabled people to engage with and influence policy makers.</p> <p>The following topics were discussed:</p> <ol style="list-style-type: none"> 1. Forth Meadow Greenway consultation 2. Street Signage consultation 3. Making Yourself at Home consultation 4. Access & Inclusion Funding 5. Air Quality consultation
2	Facilitate a Sign Language Users Forum	A Sign Language Users Forum met 3 times online during 2020/21	Improved opportunities for Sign Language Users to engage with and influence policy makers and to educate employees.
3	The Disability Staff Network to provide support on future action planning	4 staff network meetings arranged.	Disabled people are provided with appropriate support to enhance employability and obtain employment.

PART B

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Provide ongoing advice and support to employees in relation to reasonable adjustment requirements	Number of reasonable adjustments requested completed	Develop the capacity of the organisation to support people with disabilities in the workplace.
2	Arrange a minimum of 3 Forum meetings per year and additional meetings as required.	<p>The Disability Advisory Panel met 4 times during 2021/22, on the following dates:</p> <p>17 June 2021</p> <p>7 September 2021</p> <p>7 December 2021</p> <p>8 March 2022</p>	Feedback encouraged from council departments in how we can encourage greater participation by disabled people and how we can improve our services

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Review membership of Equality Consultative Forum (ECF) and increase representation of disabled people and representing organisations	New ECF Terms of Reference established % attendance at each meeting from cross section of disability organisations/individuals % of staff/members who understand purpose of the ECF and find it useful Effective feedback mechanism established, and used by members	Feedback encouraged from disabled people and their representative groups in how we can encourage greater participation by disabled people in public life and we can prove that we act on this feedback	The Equality Consultative Forum has been taking place virtually since the start of the Covid-19 pandemic. The Forum met twice on the following dates: 17th June 2021 & 1 st December 2021. Attendance at meetings was low. A review of the forum and commitment to group has not taken place.
2	To promote and review disabled toilet access and engage with disability groups to encourage wider use	Effective review of existing process for disabled toilets and	Improve awareness of disabled toilet facilities for people with disabilities	A changing places facility was first introduced to the City Hall in 2018 and, as a result, further changing places facilities are in place at Belfast City Hall, Belfast

PART B

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
		effective feedback from disability groups		Zoo and at following leisure centres; Olympia, Lisnasharragh, Andersonstown, Brook and Girdwood. Plans to introduce further changing places facilities are underway.
3	Review recruitment process in respect of adjustments provided to applicants with autism and learning difficulties	% of changes implemented	Disabled people are provided with appropriate support to enhance employability and obtain employment	Resources have not been available to progress this action. Have undertaken to benchmark with other organisations
4	Consider all requests for reasonable adjustments as part of the selection process	% of reasonable adjustments requested and provided	Disabled people are provided with appropriate support to enhance employability and obtain employment	One reasonable adjustment provided at interview stage.
5	Facilitate at least 30 work experience placements for people with disabilities	30 placement opportunities facilitated,	Disabled people have the opportunity to	No placements provided for people with disabilities to date.

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
	Participate in annual job shadowing initiative promoted by NIUSE (internal)	including three via the job shadowing initiative	participate in work experience	A few virtual project- based placements have been offered. However, the majority of placements are still on hold due to Covid-19 Contact has been made with Belfast Met regarding the possibility of providing placements as part of their Positive Action Programme once placements resume.
6	Provide ongoing advice and support to employees in relation to reasonable adjustment requirements Investigate options around how staff could be encouraged and feel confident in declaring a disability via internal HR system Conduct a voluntary monitoring exercise	Monitor number of reasonable adjustments requests and those subsequently provided Create database of types of reasonable adjustments made Publish results from investigation /voluntary	Develop the capacity of the organisation to support staff with disabilities	238 reasonable adjustment have been provided during 2021-2022. Of these, 139 were DDA related. 37 were permanent adjustments/ arrangements and 201 were temporary. Examples of adjustments included redeployments; flexible working arrangements; non- requirement to attend meetings in the office or via Teams depending on numbers attending and current health; restricted duties;

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
		monitoring and make recommendations as appropriate		<p>homeworking, phased return to work; attendance at medical appointments; avoidance of time sensitive work.</p> <p>Voluntary monitoring exercise which was due to be carried out was delayed due to Covid-19.</p> <p>A significant number of staff do not have access to PC's. These employees would be required to complete a paper-based survey which was not viable due to the restrictions.</p>
7	Deliver targeted outreach to encourage and support disabled people to consider enterprise and start a business	Increase in % participants with disability on enterprise awareness initiatives	Disabled people who are considering starting a business are supported	<p>Through the council's Enterprise Support there is ongoing engagement with disability organisations to ensure there is access to support as required.</p> <p>As part of the programmes outreach, there has been engagement with Jobs and Benefits Offices, Cedar Foundation, North</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>Belfast Women's Initiative & Support Project, Women's Tec and NIACRO to work to increase levels of participation in enterprise and business start among disabled people.</p> <p>Enterprise awareness activity includes ongoing engagement with Disability NI and Disability Action to ensure activity is inclusive of individuals with a disability.</p> <p>Representatives of these organisations share details of activity to their clients and there is also regular attendance at events and workshops.</p> <p>Through the council's support for social enterprise and cooperatives, a range of organisations were engaged who directly work with disabled people. The Chief Executive of USEL is the appointed Social</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>Enterprise Sector Champion who engages regularly with council officers as well as the delivery agent for the council's Social Enterprise and Cooperative Support Programme and stakeholder groups. This role enables the CEO to raise the profile of support in addition to raising the profile of the sector across Belfast as well as the wider region. Through this activity, the council engaged with a range of organisations who specifically provide employability skills support and training and employment opportunities for those with a disability including USEL, Orchardville Society (Orchardville Works), NOW Group, Disability Action and RNIB.</p> <p>There have been several participants through the programme who provide</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>support for those with a disability: Kids Together, Spectra Sensory, Angel Eyes NI, St Joseph's Centre for the Deaf and SENSspace.</p> <p>Across activities there are ongoing challenges collecting equality monitoring information as we are currently working remotely. (This is also not a mandatory requirement of programme participation).</p>
8	Review and consider opportunities to engage disabled people in the Belfast Employability Pathway (Belfast Workplace)	6 monthly retrospective measurement of participant numbers on disability focused employment initiatives	Disabled people are supported to access employability initiatives	As part of the programmes outreach, there has been engagement with Jobs and Benefits Offices, Cedar Foundation, North Belfast Women's Initiative & Support Project, Women's Tec and NIACRO to work to increase levels of participation in enterprise and business start among disabled people. While the Cedar Foundation has a direct focus on disability

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
	Provide specific adaptations/support to enable participants to take part in council employability initiatives	6 monthly retrospective measurement of participant numbers on disability focused employment initiatives	Disabled people are supported to access employability initiatives	<p>support, the other groups listed represent and engage with disabled people.</p> <p>Eight enterprise awareness presentations were delivered to the Employability NI group which has a remit of providing increased support for those with health conditions (especially mental health) and other disabilities.</p> <p>The Council's Employment Academy Model provides tailored training to help Belfast residents gain employment and helps businesses with recruitment needs.</p> <p>The total number of participants on the council's Employment Academies stands at 816 people either being selected for or participating on an Employment Academy with a current into-work rate of 75% for the 454 people who have completed to</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>date. Sectors include Transport (logistics, bus driving and taxi driving), business, construction, social care, leisure, fibre optics and childcare.</p> <p>Enterprise Pathway: two new cohorts have been engaged from April 21 with 35 people now engaged. Officers are currently reviewing impact to date with a view to embedding within the enterprise framework.</p> <p>Disabled people can encounter significant barriers when taking their first steps into work or for those who acquire a disability during their working life to re-enter the labour market.</p> <p>To ensure inclusivity, all reasonable adjustments are put in place in partnership with employers to ensure</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>that participants, (including those with learning disabilities) are not disadvantaged when participating in employment initiatives. The Employability and Skills team seeks opportunities to work closer with disability organisations to further strengthen and provide better understanding of any gaps in provision of support available. Engagement has included:</p> <ul style="list-style-type: none"> - Monthly workshops with Employability and providers – including Disability sector providers – on upcoming Employment. Academies and other interventions.

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<ul style="list-style-type: none"> - Ringfencing places on BCC General Operative Employment Academy for those with a disability.
9	Engage with under-represented groups via umbrella organisation representation on the Enterprise and Business Growth Working Group Put in place reasonable adjustments to support disabled people access support programmes designed to help them start a business	Hold 2 meetings per year minimum with representative bodies/stakeholder groups	Programmes and activities are promoted to persons with a disability through suitable mediums	<p>The team regularly engage with Disability Action, as one of our key stakeholders, to ensure that communication on our support is distributed to their client groups. Where appropriate, we also engage with the Council's Disability Forum.</p> <p>No meetings have taken place this year. However, the team are in regular communication with Disability Action to enable pathways to entrepreneurship for individuals.</p> <p>Disability Action have been engaged in the consultation to support the outline business case for the future business</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				start-up model. This new model aims to ensure the supports in places are accessible for individuals with a disability, as well as other underrepresented groups.
10	Address licensing of Pavement Cafes when the council receives guidance from the Department for Infrastructure	Monitor implementation of licensing Pavement Cafes	Disabled people have appropriate support so that they can participate in the cultural life of the city on an equal basis	While finalised guidance from the DfI has not yet been forthcoming, during the pandemic, the Council introduced a temporary Pavement Café licensing scheme to assist with business recovery. Due to end in September 2021, the Council subsequently extended this temporary scheme until September 2022, with a review and update of the equality screening being carried out. A key consideration prior to issuing a licence includes an assessment to ensure the pavement café does not obstruct the

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>footpath or footway and does not present a hazard for pedestrians, particularly those with a physical/mobility disability or visual sight loss or who are blind. The extension of the temporary scheme will enable the further monitoring of pavement cafes, process review to take place and any issues arising from enforcement measures to be considered.</p> <p>This will also provide an opportunity to review and improve our guidance, particularly in terms of accessibility, and its impact on disabled people to consider opportunities to better promote equality of opportunity, but also in relation to pavement café furniture and the standards that we should set to ensure a vibrant and attractive city.</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				A report is to be taken to the Licensing Committee prior to September 2022 to seek Members views on how to proceed with transition to a permanent scheme. Any permanent scheme will be equality screened.
11	Engage with city centre retailers to consider how to support disabled people as part of customer focus support programmes	Number of businesses that participate	City centre retailers are encouraged to support accessibility for disabled people	As a result of Covid 19, this engagement plan has not progressed. However, the council is working to reengage Business Improvement Districts within the city centre and support them to put in place a business support programme. Part of this plan is to ensure retailers consider the needs of individuals and support accessibility for disabled people in the city centre.
12	Scope and research the accessibility of Belfast City Centre to identify gaps and	Conclusion of research and determine next steps	Persons with a disability are able to attend and	We are continuing to scope and research accessibility of the city centre, through

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
	opportunities, to enable disabled people to participate fully in city centre life. This will include initiatives to promote accessibility in the city centre from an economic development perspective.	in delivery to target hard to reach groups	fully engage in events and programmes delivered by council	<p>design and development of programmes and initiatives to support the development of a diverse and vibrant city centre. This builds on our previous report highlighting the City Centre Connectivity Study, the Cultural Strategy and Future City Centre programme. There are several specific initiatives in the city centre that demonstrated this integrated approach including a play area at Cathedral Gardens, quiet space at St. George's and Smithfield Markets, City Centre Events planning.</p> <p>Cathedral Gardens is the first multifunctional play area of its kind in Belfast City Centre. Designed by toddlers and primary school children, it has the following disabled friendly sensory play</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>equipment/features: A giant spinning 'hamster' wheel (the first to be installed in any Council park), musical play equipment (xylophone, outdoor drums, a sound wheel and a cavatina) and a tactile hazard paving and a handrail to steps of an upper level. This engages children's visual stimulation, hearing, touch and vestibular senses. Inclusive physical disability features are improved ramped access to the play area and installation of wheelchair accessible picnic tables.</p> <p>This project was featured as best practice by the following organisations: The Royal Town Planning Institute: Practice Advice on engaging children and young people, Urban Land Institute report on innovative responses to COVID-19 in the public</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>realm, Belfast Healthy Cities “Designing Places for Children and Young People” and in the Los Angeles Times: 14 clever COVID-19 design solutions from around the world).</p> <p>Both St. George’s Market and Smithfield Markets now offer a quiet hour first thing each morning of the market. A new layout has been created which allows for a much quieter seating area in a space that is a distance from live music for our customers with sensory or hearing issues. The recent new layout has been designed to ensure total accessibility throughout the whole market floor. Aisles are wide for any customers who are wheelchair users.</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>The City Events Team identify gaps and opportunities via post project evaluation research and equality screening on City Centre Events. This enables disabled people to participate fully in city centre life. Importantly, it promotes accessibility in the city centre while simultaneously benefiting footfall and trade.</p> <p>Using this research, the City Events Team complete an Inclusive Events Template for each event in their annual council-run programmes. Key measures adapted for various events include: ensuring event sites and activities are fully accessible for all; Sign Language interpreters and palantypists for performances; pre bookable accessible sessions for those attending events, and / or children</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>attending workshops/activities on site;</p> <p>universal access areas for those who are not comfortable in large crowds;</p> <p>accessibility platforms; mobile accessible toilets / accessible changing facilities, access to free mobility scooters and appropriate pictorial signage. Assistance dogs are also permitted on our event sites. At the most recent Christmas event (2021), Traffic Attendants monitored accessible parking bays in Wellington Place to ensure accessible parking in that area was kept strictly for disabled parking close to the site.</p>
14	Identify opportunities to ring-fence certain posts to long-term unemployed, including those with a disability and ensure any pre-	Ring-fence 20% of places available on pre-recruitment and training	Disabled people are provided with appropriate support to	No pre-recruitment and training programmes delivered to date.

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
	recruitment and training programme caters for any reasonable adjustments	programmes to people with disabilities	enhance employability and obtain employment	<p>Work has been ongoing to identify suitable opportunities to ringfence places as part of the Open Spaces and Street Scene (OSS) Review. Up to nine posts will be ringfenced to long term unemployed, including disabled people.</p> <p>A pre -recruitment and training programme for unemployed people is scheduled from 11-15 April for OSS General Operative roles. 16 places will be made available on the programme, four of which are ringfenced for people with disabilities.</p> <p>There has been engagement with the disability organisations regarding these opportunities.</p> <p>Twelve paid placement opportunities were offered through the DfC's JobStart</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				Programme- nine people were appointed, four of whom had a disability. They will be offered an extended placement opportunity for nine months
15	Effective partnership working with the British Deaf Association	Develop and implement a 3-year BSL and ISL Charter Action Plan in partnership with the British Deaf Association	Public attitudes to disabled people are more positive and negative attitudes are challenged	Implementation of BSL and ISL Charter is work in progress. A procurement exercise for a new video Relay Service contract was completed. We offer a Video Remote Interpreting (VRI) service at all leisure centres, City Hall, Cecil Ward Building, Tropical Ravine and Belfast Zoo. We continue to engage with the Sign Language community via our Sign Language Users' Forum.
16	Consult with internal staff and Mencap to explore the introduction of appropriate communication tools for people with learning disabilities at	A number of communication tools for people with learning	Disabled people have appropriate support so that they can participate	Covid-19 has put this action point on hold.

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
	customer centres e.g., City Hall, Belfast Zoo	disabilities at customer centres	in the cultural life of the city on an equal basis	
17	Create a translation protocol document for Sign Language Users and disabled people accessing council's online material and electronic documents	Staff to be able to complete requests for documents in alternative formats and arrange required communication support BCC online material and electronic documents to be produced in accessible formats	Building staff capacity in providing accessible formats for people with disabilities	The 'Making Communications Accessible' Guide is work in progress and will be completed during 2022/23. This guide will support staff to provide accessible material.
18	Roll-out Diversity Awareness training programmes for council employees: - continue delivery of disability equality awareness training	Deliver 12 disability awareness training sessions to managers and employees	Develop the capacity of staff to ensure awareness of the legal obligations in relation to employment and service delivery	3 disability awareness sessions delivered virtually, 2 employee sessions and 1 manager session.

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
	<ul style="list-style-type: none"> - continue to seek nominations from staff with disabilities to provide specific awareness raising session around disability - continue providing access to diversity e-learning programme; - continue delivery of classroom-based diversity training; - identify and target awareness raising sessions on specific areas of disability - incorporate equality and diversity module into Tier 3 Training 	<p>Deliver 12 diversity awareness training sessions to managers and employees</p> <p>All new staff to attend training within 6 months of commencing employment</p>		<p>No diversity sessions have been delivered in person during the pandemic.</p> <p>The e-learning programme is being rolled out to everyone, including new starts, and as a refresher as face-to-face training not yet possible.</p> <ul style="list-style-type: none"> • One Mental Health First Aid training programme was delivered (3x half day sessions) • Stress Awareness for Managers session on 26th Jan 2022 - 148 managers attended. • A new Health and Wellbeing Hub, 'Staywell', was launched providing advice and guidance on a range of health and wellbeing issues.

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<ul style="list-style-type: none"> • A number of personal stories outlining how hobbies and interests help to protect and improve mental health have been included on Interlink. • Delivery of awareness raising sessions - prostate cancer; ovarian and cervical; dementia awareness, breast and bowel screening awareness; men's mental; health webinar (delivered by Aware NI to celebrate International Men's Day); nutrition and the menopause; Promoting personal health and wellbeing sessions • Heart health information included on Interlink.

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
19	Research the possibility of including disability awareness sessions for Members in the Members Training Programme and include Disability Action Plan in the members Induction Programme. Upload the Disability Action Plan to the Members Portal	Communicate outcomes of research and plan next steps if applicable	Develop the capacity of Members to ensure awareness of the legal obligations in relation to employment and service delivery	Disability Awareness training for members is still under consideration.
20	Promote the range of alternative formats that are available	Evaluation of accessibility of council information via various formats	Persons with a disability are able to easily access relevant council information	<p>This is work in progress. We want as many people as possible to be able to use the website and involve people with disabilities in our User Experience stage of our new website development.</p> <p>Website accessibility scores are as 'excellent' by Silktide. We have committed to annual manual testing of our site, by users with a range of disabilities to ensure we see how others access our information.</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
				<p>We've also made the website text as simple as possible to understand and it is approved by the Plain English Campaign on an annual basis.</p> <p>Recently introduced customer service standards actively promoting staff training in the use of Plain English.</p>
21	To promote and review disabled toilet access and engage with disability groups to encourage wider use including promoting the Changing Places facilities across the City and review the existing process	<p>Report on the review of existing process and the number of stakeholder organisations engaged for 19/20</p> <p>Increase in choice of available Changing Places</p>	Improve awareness of disabled toilet facilities for people with disabilities	<p>A changing places facility was first introduced to the City Hall in 2018 and, as a result, further changing places facilities are in place at Belfast City Hall, Belfast Zoo and at following leisure centres; Olympia, Lisnasharragh, Andersonstown, Brook and Girdwood. Plans to introduce further changing places facilities are underway.</p> <p>The review/refresh of the Toilet Strategy is a cross-Departmental piece of work and</p>

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
		<p>facilities across the city from 3 to 5 over the next 24 months</p> <p>Ensuring a continuing presence of Changing Places facilities are available on BCC and Changing Places website</p>	<p>Improve accessibility to Changing Places facilities across the City. Disabled toilet access and Changing Places facilities are actively reviewed as part of the Council's capital development process</p> <p>Improve social inclusion for people with disabilities</p>	<p>discussions are ongoing to determine where it best fits in the organisation. As such the work is likely to be carried over into 2022/23</p>
22	Organise specialist training/workshop for Project Sponsors/Project Managers/APMs regarding the	Deliver 2 training sessions % of staff who found the training useful	Promotion of positive attitudes towards disabled people	A one-day DDA training course has taken place within the Project Management Unit.

PART B

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
	relevant DDA issues on capital build scheme			

4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	Language Officer to represent council at the Coalition on Deafness	No invitation to a Coalition meeting during 2020/21.
2	Continue to promote/communicate our options for access to information/forms/ people/services in relation to council buildings	Due to the Covid -19 this action has been delayed.
3	Conduct a voluntary monitoring exercise to investigate options around how staff could be encouraged and feel confident in declaring a disability via internal HR system	Due to the Covid -19 this action has been delayed.

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

The Disability Action Plan 2019-2022 was monitored during this reporting period. Quarterly operational Equality and Diversity Network meetings are held internally at the Council and at these meetings, we are able to monitor progress from feedback provided by departmental representatives.

(b) Quantitative

Monitoring milestones in action plans and reporting to ECNI in annual report.

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

No, we have not made any revisions or taken any additional steps which were not outlined in the original disability action plan

Please select

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			

PART B

	Revised/Additional Action Measures	Performance Indicator	Timescale
3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

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A new Disability Action Plan for 2022-2025 is currently being prepared and is out for public consultation at present. This can be accessed on the following link: <https://yoursay.belfastcity.gov.uk/draft-disability-action-plan>

ⁱ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

ⁱⁱ **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

ⁱⁱⁱ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level

^v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.



Belfast
City Council

Equality Action Plan 2021-24

We are committed to making sure that our services and information are available to all parts of the community. If you need this information in an alternative format or language, please contact us at:

Equality & Diversity Unit Legal & Civic Services Belfast City Council City Hall Belfast BT1 5GS

Telephone: 028 90270511

Freephone: 0800 0855 412

Text phone: 028 90270405

Email: equality@belfastcity.gov.uk

What is the Equality Action Plan?

This Equality Action Plan runs from 2021 until 2024, it is a corporate level document which outlines how we will promote equality and diversity in our ambitions to create a city in which people love to live, learn, invest, work and visit. It also contributes to our compliance with Section 75 of the Northern Ireland Act 1998.

What other documents is the Equality Action Plan linked to?

- Page 362
1. The Equality Action Plan is developed from some of the information in the **Audit of Inequalities**, which is a systematic approach to identify inequalities, across the nine Section 75 categories (religious belief, political opinion, race, age, gender, disability, marital status, sexual orientation, people with dependants or without), which are relevant to a public authority's functions.
 2. The Equality Action Plan contains some of the key priorities from our Corporate Plan, which will have the biggest impact on inequalities. Our Corporate Plan is a reflection of what people in Belfast have told us they want and the type of leadership they feel the city needs. It takes the priorities of the Belfast Agenda, the Community Plan, and sets out the ways in which the council will deliver these to grow a sustainable, inclusive economy and equitable society. To fulfil our responsibilities, our Corporate Plan not only ensures we deliver the day to day services which the people of Belfast rely upon; we stretch ourselves through a series of strategic priorities to ensure we positively affect the lives of everyone in Belfast

How are the actions in the Equality Action Plan categorised?

Actions are categorised according to the Corporate Plan priority they contribute to. Each action includes a timescale for delivery, a performance indicator and the name of the department responsible for delivery. We will report on these actions annually.

1. Growing an inclusive economy

We will work to create an inclusive, resilient economy through creating good, sustainable jobs.

A thriving urban economy is a key foundation to achieving many of the outcomes in the Belfast Agenda. Not only can a successful economy generate the wealth required to grow local businesses, generate jobs and offer routes out of poverty for struggling families, it is also the main source of revenue for the city's public services, programmes and interventions.

Ref No	Actions	Timescale	Performance Indicator	Departmental Responsibility	Update/ Progress
1.1	Access to Employment work package - Deliver employment academies in sectors focused on workforce demand (Logistics, Social Care, Child Care, Public Sector), removing barriers to people furthest removed from the labour market to enter into or return to employment and/or advance in employment. (Annual programme)	2021-24	Percentage participating in Employment Academies. Percentage into employment (NB reviewed at key checkpoints within the year as the state of play within the labour market becomes clearer)	Place & Economy	Employment Academies helps Belfast residents to get jobs or move up the ladder to a better job. Academies help employers with their recruitment needs and sectors focus on workforce demand for example (Transport and Logistics, Child Care, Health and Social Care). Tailored training is provided for groups of up to 15 people, over a two-week period or longer. Qualifications are provided from Levels 1-5. Barriers are removed for participants attending training (by providing out of pocket expenses such as childcare and travel) and additional language support is provided for those where English is not their first language or where reasonable adjustments are made for people with

disabilities. To maximise participation across the city and promote opportunity, Employment Academies are widely advertised, and strong relationships are built among Section 75 groups and their clients.

Since April 2021, 816 people participated in Employment Academies (with an into-employment rate of 75% for those successfully completing) in sectors ranging from logistics, driving instruction, public sector bus driving, construction, business admin, social care, health care, construction, leisure, utilities and childcare/ playwork. This significantly exceeded previous annual performance due to the additional resources provided via LMP and the level of demand across the labour market.

Figures are broken down as follows: 454 people completed academy training, 342 people secured employment, representing an into-work rate of 75%. Of the 307 people still going through an academy, 110 are already in work and are receiving support, qualifications or licences needed to access a better job. These include Level 3-5

					<p>qualifications (e.g., in childcare sector, allowing staff to move to supervisory and management roles) and lorry vehicle licences for Council staff to progress to better-paid driving roles. This support has successfully removed barriers to people furthest removed from the labour market to enter or return to employment and/or advance in employment.</p>
<p>1.2</p> <p>Page 365</p>	<p>Support five training and skills development projects via the European Social Fund (in partnership with TEO), targeting those who are long-term unemployed, younger people not in education, employment or training and people with disabilities.</p>	<p>2021-24</p>	<p>No. of participants achieving positive outcomes</p>	<p>Place & Economy</p>	<p>As part of the Council's efforts to support the long-term unemployed and economically inactive to enter the labour market, the council provided match funding to four European Social Fund (ESF) projects. Programmes help key target groups (long-term unemployed, economically inactive, young people not in education, employment or training, lone parents, and disabled people) to develop their skills and get a job or become self-employed. Belfast's economic inactivity rate sits at 30.1 per cent and the primary reason is disability and sickness (especially among males). There a high unemployment rate among younger people and the labour market participation rate of people over 50 is lower than the average in the UK.</p>

					Since April 2021, 1,993 people were engaged in training and skills development projects, of which 1,683 started work: 89.8% successfully gained employment.
1.3	Develop a GIS (Geographic Information System) monitoring approach to systematically assist programme development to continue to tackle inequalities in access to the labour market.	2021-24	Effective monitoring mechanism established to better understand inequalities, and the needs of S75 groupings. / Improve quality and quantity of monitoring information to support policy making on Employability and Skills (retrospective measure)	Place & Economy	This project is part of collaborative work between Belfast City Council and Queen's University; to be able to track geospatial participation on Employability & Skills (E&S) interventions. Officers are currently embedding the tracking of section 75 and Inclusive Growth priority groups within the Customer Relationship Management (CRM) developed for E&S.
1.4	Working with partners and stakeholders across the city to put in place an (enterprise framework) action plan which supports long term ambitions to increase the number of business start-ups, including targeting workless residents, females and young people - and any under-represented groups	2021-24	Increase in % participants from under-represented groups on enterprise awareness initiatives. / No. of business starts.	Place & Economy	<ul style="list-style-type: none"> Engaged 873 individuals through awareness supporting them to progress to start a business. We continue to extend our reach to engage those individuals who are underrepresented in terms of entrepreneurship, providing them with support to overcome barriers to take positive steps to starting a business. For example, we engaged with 143 females providing them with mentoring and access to networks in partnership with Women in Business, we

					<p>supported 41 individuals who were economically inactive and 50 students and graduates accessed support.</p> <ul style="list-style-type: none">• 731 individuals engaged in business start-up activity, 514 of those developed a business plan through the 'Go For It' programme, supporting the creation of 311 jobs.• We provided additional support to 75 individuals through 1-1 mentoring and access to incentives of £1,500 to help kick start their business.• We also enabled test trading opportunities for 49 new businesses through our dedicated start up space at St George's Market. <p>Through our support for social enterprises and cooperatives we have engaged 48 individuals and organisations to start a new enterprise, 606 individuals attended awareness raising events. We have been developing our outreach and engagement to increase awareness of the Social Enterprises and Co-operatives sector and delivered two</p>
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					<p>pilot projects for youth to explore social economy: one project is delivered through schools and one through community groups. The school's youth pilot began in December 2021 with 4 schools recruited city wide and the community pilot began in March 2022 with 5 community groups recruited (North/East/West), a total of 94 young people have been engaged through these programmes.</p>
<div>Page 368</div> 1.5	<p>Understand the barrier to employment to support employability skills and capacity building programme for disabled people and those from ethnic minority groups.</p>	<p>2021-22</p>	<p>Use insights to inform programme design</p>	<p>Place & Economy</p>	<p>A strategic assessment, carried out in 2021 to establish the Belfast Labour Market Partnership identified a number of key groups that were under-represented in the labour market or that faced significant barriers to finding work. These groups include (among others) those with a disability, justice system leavers, older people, lone parents, those living with health issues (including mental health), ethnic minorities. Likewise, the research identified that there are specific parts of the city where levels of Long-term Unemployment and economic inactivity are more than twice the city average.</p> <p>Government programmes over many years have tried different approaches to support</p>

					<p>these groups. We propose to explore some new models that are either target group-based and/or location-based in order to support incremental improvements in employment outcomes among the target populations.</p> <p>As part of the Belfast LMP Action Plan, officers will be scoping appropriate interventions and programmes using a place-based and people-based approach.</p>
<div>Page 369</div> 1.6	Deliver the Access and Inclusion Programme of capital enhancement projects to encourage engagement with culture, arts, and heritage experiences (subject to funding)	2021-24	Number of small capital enhancement projects delivered	Place & Economy	<p>Five Access and Inclusion projects were supported during 2021/22.</p> <p>The council administered the Department for Communities' Access and Inclusion Programme. This Programme supports small-scale capital investments of up to £30,000 and acts to promote a more inclusive society so that physical barriers are removed that allow disabled people to participate more fully in arts, cultural and active recreation activities. The Council managed the 21/22 Access and Inclusion Programme within Belfast and received support for five projects with total value of £90,520. These have included capital improvements for accessible</p>

					entrance and frontage to buildings, Changing Places toilet facilities, mobility impaired / wheelchair friendly doors and accessibility for hearing and visually impaired people.
1.7	Develop schemes to support higher participation and representation at cultural events by disabled people such as gig buddies	2021-24	No. of events supported by Gig Buddies	Place & Economy	<ul style="list-style-type: none"> • A high-profile launch event was held in December 2021. • Two safeguarding training events were held. • Research and engagement was undertaken with venue providers. • A recruitment and interview process was established for volunteers. • Recruitment and meetings were held with participants to better understand their needs and make successful matches between disabled people and volunteers, based on shared interests. <p>The first Gig Buddies Social held in Black Box in April 2021.</p>
1.8	Deliver A City Imagining projects targeting LGBTQ+ groups, ethnic minority and newcomer communities, disabled people,	2021-24	No. of participants	Place & Economy	A scoping report was completed on LGBTQIA+ cultural profile and needs which has led to support for a co-designed study and report around next steps. A partnership

	older people, schools and multi-lingual communities				agreement was developed with Black Box to deliver Gig Buddies and plans have been developed to work with University of Atypical on ensuring participation and profile of disabled people. A further partnership agreement was developed with Thrive to continue their work on an Audience Panel for the city. Contribution to core funding to 56 Belfast based cultural organisations has been made to deliver year-round engagement and public programmes with a wide range of communities which includes all the targeted groups.
1.9	Development, publication and full public consultation of draft Social Value Policy	2021-22	Publication of finalised policy and guidance	Cross - departmental	<p>CNS: We will implement any Corporate approaches to this action within the CNS Department.</p> <p>The Council has developed a social value toolkit tailored to our needs – it is based on lessons learnt from elsewhere and best practice, along with local learning from approaches such as the ‘Buy Social’ model. Importantly, it is broader and more progressive than our ‘as is’ approach. We believe that our approach will offer greater potential to deliver social and environmental</p>

					<p>benefits. In developing the Toolkit, we have built on the good practices already established in our procurement processes to support and develop our local supply base by ensuring improved awareness of opportunities, advice and guidance and removal of any barriers to tender. Further details available at Social Value Procurement Policy (belfastcity.gov.uk)</p> <p>COS: Social Value Policy is now live.</p>
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2. Working and learning

BCC will work to ensure people are appropriately skilled for the jobs created in the city.

Education is the foundation for a better life, not only in facilitating future employment and providing access to a fulfilling adult life, but also as a major contributor to a person's wellbeing and to shaping lifelong health. Working with our partners, we will bring forward a work programme which supports the inclusive growth ambitions of the Council with a focus on addressing barriers to progression

Ref No	Actions	Timescale	Performance Indicator	Departmental Responsibility	Update/ Progress
2.1	Focus on young people by delivering the Youth Support Programme targeting young people between 14- 24 years at risk or disengaged from formal education or training/employment.	2021-24	Percentage participating in positive outcomes in education, training and employment	Place & Economy	166 young people were supported who either already have or are at risk of dropping out of the education system, employment or training through our Youth Support Programme which exceeds the annual target of 160. Officers have ensured that this programme operates in tandem with the Education Welfare Service which are the primary referral source for the Youth Support Programme. Of those young people who complete the Youth Support Programme in 2021, 55% have progressed into positive outcomes such as employment and further education/training.

3. Living here

Our city and neighbourhoods are vibrant, resilient, and safe places where people choose to live, work, and spend time being healthier and more active. In our recent residents' survey, 86% of respondents were satisfied with Belfast as a place to live. We want everyone to be satisfied. We want to deliver a high quality of life for everyone. In doing so, we must deliver and plan effective public spaces and conserve our natural environment so it can be accessed and enjoyed.

Ref No	Actions	Timescale	Performance Indicator	Departmental Responsibility	Update/ Progress
3.1	Deliver the Age-friendly Belfast Plan 2018-2021 assess achievements, identify challenges and develop a new Age-friendly Belfast plan 2022-2025	2021	Measure outcomes framework, consult with older people and stakeholder, review baseline information; 2022 develop new plan and begin to deliver	City & Neighbourhood Services	<ul style="list-style-type: none"> Completed actions in current Age Friendly Belfast Plan and continued with recovery priorities Reviewed current plan- commissioned Eos Community Consulting CIC to develop a revised baseline report, an impact report with key stakeholders and to co-ordinate a consultation process Consulted Greater Belfast Seniors Forum on key issues and best ways to consult with older people during the pandemic Held a number consultation events. (face to face, virtual and postcards) with older people and partners Linked to other Belfast and regional strategies e.g., refreshed Belfast Agenda

					<p>and co-designing the new regional Active Ageing Strategy</p> <ul style="list-style-type: none"> Draft Age Friendly Belfast Plan 2022-2026 to go to public consultation June 2022 and be launched October 2022.
3.2	Finalise and implement the Belfast Open Spaces Strategy	2021	To be determined as part of the action plan development.	City & Neighbourhood Services	<p>The Belfast Open Spaces Strategy (BOSS) was agreed at the June People & Communities committee where members were informed of the localised delivery plans and how this work would be progressed through the Area Working Groups.</p> <p>A draft delivery plan is being drafted and finalised internally. It is planned that we will be in a position to the consultation with stakeholders in the second half of 2022/23.</p>
3.3	Develop a Sport and Physical Activity Strategy	2021	To be determined as part of the action plan development.	City & Neighbourhood Services	<p>This work has been delayed due to Covid. We have however now agreed the approach including revised timeline, governance structure for the project and the draft specification to engage external consultancy support to support the team. We are keen to move to procurement this month, and post public consultation, equality screening and RNA, finalise the strategy by April 2023.</p>

3.4	Implement the programme of development of playgrounds across the city to further improve accessibility (following consultation with disability groups in early 2021).	2021	To be determined following consultation with disability groups.	City & Neighbourhood Services	<ul style="list-style-type: none"> • Ormeau Park (Park Road) playground was completed in early March 2022, it's the most accessible facility delivered to date under PIP. • Cavehill playground (senior zone) was delayed but is expected to be complete by mid-June 2022, unfortunately due to the challenging topography at Cavehill the two new senior items are not accessible/inclusive • Clarawood Park playground (junior zone) is due to start early June 2022 and will incorporate more inclusive equipment, it is due for completion by the end of July 2022. <p>PIP is an annual programme that has been running now for 11 years, each year we endeavour to make selected playgrounds more accessible and inclusive by using equipment from our corporate supply contract, as noted before over 60% of the equipment available is deemed as inclusive. We also undertake civils works to ensure entrances, surfacing and circulation spaces are also accessible, this goes beyond replacement of equipment.</p>
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					<p>We are now seeking committee approval for PIP 2022-23, site selection is again based on a suite of annual quality inspections, undertaken by an external consultant.</p> <p>We were unable to undertake the consultation exercise with disability groups due to Covid restrictions. We plan to undertake this consultation the second half of 2022/23.</p>
3.5 Page 377	Achieve Onus Safe City status and retain platinum-level status	2021	Re-accreditation of Onus Workplace Charter- Platinum level / Safe City Status Achieved	Cross – departmental	<p>The Council was awarded Onus Safe City Charter status on 2nd February 2021. <u>Agenda item - Safe City Charter Status (belfastcity.gov.uk)</u> and retained Platinum Status- Onus Charter</p> <p>Ongoing support for the Raise Your Voice Project to help address misogyny, sexual harassment, and violence e.g., as part of IWD activity a ‘male only’ sexual harassment awareness session was delivered; funding of external domestic violence training to raise awareness in the city.</p>

Ref No	Actions	Timescale	Performance Indicator	Departmental Responsibility	Update/ Progress
3.6	Review and implement the council's Toilet Provision Strategy to improve the accessibility of toilets and maintain and promote the Changing Places toilet facility	2021-24	Report on the review of existing process and the number of stakeholder organisations engaged for 19/20. Increase in choice of available Changing Places facilities across the city over the next 24 months.	City & Neighbourhood Services	This has not commenced, (although the time scale is 2021-24) as there has been internal discussion as to the cross departmental nature of the requirements. The CGIS action plan provides a framework to take some of this work forward.
3.7	Development of the new crematorium and our intention to acquire additional burial land, particularly for the north and west of the city.	These are medium to long term projects and time scales will be determined as the projects are developed	To be determined as the projects develop.	City & Neighbourhood Services	The planning application for the new crematorium has been submitted to Lisburn City & Castlereagh Borough Council. Two additional burial sites located at Dundrod and Moira are being investigated for suitability.
3.8	Develop a co-design approach to engage communities in Social & Community Recovery planning.	To be determined as the approach is developed	To be determined as the approach is developed.	City & Neighbourhood Services	Council continued to work closely with the area-based Strategic and Thematic Partners identified at the start of the pandemic during the recovery phase to identify and meet emerging needs.

					<p>Work aligned with the key priority actions also continued to be progressed under the leadership and guidance of the Boards under community planning and the VCSE Panel.</p> <p>Council also continued to administer a range of grants schemes and funding opportunities supporting communities and businesses to recover services, programmes and activities during the recovery phase.</p>
3.9	Cultural mapping and understanding barriers (research and engagement) to support the delivery of capacity building programme (with tailored strands inc S75)	2021-24	Publish research document	Place & Economy	<p>A cultural mapping of the city was completed including an infrastructure audit which will be published in the summer 2022. This Stage One report and is being developed in partnership with the Department for Communities. It focuses on venues, public spaces and infrastructure where culture and sports take place across the city. There are plans to present this research to the City Growth and Regeneration Committee by autumn 2022.</p> <p>The Stage Two report will be commissioned during 2022/23 and will focus on studying the soft infrastructure (cultural activity) that</p>

					takes place across the city. Together these studies will inform an online resource (for example, Dublin City Council's Culture Near You project) which shows people what activities and facilities are near them in the city, thus promoting access and participation.
3.10	Create an Audience Panel that contains a range of voices including those underrepresented in cultural engagement (proactively recruit those whose voices are not heard as often)	2021-24	4 focus group meetings held with Audience Panel per annum	Place & Economy	<p>A toolkit has been developed and is in draft form with a view to further revision, incorporating any changes arising from the pandemic. During 2021/22, the toolkit was developed using a co-design framework (a summary version was also created).</p> <p>Alongside the cultural mapping research, it will be presented to the City Growth and Regeneration Committee when completed.</p> <p>Engagement projects included LGBTQ+ research and the design of a subsequent action plan, Gig Buddies partner programme, support for BAME to grow audience and participants with different target audiences/participants.</p>

3.11	To develop and deliver the next phases of the City Centre Connectivity Study (CCCS) ie to create a green, walkable, cyclable network of connected streets and places will improve the health and wellbeing for all, revitalise the city's economy and restore a sense of collective pride in the centre of Belfast among the communities within and around it.	2021-24	To be determined as part of the development of the next phases of the Study, which will include public consultation and Equality Screening exercise.	Place & Economy	The Bolder Vision Strategy and Action Plan are progressing, with the Public Consultation complete in January 2022, and a number of Ministerial engagements through quarter four to gain collaborative agreement on the emerging Key Moves within the strategy. It is proposed that the draft Strategy and Action Plan will be presented to City Growth and Regeneration Committee in summer 2022 and the final version will be presented in November following a Strategic Environmental Assessment (SEA) consultation. DfC will carry out EQIAs on their own projects, as will DfI. Once BCC projects have been identified and agreed in respect of a ABV Action Plan, they will then be taken through the corporately agreed development processes. Work remains ongoing to finalise a Memorandum of Understanding between the Council, Department for Infrastructure and Department for Communities to bring forward an integrated approach to capital scheme delivery and prioritisation/attraction of funding in line with the Bolder Vision.
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4. Cross-cutting

Our cross-cutting priorities will have a multitude of social, economic, and environmental benefits for the city.

These priorities include once in a lifetime opportunities to fundamentally change the city, culturally, physically and economically and help achieve the big ambitions of the Belfast Agenda.

Ref No	Actions	Timescale	Performance Indicator	Departmental Responsibility	Update/ Progress
4.1	Design, implement and pilot an Inclusive Growth Decisions Making Framework	2021-24	The BCC inclusive growth decision-making framework is agreed and rolled out.	City & Organisational Strategy	The Inclusive Growth Decision Making Framework is currently being updated to simplify the process to make it easier to embed across the organisation and to reflect the updated cohorts information following Covid 19. The new framework is anticipated to be completed by end August 22 and then will be piloted in two projects/programmes of work and any further change made on feedback received by Dec 22.
4.2	Co-design an Inclusive Growth City Charter in collaboration with our city partners which encourages/ offers recognition for those organisations who adopt business practices as employers, procurers or in	2021-24	A draft charter is finalised and publicly consulted on by April 2021. / A final charter programme is launched, and a range of businesses sign up by April 2022. / The charter actions/initiatives acknowledge the additional barriers many groups of citizens	City & Organisational Strategy	A final draft Charter has been agreed but it was decided that the formal public consultation should not take place until internal resources were agreed to take this forward to implementation with the appropriate support in place to meet our desired aims/objectives. At June SP&R 22 these resources were agreed.

	the delivery of services which have been proven to create more inclusive economic growth		face in employment and are designed to mitigate against these barriers. / A number of city partners/employers adopt more inclusive growth business practices. / There is an increase of awareness around the benefits of inclusive growth business practices amongst employers across Belfast, with sharing of best practice. / Economic growth opportunities across the city are more accessible to all residents.		The final stage of consultation and engagement is planned for September to October and an anticipated launch/pilot for March 23.
4.3	Design and deliver the Shared Spaces programme	2022-23	Delivery of physical programme under the PIV Shared Spaces and Services Theme	City & Neighbourhood Services	<p>Support provided for delivery of the following projects:</p> <ul style="list-style-type: none"> • 4 volunteer training projects, with the aim of training 60 local people (15 on each project) as volunteer, Walk & Cycle Leads, Local Ambassadors and Nature Guides. • Engagement with 300 local people and through facilitated discussions, gather local stories, memories and history, for drafting into narratives for inclusion on 17

					<p>information panels along the 12 km Greenway.</p> <ul style="list-style-type: none">• Development of a suitable governance model/s for the long-term goal of establishing the community led, cross community management of Forth Meadow Community Greenway.• A youth engagement & civic education project that will engage with a minimum of 400 young people, on a cross community basis, in programmes of activity that focus on civic education and contribute to sharing, mediation and anti-sectarianism/ racism. <p>Co-ordination of a programme of 20 public activities / events that brings people together on a cross community basis. The events aim to positively promoting the Forth Meadow Community Greenway to all the communities along its network of footpaths, cycle paths, parks and shared open spaces, doing justice to its good relations goals and the ethos of being Welcoming, Accessible, of Good quality and Safe.</p>
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					Consultation on the usage and governance model for Forth Meadow Community Greenway (FMCG) involved liaising with the Disability Forum and other minority groups.
4.4	Build relationships across communities to increase confidence using and developing shared spaces and services	2021-24	% increase in the no of participants who feel safe attending event, activities, and facilities in areas associated with a different background.	City & Neighbourhood Services	<p>Preliminary impact analysis of the SSS project indicate participants feel fairly more positive that open spaces are safe and welcoming to people from all communities. A moderate positive change 0.95).</p> <p>Feedback from a recent event in Springfield Dam (Luminate) attracted 37% of people who had not used the space before. 98% of attendees stated they would attend another Forth Meadow event which indicates that people feel safe using the space.</p> <p>On completion of training, the SSS Volunteers will be able to lead on walks, cycles and nature walks, with groups / individuals from the communities along Forth Meadow Community Greenway (FMCG), encourage people to move beyond their communities and local areas.</p> <p>Positive experiences through these activities will contribute to making people feel safe to</p>

					<p>attend / participate in similar events / activities and to move beyond their own communities and into one of a different background.</p> <p>Through the support of public activities / events and youth workshops, in different sites / communities along FMCG, and providing a positive experience, people will be encouraged to go beyond their communities and local areas to attend and will feel confident and safe to do so, especially in within a community perceived to be of a different cultural / ethnic / community background.</p>
4.5	Help address issues of demarcation and division including flags, murals and other symbols	2021-24	Delivery of actions within BCC Good Relations Plan working towards a Shared City vision.	City & Neighbourhood Services	<p>All programmes within the Council's District Council's Good Relations Action Plan were delivered as planned. One particular intervention saw the creation of a new mural on the Ravenhill Road in East Belfast. This project sought to support the community to place an international world cultures mural on a wall as a response from a threat from a local paramilitary organisation to place a paramilitary mural on the same wall.</p>

4.6	Design and deliver the Interfaces programme	2021-24	<p>% increase in the no of participants who feel safe attending event, activities, and facilities in areas associated with a different background. / Contributions towards physical works and programming that encourage attitudinal change and an even greater sense of belonging and social value.</p>	Cross - departmental	<p>A number of projects and events were supported within interfaces through the Good Relations Action Plan 21/22. These included projects focussing on dialogue, workshops on good relations issues and projects which supported women and young people involved in peacebuilding.</p>
4.7	Encourage a re-imagining of the cultural significance of upcoming commemorations under the Decade of Centenaries	2022-23	<p>Development of a Decade of Centenaries Programme based on the DOC principles on Shared perspectives. / % increase in the number of participants who feel comfortable socialising in a shared space they would not normally visit</p>	City & Neighbourhood Services	<p>The full programme agreed at Council for 2021/22 was delivered and completed via a mixture of in-person and online activities. This performance indicator is somewhat irrelevant as a result of delivering virtual events. Some sample evaluation reports are enclosed and more can be made available on request.</p> <p><u>BCC Centenary Event Evaluation Report - 26 Mar 2021</u></p> <p><u>Evaluation Report - DOC Webinar - 24 Nov 2021</u></p>

4.8	Encourage cultural expression to be celebrated and undertaken within a culture of lawfulness	2021-24	% increase in the number of participants who think the culture and traditions of Catholics, Protestants and minority ethnic people add to the richness of and diversity of Northern Ireland society.	City & Neighbourhood Services	<p>We run a programme of ongoing DiverseCity initiatives to proudly celebrate and share our city stories of diversity.</p> <p>We use commemorations and themed events: including Refugee Week, Black History Month, Holocaust Memorial Day, Good Relations Week, International Day of Peace, International Mother Language Day, to organize civic events and promote messaging around inclusion and use them as an opportunity to promote contact and foster good relations between Communities</p>
4.9	Development, publication and full public consultation of draft Local Policies Plan (LPP) [to include an Equality Impact Assessment, as well as a Sustainability Appraisal/Strategic Environmental Appraisal and a Rural Needs Impact Assessment]	2021-23	Publication of finalised policies following independent examination	Place & Economy	Draft Plan Strategy has been found to be 'sound', subject to some modifications. Public consultation on strategic modification ongoing and anticipated Plan Strategy adoption autumn 2022. Following that, work will continue on LPP, including public consultation likely in 2023. EQIA/RNIA ongoing throughout.
4.10	Development, publication and full public consultation on	2021-23	Publication of finalised range of SPG policies	Place & Economy	Priority draft SPG (covering 17 policy themes) public consultation May-August

	Supplementary Planning Guidance (SPG) topic areas				2022. Likely finalisation of SPG autumn 2022 in tandem with adoption of Plan Strategy.
4.11	Build the capacity of disengaged and marginalised citizens and community leaders and changemakers to engage	2021-23	No. of engagement projects undertaken in collaboration with pre-engagement through the VCSE panel	City & Organisational Strategy	<p>2021-22:</p> <ul style="list-style-type: none"> • 6 Belfast Agenda workshops • Issued 3 VCSE newsletters and also notified VCSE panel of relevant council consultations • VCSE Panel – involved in and co-chaired the Belfast Agenda engagement co-design group • 7 meetings of the co-design group • 2 Belfast Agenda briefings • VCSE reps on 14 BA working groups <p>The VCSE panel (VCSE Sectoral Advisory Panel) was not designed specifically for this purpose but rather to enhance the third sector's involvement in the city's community planning process. Establishing the VCSE Panel builds the capacity of the sector to engage and, by extension, helps widen participation and civic voice, particularly as many of our VCSE Network members represent people or communities who are</p>

disengaged and marginalised. Measuring the number of engagements through the VCSE panel is not a true reflection of the role of the Panel. Furthermore, due to the nature of engagements it is not possible to compare year on year. For example, this past year, the VCSE Panel played a key role in helping to design the engagement associated with the refresh of the Belfast Agenda. This is a significant and ongoing engagement, with Panel members actively involved in the co-design group and in each of the 14 action-planning working groups, in addition to the public workshops.

The Belfast Agenda refresh formally commenced in June 2021; however, the engagement and development process will continue into 2022-23. Recognising the VCSE Panel's unique role within community engagement, we established a co-design subgroup that was co-chaired by council and the chair of the VCSE Panel to develop and oversee the Belfast Agenda refresh engagement process. The co-design group met on 7 occasions and helped lead 6 public workshops (online due to covid).

					<p>In 2021, we created a dedicated hub for the VCSE sector on our Your Say Belfast platform, which we use to coordinate thematic workshops and provide newsletter updates. We have continued to develop the role of the Panel and also grow the VCSE Citywide Network in collaboration with Stratagem, an independent partner procured to support the Panel.</p> <p>As at 31 March 2022, we have:</p> <ul style="list-style-type: none"> • 217 third sector participants registered on Your Say Belfast. • held a bespoke workshop with VCSE organisations working in the area of health and wellbeing <p>held 2 annual VCSE Community Conferences with the most recent focusing on 'Enabling Change: People and Communities at the heart of Community Planning' with 90 attendees.</p>
4.12	Produce a consultation and engagement toolkit for officers and provide ongoing advice and capacity building	2021-24	% of residents who agree that council consults with and listens to the views of local residents (survey in 2021 and 2023	City & Organisational Strategy	A new, wider engagement platform was launched in December 2020. Since then, we have trained over 100 officers and developed a new training manual (led by Digital

					<p>Services) for the new platform. We have created guidance notes and checklists to ensure consistent practice and facilitated training on GDPR. Consultation leads have been established in each Department.</p> <p>An introductory video on consultation and engagement has been developed and uploaded to interlink. The strategy unit continues to provide advice and guidance to services as required.</p>
4.13	Work with community planning partners to improve how data is accessed and utilised to ensure the Belfast Agenda process understands and takes action to address inequalities	2021-24	Belfast Agenda Dashboard updated. / Consultation and engagement gives all people equal opportunity to participate	City & Organisational Strategy	This work is temporarily on hold pending the outcome of the Belfast Agenda refresh. It is intended that a new data platform will be launched following the approval in the refreshed Belfast Agenda that will provide live data updates against the measurements identified in the Belfast Agenda.
4.14	Promoting Inclusive Growth (IG) through the Belfast Region City Deal Action 1 (over 10 years) Develop clear and robust arrangements to monitor how well actions to promote IG through the BRCD are delivering. This	2021-24	Monitoring and Evaluation Arrangements in place and communicated to partners	Finance & Resources	The BRCD Programme is underpinned by an agreed vision for “inclusive economic growth that delivers more and better jobs, a positive impact on the most deprived communities and a balanced spread of benefits across the region.” The BRCD Inclusive Growth Framework details how the Programme’s inclusive growth ambitions will be delivered

	will help us to report on progress at both a geographical and on a priority group basis to improve understanding of what types of interventions and policy changes work best in which circumstances and for which groups.				<p>through the programmes and projects that make up the investment pillars of the Deal. As projects are developed they will be required to consider how they might deliver benefits across the geographic region and across deprived communities.</p> <p>This IG Framework is intrinsically linked to the BRCD Benefits Management Framework which will be used to manage and monitor the full remit of benefits that will emerge. Work to support development of a Benefits Management Framework – the basis of this action – is currently being procured.</p> <p>In the meantime the BRCD will utilise SIB's online portal to monitor the social value that has been integrated within construction contracts.</p>
4.15	Promoting Inclusive Growth (IG) through the Belfast Region City Deal Action 2 (over 10 years) Deliver new and better jobs to the BRCD region and support the region's economic recovery efforts. This will be done in	2021-24	Establish an Employability and Skills programme to support the ambitions of the BRCD	Finance & Resources	<p>In the last year the E&S Programme/Proposition for the BRCD has been developed and approved by the BRCD Executive Board.</p> <p>It has been designed to make a significant contribution to the achievement of the IG ambition. It will continue to adapt to reflect changes within the employability and skills</p>

	the context of IG and will include programmes and interventions to enable all groups, particularly those furthest from the labour market, to avail of the opportunities emerging through the capital investment.				<p>environment and new intelligence, whilst retaining its central purpose of supporting the economic and social potential of city deal investment.</p> <p>As a high-level strategic plan of action, the specific programmes and interventions emerging from it will be designed to reach as wide an audience as possible and to target groups identified as in particular need of support.</p> <p>The programme was screened and screening checked by the BCC Equality Unit in September 2021.</p>
16	Develop, roll out and deliver new physical programme: £8m Neighbourhood Regeneration Fund, through an open call process. The Fund will focus upon a number of key thematic areas and reflect the priorities agreed within the City Recovery Framework: environmental/sustainable	2021-24	Number of projects completed, number of consultation exercises encompassing Section 75 groups	Physical Programmes	<p>The new £8m neighbourhood regeneration fund was developed in 2021 and opened to the public in February 2022. It closed for applications in May 2022.</p> <p>A webinar was held to provide information on the fund. It was published on the Council's website with subtitles to ensure accessibility. Advice through email, phone and one to one appointments was promoted and provided to potential applicants.</p>

	projects, neighbourhood tourism and social enterprise.				<p>The fund was also promoted by placing adverts in local newspapers, information on Council's website, social media channels, a press release and through regular e-bulletins.</p> <p>Stage 1 is continuing into 2022/23 and successful projects will move onto Stage 2.</p>
4.17	Delivery of Physical Programme including £180m Capital Programme for council assets. Also management, development and delivery of externally funded programmes such as the Executive Office's flagship good relations programme Urban Villages, approx £46m.	2021-24	Number of projects completed, number of consultation exercises encompassing Section 75 groups	Physical Programmes	<p>Over 50 projects have been completed since 2021.</p> <p>Consultation exercises have been undertaken for six projects using the widely accessible YourSay including New Park in Colin Naming Survey, Forth Meadow Community Greenway, Black Mountain Shared Space, Pre application Roselawn, Ballysillan Playing Fields and Cathedral Gardens. Consultation has been promoted through PR, Council's website and social media channels.</p>
4.18	Deliver Pandemic Recovery Plan	2021-23	Developed understanding of impact of Covid 19 on existing inequalities	Cross - departmental	<p>CNS will implement any Corporate/Council approaches to this Pandemic recovery action within the CNS Department.</p> <p><u>PP</u>: The new £8m neighbourhood regeneration fund was developed in 2021</p>

Page 397				<p>and opened to the public in February 2022. It closed for applications in May 2022.</p> <p>A webinar was held to provide information on the fund. It was published on the Council's website with subtitles to ensure accessibility. Advice through email, phone and one to one appointments was promoted and provided to potential applicants.</p> <p>The fund was also promoted by placing adverts in local newspapers, information on Council's website, social media channels, a press release and through regular e-bulletins.</p> <p>Stage 1 is continuing into 2022/23 and successful projects will move onto Stage 2.</p>
				<p><u>PE</u>: As part of the Belfast: Our Recovery framework, the Skills and Employability team continued to deliver Employment Academies and other tailored employment interventions to support those most impacted by COVID-19 and those furthest from the labour market. Evidence from the labour market studies (ONS) suggest that young people have higher employment intensity in industries that were significantly affected by the coronavirus (for example retail and hospitality).</p>

5. Our organisational priorities

As our city becomes more ambitious so must we.

To do this, we can only succeed with the wholehearted support and enthusiastic contribution of our staff. To harness this energy, they need to feel valued and understand how they contribute. As an organisation, if we want to perform these capabilities to the best of our abilities, we must continuously look to improve how we do things. We have therefore agreed priorities that will help us improve our capability. For example, in order to provide the best customer experience possible, we have developed a customer focus programme that will enhance the experience felt by all our customers.

Ref No	Actions	Timescale	Performance Indicator	Departmental Responsibility	Update/ Progress
5.1	Ensure that the council communicates effectively with its citizens, using assistive technology and maintaining standards such as Plain English and Web Content Accessibility Guidelines AA standards	2021-24	Website to provide assistive technology and follow new and current Plain English and Web Content Accessibility Guidelines AA Standards.	Cross-departmental	<p><u>CNS</u>: Web casting provision for crematorium services is moving towards implementation.</p> <p><u>CNS – Resources and Fleet</u>: Utilisation of Firetext communications with residents to increase collection rate of bulky waste from 65% to over 90% and further Apps will be introduced 22/23 to report and address missed collections and associated collection issues (missed bins/damaged bins etc.)</p> <p><u>COS – Corp Comms</u>: We aim to make our websites accessible, easy to understand and use, to enable our visitors to carry out transactions and fulfil their communications needs. We comply with the Web Content Accessibility Standards 2.1 Level AA to widen access to our information to all users,</p>

including people with disabilities, and have implemented a rigorous programme of automated and manual testing to ensure we maintain best practice in accessibility. In February 2022, we passed an external audit by the Cabinet Office with no further action required and are currently working with the Digital Accessibility Centre to have our site reassessed by real people with a range of disabilities, implementing any recommendations that are made.

The Silktide Index <https://index.silktide.com>, which measures accessibility levels for all public sector sites in the UK, evaluates us at 90% - an 'excellent' score. Our closest competitors in Northern Ireland are Lisburn and Castlereagh (82% great) and Causeway and Glens (78% good). To achieve a higher score, we would need to make all PDFs machine readable (WCAG A 1.1.1) and ensure captions are provided for all pre-recorded audio and video (WCAG A 1.2.2). Our content is written according to the Plain English Campaign guidelines, so it can be widely and easily understood.

					<p>The website (https://www.belfastcity.gov.uk/) includes the ReachDeck digital inclusion toolbar. ReachDeck provides speech, reading and translation support tools to help ensure information is easier and more accessible for people. The website is approved by Plain English Campaign (http://www.plainenglish.co.uk) on an annual basis.</p> <p>Belfast City Council is committed to making its website accessible, in accordance with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018. This website is partially compliant with the WCAG 2.1 AA standard.</p>
5.2	Develop a new Customer Hub designed around customer needs	2021-24	New professional customer hub designed and implemented. Customer satisfaction with the HUB service.	Finance & Resources	<p>Customer Hub went live on 29 March 2021.</p> <p>An in-depth external review of the Customer Hub operation and supporting infrastructure was carried out in November 2021.</p> <p>Recommendations and planned improvements have been agreed to further optimise the Customer Hub operation including proposed measures and KPIs.</p>

					<p>An approach has been set out for transitioning further services into the Hub.</p> <p>Customer Hub In place for former Collections, Waste Management, Switchboard and General Enquiries across Phone contact and Website and email. Customer Satisfaction measurement at initial stages.</p>
5.3	Ensure that digital platforms benefit all customers and stakeholders, including through training and provision of computer facilities for public use	2021-24	Customers will have access to a point –of- service supported on-line resource within the hub and community centres. Number of customers moving to digital channels	Finance & Resources	<p>Transformation of services - further work is being undertaken to define how this approach may be implemented in line with the agreed corporate approach to service design and in line with corporate priorities. This work will include work around channel shift.</p> <p>Digital first not digital only in place in regards to completion of webforms on behalf of those who cannot do this. Enablement is remote as buildings are not currently open. Measurement of channel shift is in its initial stages.</p>
5.4	Improve engagement with customers across all S75 categories	2021-24	% of issues understood impacting on different groups of people leading to a better-informed decision-making process and improved customer service	Cross-departmental	<p><u>CNS</u>: The Council has an interactive Migrant Forum that provides a regular platform for engaging with BAME communities. Weekly emails are disseminated linking BAME communities with information on Council services.</p>

					<p>The Forum provides a regular consultative forum for information sharing on issues related to inclusion, access and service delivery for Black, Asian and Minority Ethnic Communities.</p> <p><u>FR</u>: Customer hub utilises tools such as sign video and Big Word to make customer communications accessible.</p>
<p>5.5</p> <p>Page 402</p>	Provide accessible channels of communication to reflect diverse customers' needs	2021-24	<p>Greater opportunities for two-way communication using a range of customer feedback tools and measures. An accessible online service</p> <p>Translated documents of interest available on request</p>	Cross-departmental	<p><u>CNS</u>: The public can continue to access Bereavement Services via information on the Council website, telephone and email.</p> <p><u>Our Resources & Fleet Service</u> have introduced a bulky waste App to optimise routes and improve customer service, and the utilisation of Firetext communications with residents has increased collection rates of bulky waste from 65% to over 90%. Further Apps will be introduced 2022/23 to facilitate improvements in customer service.</p> <p><u>FR</u>: Websites are written in plain English and adhere to WCAG 2.1 AA standards.</p> <p>Ukrainian Support Centre web page translated to Ukrainian and Russian April 2022.</p> <p>Promotion of translation tool on the website May 2022.</p>

					<p>The council's customer feedback policy provides all customers with an accessible, multi-channel platform to comment on and raise issues with services. This is corporately managed across the council and reported to CMT quarterly. The Northern Ireland Public Services Ombudsman is currently planning a co-design approach to move all public sectors bodies to a two stage complaints process. This follows a public consultation undertaken by NIPSO during the summer 2021.</p> <p><u>P&E</u>: launched three public consultations and six online engagement exercises to communicate (two-way) with a range of stakeholders. We had over 2,000 visitors to our Your Say pages and in total of 967 online responses covering a range of Section 75 categories. Besides surveys, we used tools for 'idea sharing', storytelling, posing questions and interactive maps – all of which ensured meaningful dialogue and online engagement.</p>
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Page 404	5.6	Deliver Disability Action Plan 2019-22 updating actions and developing a new action plan utilising key learning in relation to 'Encouraging the participation of disabled people in public life' and 'Promoting positive attitudes towards Disabled People'	2021-22	Analyse feedback and develop an action plan to improve disability initiatives, where appropriate	Legal & Civic Services	Consultation meetings are carried out with relevant departments to identify current actions to provide feedback on progress to date and to agree which actions will be carried forward to the new Disability Action Plan 2022 – 25. New actions were also proposed by relevant departments. Quarterly reporting is also provided to departments on progress to date and at quarterly meetings of the EDNO/S meetings. The draft Disability Action Plan 2022 – 25 is opened for public consultation from 6 th June – 26 th August 2022.
	5.7	Develop and deliver Gender, Disability, LGBTQ+ and Minority and Inclusion workforce diversity action plans	2021-24	Activity in plans agreed, resourced and delivered.	City & Organisational Strategy	<p>Gender Action Plan</p> <p>During 2021/2022, Covid- 19 impacted on the council's ability to deliver some of the actions contained within the GAP. Staff were involved in managing and planning for recovery from the pandemic and due to the restrictions in place some activity was not possible. Where feasible, virtual activity events and activity were progressed. Outstanding actions from 2021-22 have been included in Year 2 (2022/2023) of the three-year GAP (2021/22-2023/24)</p>

					<p>Activity in Belfast City Council's Gender Action Plan is grouped under the following themes:</p> <p>Gender Equality in the Council</p> <p>Held several virtual development and awareness raising events and workshops to mark, and celebrate IWD</p> <p>Participated in the NI Gender Diversity Charter assessment- first public sector organisation in NI to achieve Silver level accreditation</p> <p>Women's Network Group ongoing</p> <p>Gender Identity and Expression Guidance developed and implemented</p> <p>Developed a Menopause Policy and Guidance- to be ratified by Council</p> <p>Onus Domestic Violence Charter – retained Platinum level</p> <p>Private room for nursing mothers or pregnant women wishing to rest provided made available- communicated to staff via staff intranet</p> <p>Gender Equality in the Community</p> <p>Funding provided for external IWD event</p>
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					<p>Information relating to the Women's and LGBT+ staff networks is included in the jobs section of the website.</p> <p>A number of staff and their family members participated in a guided Pride Walk and picnic organised by the Proud staff network.</p> <p>A Pride flag was displayed at City Hall to celebrate Pride.</p> <p>A Transgender flag was displayed at City Hall to mark Transgender Day of Remembrance in November and City Hall lit in colours of Trans flag to coincide with Transgender Day of Visibility on 31 March.</p> <p>Staff intranet and social media used to promote Transgender Awareness Week</p> <p>Advertised relevant roles on LGBT+ networks/ outlets</p> <p>Several LGBT+ awareness raising sessions delivered</p> <p>Gender Equality in the Economy</p> <p>The Employability & Skills team within Economic Development have:</p>
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| | | | | <ul style="list-style-type: none">• Established a E&S Stakeholder Network to undertake targeted outreach on a monthly basis to promote opportunities such as Employment Academies for those furthest from the labour market (including women's sector organisations).• Targeted outreach to women's sector organisations for live Employment Academies in non-traditional sectors including haulage, bus driving, fibre optics and construction.• Ensured that barriers such as lack of childcare are removed for those accessing Employment Academies.• Designed and delivered upskilling academies targeting female-dominated sectors such as Health & Social Care and Childcare/Playwork where, in 2021/22, 125 people employed accessed Level 3-5 professional qualifications to gain a better job in these sectors. Implemented a CRM for Council Employability & Skills programmes which tracks and monitors |
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					<p>uptake across section 75 groups as well as Inclusive Growth target groups.</p> <ul style="list-style-type: none">• The collaborate Programme between the 11 Local Councils, Invest NI and Women in Business NI (WIB) ended on 31 December 2021. From January 2022, each council is working with Women in Business to develop a programme of support for female entrepreneurs. Belfast City Council contributed to a networking and bootcamp events in March 2022 and is in discussions with Women in Business to agree a programme of support for female entrepreneurs for 2022-2023 financial year. <p>The 11 Council NIBSUP 'Go For It' Programme also supported the Women in Business Awards in 2022.</p> <p>A programme of work "Enterprise Awareness" began in Oct 2020 with aims to raise awareness of entrepreneurship to all individuals in the Belfast City Council area. It proactively targets individuals who have the potential to generate and refine business ideas that can be developed through the range</p>
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of support available through Belfast City Council.

A 3rd Cohort of the Enterprise Pathways programme began in July 21 and will provide continued support to 27 separate new start businesses until Dec 22 and includes 19 female's new business owners.

Gender Equality in the City

Retained Platinum Status- Onus Charter

Ongoing support for the Raise Your Voice Project to help address misogyny, sexual harassment and violence

Provided £3000 external funding for training to raise awareness around sexual harassment.

Proposals are being brought forward via City Regeneration & Development including strategic plans such as a Bolder Vision, lighting projects and public realm improvements. These have been considered in the context of female users to ensure that they feel safe and able to access services and amenities. As further specific projects are delivered under a Bolder Vision (which is a DfI/DfC/BCC initiative) an agreed key principle

					<p>is that there will be a codesign approach to placemaking that engages with women and girls of different ages in order to achieve an inclusive and connected city. This will include engagement with HerCity – which provides internationally recognised best practice to inclusive city design.</p> <p>The baselining process for assets has now been completed and the overall AMS project delivery is underway.</p> <p>The Council is supporting a number of projects which look at opportunities of how the needs of women can be better met across the city including:</p> <ul style="list-style-type: none">• The development of the new Shankill Shared Women's Centre with construction recently commencing.• Continued delivery of the partnership Urban Villages capital investment programme. Many of the projects benefit women through improved health & wellbeing, employment, training, creche and general community facilities.
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- Delivery of the Social Investment Fund (SIF) – Completion of projects including Greenway Women's Centre, Mornington and NBWisp which help to improve the needs of women in their local areas.
 - Completion of projects including St. Comgall's and Avoniel Leisure Centre which have facilities and programmes designed to improve the needs of women in their local areas.
- Launch of the new Neighbourhood Regeneration Fund which will create and improve capital projects across the city. There will be opportunities to ensure needs of women are considered as part of the Stage 2 process.
- Disability Action Plan**
- (progress below relates to actions not already outlined elsewhere in this update relating to the Disability Action Plan)
- 238 reasonable adjustment have been provided during 2021-2022. Of these, 139 were DDA related. 37 were permanent adjustments/ arrangements and 201 were

temporary. Examples of adjustments included redeployments; flexible working arrangements; non- requirement to attend meetings in the office or via Teams depending on numbers attending and current health; restricted duties; homeworking, phased return to work; attendance at medical appointments; DSE equipment; avoidance of time sensitive work

One reasonable adjustment requested and provided at interview stage

Race Action Plan

Work started to develop a Race Action plan.

However, seeking asylum has increased significantly over recent years and the arrival rate continues to be high with no sign of declining. It is anticipated that increased numbers of asylum seekers arriving in Belfast will be a regular occurrence.

Examples of Current Work led by BCC

City of Sanctuary Motion

The Council passed a motion in April supporting the move to make Belfast a City of Sanctuary. This motion was positively welcomed within Black, Asian and Minority

Ethnic Communities. Following on from this work is underway to Develop an internal Race Equality and Diversity Action Plan – that will review how we deliver our services and actions that we can take as an employer to create a more diverse workforce. In addition, members have more recently agreed that a Race Champion be appointed from within Corporate Management to oversee the development of this work.

Support for Ukrainian Nationals

Council is continuing to coordinate the Belfast - Ukrainian Advice Hub, we are represented at the Operational Planning Group, led by TEO as well as an integration group focused on supporting pathways to support integration.

Migrant Forum

We have a Council led Migrant Forum that has been operating for over 12 years that provides a regular consultative forum for debate and discussion on issues related to inclusion, access and service delivery for Black, Asian and Minority Ethnic Communities, there are over 40 members represented on this Forum.

Diversity Initiatives

For the past four years, we have been running a very popular Diversecity programme that provides monthly diversity initiatives for the public. The purpose of these initiatives is to encourage an increased awareness of issues around diversity and to provide participants with an opportunity to meet and engage with representatives from other faith, ethnic and political backgrounds. It also gives participants the opportunity to visit places and spaces that they would not traditionally go to. Initiatives within this programme include facilitated workshops at the Belfast Islamic Centre, the Jewish Synagogue, the Hindu Temple, the Chinese Resource Centre as well as training on Refugee Issues, Arabic Awareness, Roma and Traveller issues, opportunities to listen to the stories of Refugee and Asylum Seekers. The programme has been very well received and is always oversubscribed.

Research

Good Relations commissioned research looking at the lived experiences and

inequalities experienced by Black, Asian, Minority Ethnic and Traveller Communities in Belfast. This is due to complete in September 2022 and will be a useful resource for Council in understanding the lived experience of these communities and in providing recommendations.

Advice and support for asylum seekers

Currently we fund Red Cross to provide Orientation, advice and case work support to asylum seekers accommodated in the hotels, this contract is due to renew in June, however additional resources, through the District Council Good Relations Budget have not been identified to further extend this work to include Ukrainian Nationals.

Advice for refugees – once granted asylum status

Good Relations have funded the Law Centre to develop a Refugee Transition Guide, with key advice and information for asylum seekers transitioning to refugee status as well as key information for advice agencies.

Funding for integration and good relations projects

Through our Good Relations Fund, we are funding many small-scale community led initiatives across the City that promote the integration and inclusion of new Communities.

We use commemorations and themed events: including Refugee Week, Black History Month, Holocaust Memorial Day, Good Relations Week, International Day of Peace, International Mother Language Day, to organize civic events and promote messaging around inclusion and use them as an opportunity to promote contact between Communities.

We also deliver training to encourage by-stander interruption of hate crime and to address anti-migrant, anti-refugee and anti-asylum narratives.

Support for young Black, Asian and Minority Ethnic leaders

We currently have a quotation out for a programme that will mentor and supports young Black, Asian and Minority Ethnic

					<p>leaders, building their confidence and familiarity with political and civic settings, building their future leadership potential and personal growth.</p> <p>Senior Director appointed as Race Champion</p> <p>Committee approval to sign up to the Business in the Community initiative “Race at Work Charter”</p> <p>LGBT+ Acton Plan</p> <p>This workforce action plan has been developed to ensure that our organisational culture and working environment allows staff to feel comfortable to be their whole selves at work and that policies and practices empower talent development at all levels and the removal of any form of discrimination. It also aims to increase the understanding of the wider workforce of issues facing the LGBT+ communities.</p> <p>Key deliverables and outcomes for 2021/2022 were as follows:</p> <p>Training and development</p> <p>Stonewall delivered a number of awareness raising sessions to staff:</p>
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- LGBT+ inclusion and awareness training
- Specific LGBT+ awareness training for senior leaders
- Specific LGBT+ training relating to procurement
- Trans awareness training
- Bi identity awareness training
- Mental Health First Aid for Proud network members
- Participated in Mental Health Awareness week
- Reviewed corporate induction process – explicit statements to LGBT+ inclusion from a senior leader

Policy

Development and implementation of Gender Identity and Expression Guidance

Promotion, Visibility and network growth

A number of articles have been included on staff intranet to raise awareness of different LGBT+ events/ initiatives e.g. Pride; Transgender Day of Remembrance;

					<p>Transgender Day of Visibility; Trans Awareness Week; Lesbian Visibility Day; Bi Awareness Week; Implementation of Gender Identity and Expression Guidance; LGBT+ awareness raising sessions; participation in Stonewall's LGBTQ+ survey</p> <p>New senior champion identified– profiled on staff intranet</p> <p>Distribution of relevant posts and revised application information to NI LGBT+ organisations for wider circulation and dissemination</p> <p>Held a joint event with other staff networks</p> <p>Community engagement</p> <p>Information relating to the LGBT+ staff network is included in the jobs section of the website; promoted at induction, diversity and disability awareness training. (No in-person training has been delivered during the pandemic)</p> <p>A number of staff and their family members participated in a guided Pride Walk and picnic</p> <p>A Pride flag was displayed at City Hall to celebrate Pride.</p>
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					<p>A Transgender flag was displayed at City Hall to mark Transgender Day of Remembrance in November and City Hall lit in colours of Trans flag to coincide with Transgender Day of Visibility on 31 March.</p> <p>Staff intranet and social media used to promote Transgender Awareness Week</p> <p>Diversity and Inclusion</p> <p>Advertised relevant roles on LGBT+ networks/ outlets</p> <p>Organisational analysis/ continuous improvement</p> <p>Annual membership of Stonewall's Diversity Champions programme</p> <p>Stonewall's Workplace Equality Index- Awarded Gold Award; ranked 144 out of 403 organisations.</p>
5.8	Improve participation in employment among those furthest from the labour market through ring-fenced entry-level posts (where possible), pre-recruitment training	2021-24	Job opportunities ring fenced to the long term unemployed and targeted pre recruitment and training	City & Organisational Strategy	<p>No pre-recruitment and training programmes delivered during 2021/22.</p> <p>Work undertaken to identify suitable opportunities to ringfence places as part of the Open Spaces and Street Scene (OSS) Review. Up to nine posts will be ringfenced to</p>

	programmes, work experience, guaranteed interview scheme and reasonable adjustments				<p>long term unemployed, including disabled people.</p> <p>A pre -recruitment and training programme for unemployed people is scheduled from 11-15 April for OSS General Operative roles. 16 places will be made available on the programme, four of which are ringfenced for people with disabilities.</p> <p>There has been engagement with the disability organisations regarding these opportunities.</p> <p>Twelve paid placement opportunities were offered through the DfC's JobStart Programme- nine people were appointed, four of whom had a disability. They will be offered an extended placement opportunity for nine months.</p>
5.9	Encourage participation of disabled people in the workforce, Sign Language Users Forum and Disability Staff Network (DA)	2021-24	Three disability staff network meetings held each year	City & Organisational Strategy	<p>Employees with a disability have input into action planning.</p> <p>3 staff network meetings held.</p>

Ref No	Actions	Timescale	Performance Indicator	Departmental Responsibility	Update/ Progress
5.10	Encourage participation of LGBT+ people in the workforce and LGBT+ staff network 'Proud'	2021-24	Improved promotion of our commitment to equality and diversity both internally and externally	Cross-departmental	<p>A number of articles have been included on staff intranet to raise awareness of different LGBT+ events/ initiatives e.g., Pride; Transgender Day of Remembrance; Transgender Day of Visibility; Trans Awareness Week; Lesbian Visibility Day; Bi Awareness Week; Implementation of Gender Identity and Expression Guidance; LGBT+ awareness raising sessions; participation in Stonewall's LGBTQ+ survey</p> <p>New senior champion identified– profiled on staff intranet</p> <p>Distribution of relevant posts and revised application information to NI LGBT+ organisations for wider circulation and dissemination</p> <p>Held a joint event with other staff networks</p> <p>Community engagement</p> <p>Information relating to the LGBT+ staff network is included in the jobs section of the website; promoted at induction, diversity and disability awareness training.</p>

					<p>(No in-person training has been delivered during the pandemic)</p> <p>A number of staff and their family members participated in a guided Pride Walk and picnic</p> <p>A Pride flag was displayed at City Hall to celebrate Pride.</p> <p>A Transgender flag was displayed at City Hall to mark Transgender Day of Remembrance in November and City Hall lit in colours of Trans flag to coincide with Transgender Day of Visibility on 31 March.</p> <p>Staff intranet and social media used to promote Transgender Awareness Week.</p>
5.11	Encourage participation of all staff in the workplace	2021-24	Hold event/ workshop for both male/ female staff to jointly explore/ discuss diversity and gender issues and identify any areas/ issues to be addressed.	Cross-departmental	We will implement any Corporate approaches to this action throughout the Council.
5.12	Review and amend workforce monitoring form	2021-24	Monitoring form reviewed and revised to capture additional information including: · reasonable adjustments required by applicants as part of the recruitment and	City & Organisational Strategy	Completed 2020-21.

			selection process; Gender identity; Sexual orientation		
5.13	Carry out a voluntary monitoring exercise for all staff	2021-24	Voluntary monitoring exercise conducted and up to date information available	City & Organisational Strategy	The planned voluntary monitoring survey, which was due to be carried out was delayed due to Covid-19 A significant number of staff do not have access to PC's. These employees would be required to complete a paper-based survey which was not viable due to the restrictions.
5.14	Work to achieve Diversity Charter Mark Silver Award	2021-24	Silver Diversity Charter Mark Achieved	City & Organisational Strategy	Silver Diversity Charter Mark achieved
5.15	Develop opportunities for Equality and Diversity Champions both at SMT and Elected Member level	2021-24	Equality and Diversity Champions appointed	Cross-departmental	A new LGBT+ senior Champion was appointed. A Race senior Champion has been appointed Three elected member LGBT+ Champions are already in place.
5.16	Continue to deliver a suite of equality and diversity awareness training to all staff including diversity, general disability awareness, targeted	2021-24	No/ of sessions delivered; Training evaluation indicators: Quality of training; Increased understanding; Increase in skills levels	City & Organisational Strategy	3 disability awareness sessions delivered virtually, 2 employee sessions and 1 manager session.

	<p>disability awareness, bi and trans awareness training (classroom based and on - line)</p>				<p>No diversity sessions have been delivered in person during the pandemic.</p> <p>The e-learning programme is being rolled out to include new starts, and refresher training as face-to-face training is not yet possible.</p> <ul style="list-style-type: none"> • One Mental Health First Aid training programme was delivered (3x half day sessions) • Stress Awareness for Managers session on 26th Jan 2022 - 148 managers attended. • A new Health and Wellbeing Hub, 'Staywell', was launched providing advice and guidance on a range of health and wellbeing and disability issues. • A number of personal stories outlining how hobbies and interests help to protect and improve mental health have been included on Interlink. • Delivery of awareness raising sessions - prostate cancer; ovarian and cervical;
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					<p>dementia awareness, breast and bowel screening awareness; men's mental; health webinar (delivered by Aware NI to celebrate International Men's Day); nutrition and the menopause; Promoting personal health and wellbeing sessions</p> <ul style="list-style-type: none"> • Heart health information included on Interlink • Shared content on Interlink from EFDNI's Five Days to a new You campaign • Yoga/ mindfulness sessions delivered. <p>LGBT training</p> <p>Stonewall delivered a number of awareness raising sessions to staff:</p> <ul style="list-style-type: none"> • LGBT+ inclusion and awareness training- 3 sessions • Specific LGBT+ awareness training for senior leaders – 2 sessions • Specific LGBT+ training relating to procurement – 1 session • Trans awareness training- 1 session
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					<ul style="list-style-type: none"> • Bi identity awareness training- 1 session • Mental Health First Aid for Proud network members - 5 spaces allocated for Proud members.
5.17	Strategic Leaders and Elected members attend leadership equality training	2021-24	No/ of sessions delivered; Training evaluation indicators: Quality of training; Increased understanding; Increase in skills levels	Cross-departmental	A specific session for senior leaders on LGBT+ leadership was delivered.
5.18	Review participation in council's new engagement framework to identify participation gaps or areas for improvement	2021	Participation rates by gender, age, disability, race and community background. (Registrations on new platform). / Assess seldom heard or other s.75 participation rates as applicable. / Consultation and engagement gives all people equal opportunity to participate	City & Organisational Strategy	<p>Residents must be registered to participate in open or deliberative tools on our engagement platform; they do not have to register to complete a survey. Participation in surveys and traditional consultations is open to all and is monitored at each individual consultation level as required. Registration also enables us to inform participants of current engagements via newsletters and gives us an indication of who is engaging with us at a broad level. (individual consultations will attract a different demographic depending on the nature and issue)</p> <p>As of June 2022, we have 2476 citizens registered on the Your Say Belfast</p>

					<p>platform. As part of the registration, participants have the option of providing demographic data. Based on the registrations to date with completed monitoring (baselines vary and range from 1221 to 1781) :</p> <ul style="list-style-type: none"> • 9% are aged 24 and under and 9% aged 65 and over • 71% were female and 27% were male • 14% indicated that they had a disability or long-standing illness, with 9% choosing 'prefer not to say' (as opposed to not answering). 77% had no disability. • 47% had caring responsibilities and 53% did not • 97% were white, 3% were from all other ethnic groups, including Irish Traveller and mixed ethnic groups. • 81% were heterosexual, 6% were gay or lesbian, 1% were questioning/ unsure or used a different term and 12% 'preferred not to say' (as opposed to not answering).
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					<ul style="list-style-type: none"> 58% were from the Roman Catholic community, 18% were from the Protestant community and 24% were from neither community. <p>During the first phase of the Belfast Agenda refresh engagement, we went to youth groups, sporting clubs and events for older people to ensure the views of these target groups were heard. We also held an equalities workshop and 4 local area themed workshops to help ensure we were as inclusive as possible.</p> <p>We are currently exploring how we can improve outreach and engagement with new communities coming to Belfast in collaboration with the Good Relations Unit.</p>
5.19	Research best practice and assess council's engagement and participation of young people and develop best practice guidance for council officers	2021	Production of guidance and case studies. / Evidence of improved or innovative approaches to engaging young people. / % of young people who agree that council consults with and listens to the views of local residents (survey in 2021 and 2023)	City & Organisational Strategy	As of June 2022, we have 2476 citizens registered on the Your Say Belfast platform, of which only 108 are aged 24 and under. (Note, you do not have to register complete a survey but you must be registered to participate in open or deliberative tools). Improving engagement with young people has been prioritised in the council's statutory Improvement Plan.

					<p>In 2021, we created a youth facing COP26 engagement including a climate crisis youth survey and quick poll, attracting over 1200 responses from young people.</p> <p>In collaboration with the Youth Council and Climate Teams, we are continuing to explore options for enhancing engagement with young people. A new Youth Council has recently been established and as they develop in their role, we will work with them to identify ways to maximise engagement via the youth council and the YoursayBelfast platform.</p>
5.20	Support platforms, networks and forums, such as the Older People's Forum, Disability Advisory Panel and Migrant Workers' Forum, that widen engagement, targeting in particular those most at risk of being "seldom heard"	2021-24	% attendance at each meeting from cross section of organisations/individuals; % of staff/members who understand purpose of these networks and forums and find it useful; Effective feedback mechanism established, and used by members	Cross-departmental	<p><u>CNS</u>: The Council has an interactive Migrant Forum that provides a regular platform for engaging with BAME communities. Weekly emails are disseminated linking BAME communities with information on Council services.</p> <p><u>FR</u>: Customer focus programme director and staff consult and engage with forums as required.</p> <p><u>PE</u>: Bolder Vision held six workshops, of which two were specific for older people and people with disabilities.</p>

					<p>As part of the development of the 10-year Tourism Plan: Make Yourself at Home, approximately 300 public, private and community sector stakeholders were engaged.</p> <p>As part of the consultation process, presentations and Q&A sessions were offered to the council's Equality Consultative Forum, Youth Forum, Migrant Forum, Disability Advisory Panel and Older Peoples' Forum. All S75 consultees were invited to engagement workshops and were encouraged to visit the Your Say Belfast engagement platform. Nearly 200 people attended the five online workshops included representatives from community tourism organisations, tourism businesses and partners; artists and cultural organisations.</p>
5.21	Use our engagement platform to encourage and build capacity within communities to engage with council using dialogue and qualitative mechanisms	2021-23	No. of standing panels. / No. of project specific panels and forums. / No. and type of panels involving targeted Section 75 or seldom heard groups (per year)	Cross-departmental	<p><u>FR</u>: Stakeholder consultation and engagement is a principal feature of the customer focus programme. In particular to inform the service redesign process from transition, transformation and onboarding.</p>

					<p><u>PE</u>: launched three public consultations and undertook six online engagement exercises as part of the Bolder Vision engagement. Over 2,000 people visited the council's Your Say Belfast engagement platform and there were 967 online responses covering a range of Section 75 categories. A range of engagement tools were utilised for 'idea sharing', storytelling, posing questions and interactive maps – all of which ensured meaningful dialogue and online engagement.</p> <p>As part of the City Centre Living Engagement, we developed a housing surveyed which received 317 responses, 284 of which agreed to provide section 75 monitoring information. Of this total,</p> <ul style="list-style-type: none"> • 55% were male, 43% female and 2% transgender. • 6 % were aged 18-24 and 5% were aged 65+ • 12% reported that their day-to-day activities were limited because of a health problem or disability
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- 98% were white, 1% were from a mixed ethnic group and 1% was Indian.
- 37% had caring responsibilities, the majority of which were for children.

COS: Our new engagement platform offers a range of interactive mechanisms to engage with residents and other stakeholders. Whilst uptake of the 1 million trees initiative has been very good, the use and participation of other mechanisms remains is lower than what we would like. It is hoped that with covid restrictions easing, a hybrid approach to participation will make enable us to widen participation and enhance online activity.

To date:

- There are 2,476 active participants registered on the platform, which were achieved through a combination of proactive outreach to existing community planning contacts and new engagements. (Figures excludes Belfast city council emails)

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| | | | | | <ul style="list-style-type: none">• We have issued 11 newsletters from the Your Say Belfast Platform to inform participants of current consultations – our open rate averages around 50% which is significantly higher than industry average.• During 2021-22 alone we received 5,194 survey responses, 1,607 new ideas posted (attracting over 34,400 likes or comments), 488 quick poll responses, 119 pins placed on a map 38 online questions, forum or guest book posts |
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Ref No	Actions	Timescale	Performance Indicator	Departmental Responsibility	Update/ Progress
5.22	Deliver Equality Scheme Implementation Plan	2021-24	Annual compliance report to EDNS/ No. of complaints	Legal & Civic Services	The EDNS has met regularly during the 2021-22 year. However, due to organisational changes during 22-23, the annual compliance report is combined with the annual report, which is reported to all Chief Officers and the Council. No complaints were received during this reporting year.
5.23	Deliver Rural Needs Action Plan	2021-24	Annual compliance report to EDNS / No. of complaints	Legal & Civic Services	This has commenced and Council officers will be contacting NISRA to enquire whether there has been any updated information on rural areas in Belfast since 2017 as it is possible that some areas could be reclassified due to new housing being built.
5.24	Effective Leadership in S75 demonstrated through the Equality and Diversity Network	2021-24	At least 3 meetings of both Operational and Strategic levels of Equality and Diversity Network. / Completed audit of S75 processes	Legal & Civic Services	The EDNO/s continued to meet during 2021/2022. This will be progressed further next year when new strategic directors have been appointed and training will be delivered by the Equality and Diversity Unit.

5.25	Explore development of baseline of equality related information for use by staff in all aspects of the council business	2022-24	Information of relevant equality data communicated to all staff available to all staff. / Access to equality data sets	Cross-departmental	<p><u>CNS</u>: We will implement any Corporate approaches to this action within the CNS Department.</p> <p><u>PE</u>: Economic development is currently embedding the tracking of section 75 and Inclusive Growth priority groups within a bespoke CRM that has been developed for the department. This will provide more detailed equality monitoring data going forward.</p>
5.26	Deliver Language Strategy 2019-2023 and related action plans	2021-23	Analyse feedback and develop action plans as appropriate	Legal & Civic Services	The Language Strategy Action Plan has been developed and the unit is currently seeking feedback through the Language Strategy Working Group, Party Group Leaders and CMT before submission to the Strategic Policy and Resources Committee.

Glossary

CNS – City and Neighbourhood Services

P&E – Place and Economy

FR – Finance and Resources

COS - City and Organisational Strategy

IG – Inclusive Growth

SP&R – Strategic Policy and Resources Group

SPG – Supplementary Planning Guidance

EDNO – Equality and Diversity Network (Operational)

EDNS – Equality and Diversity Network (Strategic)
Corp Comms – Corporate Communications

BRCD – Belfast Region and City Deal

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Disability Action Plan Status at end of 2021/22 fully achieved

Appendix 3

Strategic Priority 1

Encouraging the participation of disabled people in public life

Improved opportunities for disabled people to engage with and influence policy makers	The Disability Advisory Panel (DAP) attend and participate in consultation processes	2019	EDO/Language Officer	4 projects per year to receive advice and guidance from the DAP	Quarterly meetings, including consultations, completed on at least 4 projects.
			EDO/Language Officer	Number of changes made to policies/services as a result of their input	Changes were made to various services, due to advice and input from the DAP.
					Improved opportunities for disabled people to engage with and influence policy makers. The following topics were discussed: <ol style="list-style-type: none"> 1. Forth Meadow Greenway consultation 2. Street Signage consultation 3. Making Yourself at Home consultation 4. Access & Inclusion Funding 5. Air Quality consultation
Improved opportunities for Sign Language Users to engage with and influence policy makers and to educate employees	Establish and facilitate a Sign Language Users Forum	2019	Language Officer	A Sign Language Users Forum to meet at least twice a year	Sign Language Users' Forum met 3 times during 2021/22. Improved opportunities for Sign Language Users to engage with and influence policy makers and to educate employees.
Disabled people are provided with appropriate support to enhance employability and obtain employment	The Disability Staff Network to provide support on future action planning	2019	HR	Disability Staff Network to meet at least 3 times a year	Four Disability Staff Network meetings took place. Disabled people are provided with appropriate support to enhance

					employability and obtain employment.
Develop the capacity of the organisation to support staff with disabilities	Provide ongoing advice and support to employees in relation to reasonable adjustment requirements	2019	HR/Departments	Monitor number of reasonable adjustments requests and those subsequently provided	Number of reasonable adjustments requested completed. Develop the capacity of the organisation to support people with disabilities in the workplace.
Feedback encouraged from disabled people and their representative groups in how we can encourage greater participation by disabled people in public life and we can prove that we act on this feedback	Arrange a minimum of 3 Forum meetings per year and additional meetings as required	2019	EDO	Minimum of 3 Forum meetings held	The Disability Advisory Panel met 4 times during 2021/22, on the following dates: 17 June 2021 7 th September 2021 7 th December 2021 8 th March 2022 Feedback encouraged from council departments in how we can encourage greater participation by disabled people and how we can improve our services.

Disability Action Plan Status at end of 2021/22 partially achieved

Strategic Priority 1

Encouraging the participation of disabled people in public life

Feedback encouraged from disabled people and their representative groups in how we can encourage greater participation by disabled people in public life and we can prove that we act on this feedback	Review membership of Equality Consultative Forum (ECF) and increase representation of disabled people and representing organisations	2019	EDO	<p>New ECF Terms of Reference established</p> <p>% attendance at each meeting from cross section of disability organisations/individuals</p> <p>% of staff/members who understand purpose of the ECF and find it useful</p> <p>Effective feedback mechanism established, and used by members</p>	<p>The Equality Consultative Forum has been taking place virtually since the start of the Covid-19 pandemic. The Forum met twice on the following dates: 17th June 2021 & 1st December 2021. Attendance at meetings was low.</p> <p>A review of the forum and commitment to group has not taken place.</p>
Disabled people are provided with appropriate support to enhance employability and obtain employment	Review recruitment process in respect of adjustments provided to applicants with autism and learning difficulties	2019	HR	% of changes implemented	Resource not available to progress.
Disabled people are provided with appropriate support to enhance employability and obtain employment	Consider all requests for reasonable adjustments as part of the selection process	2019	HR	% of reasonable adjustments requested and provided	Three requests received. One was provided at interview stage.
Disabled people have the opportunity to participate in work experience	<p>Facilitate at least 30 work experience placements for people with disabilities</p> <p>Participate in annual job shadowing initiative promoted by NIUSE (internal)</p>	2019	HR	30 placement opportunities facilitated, including three via the job shadowing initiative	No placements provided for people with disabilities to date. Majority still on hold due to Covid-19 (a few virtual, project-based placements have been offered).
Disabled people who are considering starting a business are supported	Identify opportunities for disabled people to start a business.	2019	Place and Economy Department	Increase in % participants with disability on enterprise awareness initiatives	The Enterprise and Business Growth team encourage business owners from all backgrounds to participate in their support programmes and in

					<p>the past, with cooperation from disability support groups, have worked to deliver events specifically for business owners with disabilities.</p> <p>Where required, additional measures are taken to ensure support is accessible to persons with a disability, based on referrals from disability organisations. We often extend our support services to provide additional time and adjust to ensure individuals are accessing support to meet their needs.</p>
<p>Disabled people are supported to access employability initiatives</p>	<p>Review and consider opportunities to engage disabled people in the Belfast Employability Pathway (Belfast Workplace)</p> <p>Provide specific adaptations/support to enable participants to take part in council employability initiatives.</p>	2020	Place and Economy Department	6 monthly retrospective measurement of participant numbers on disability focused employment initiatives.	<p>As part of the Business Growth Programme, the Enterprise and Business Growth team facilitate and organise several workshops and skills development opportunities for business owners as part of mentoring support. At recent workshops, we encouraged participation from the NI Union of Supported Employment (NIUSE) to help address disability exclusion. This has proven difficult to expand upon due to all networking and workshops being online. It is the intention of the Business Growth team to continue to work with organisations, such as NIUSE, and provide disability awareness support as part of future mentoring workshops.</p>
<p>Liaise with organisations to support staff with disabilities.</p>	<p>Engage with under-represented groups via umbrella organisation representation on the Enterprise and Business Growth Working Group Put in place reasonable adjustments to support disabled</p>	2019	Place and Economy Department	Hold 2 meetings per year minimum with representative bodies/stakeholder groups.	<p>The team regularly engage with Disability Action, as one of our key stakeholders, to ensure that communication on our support is distributed to their client groups.</p>

	people access support programmes designed to help them start a business.				Where appropriate, we also engage with the Council's Disability Forum.
Disabled people are provided with appropriate support to enhance employability and obtain employment	Identify opportunities to ring-fence certain posts to long-term unemployed, including those with a disability and ensure any pre-recruitment and training programme caters for any reasonable adjustments	2019	HR	<p>Consider suitability of campaigns for pre-recruitment and training programmes</p> <p>Ring-fence 20% of places available on pre-recruitment and training programmes to people with disabilities</p>	<p>No pre-recruitment and training programmes delivered to date.</p> <p>Work is ongoing to identify suitable opportunities to ring-fence places as part of the Open Space and Streetscene review.</p> <p>Work is ongoing to identify opportunities as part of the Government's Job Start Initiative.</p> <p>Engagement will take place with disability sector regarding available opportunities.</p>
Develop the capacity of the organisation to support staff with disabilities	<p>Provide ongoing advice and support to employees in relation to reasonable adjustment requirements</p> <p>Investigate options around how staff could be encouraged and feel confident in declaring a disability via internal HR system</p>	2019	HR/Departments	<p>Monitor number of reasonable adjustments requests and those subsequently provided</p> <p>Create database of types of reasonable adjustments made</p> <p>Publish results from investigation /voluntary monitoring and make recommendations as appropriate</p>	No six-monthly update figures. Reasonable adjustment information is requested from departments at end of year.
Disabled people have appropriate support so that they can participate in the cultural life of the city on an equal basis	Address licensing of Pavement Cafes when the council receives guidance from the Department for Infrastructure	TBC	Planning and Building Control	Monitor implementation of licensing Pavement Cafes	During the course of the pandemic, the Council introduced a temporary Pavement Café licensing scheme ¹ to assist with business recovery. This was equality screened and it was recently reviewed and updated. A key consideration prior to issuing a licence includes an assessment to ensure the pavement café does not obstruct the footpath or footway and does not present a hazard for pedestrians, particularly those with a

¹ [Pavement cafe licence \(belfastcity.gov.uk\)](https://belfastcity.gov.uk/pavement-cafe-licence)

					physical/mobility disability or visual sight loss or who are blind. Through the course of the temporary scheme, Building Control will continue to review the guidance and licensing process and its impact on disabled people to consider opportunities to better promote equality of opportunity.
City centre retailers are encouraged to support accessibility for disabled people	Engage with city centre retailers to consider how to support disabled people as part of customer focus support programmes.	2019	Place and Economy Department	Number of businesses that participate.	As a result of the impact of Covid 19 Shop Mobility has been closed for much of 2020/21. The Enterprise and Business Growth Team will work with city centre organisations/stakeholders to support them to engage city retailers to better support accessibility for disabled people in the city centre
Disabled people have appropriate support so that they can participate in the cultural life of the city on an equal basis	Deliver the Inspiring Communities theme which identifies disabled people as a priority area and removing barriers to participation to ensure all sections of the community engage with high quality culture, arts and heritage	2019	Place and Economy Department	Deliver small capital enhancement projects that will increase access for disabled people to quality cultural product and experiences	After year-long research and preparation, the newly launched Gig Buddies programme (See Black Box example; The Black Box (blackboxbelfast.com) is a multi-year initiative. Gig Buddies is a project that pairs adults with learning disabilities and/or autism with a volunteer, based on their shared interests, to build a friendship and attend monthly events together. The aim is to ensure adults with learning disabilities and/or autism feel confident when attending local venues so that they can enjoy all the great events happening in their community and be actively involved in making decisions about their own social lives. The project also endeavours to make volunteering easier as volunteers attend gigs they'd probably already be going to,

					but with their Gig Buddy. This allows volunteers to share their interests with their Buddy and easily manage volunteering alongside their other commitments. TCHA are aiming to develop an initial strong cohort of volunteers and ambassadors.
Persons with a disability are able to attend and fully engage in events and programmes delivered by council	Scope and research the accessibility of Belfast City Centre to identify gaps and opportunities, to enable disabled people to participate fully in city centre life. This will include initiatives to promote accessibility in the city centre from an economic development perspective.	2020	City & Neighbourhood Services Department	Conclusion of research and determine next steps in delivery to target hard to reach groups.	Cathedral Gardens ² is the first multifunctional play area of its kind in Belfast City Centre. It was featured as best practice in the Royal Town Planning Institute Practice Advice on engaging children and young people, Urban Land Institute report on innovative responses to COVID-19 in the public realm, Belfast Healthy Cities “Designing Places for Children & Young People” and in the Los Angeles Times: 14 clever COVID-19 design solutions from around the world). ³ Designed by toddlers and primary school children, it has the following disabled friendly sensory play equipment/features: A giant spinning ‘hamster’ wheel (the first to be installed in any Council park), musical play equipment (xylophone, outdoor drums, a sound wheel and a cavatina) and a tactile hazard paving and a handrail to steps of an upper level. This engages children’s visual stimulation, hearing, touch and vestibular senses. Inclusive physical disability features are improved ramped access to the play area and installation of wheelchair accessible picnic tables.

					¹ Toddler-designed park 'popping up' at Cathedral Gardens (belfastcity.gov.uk) ¹ 14 clever COVID-19 design solutions from around the world - Los Angeles Times (latimes.com)
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Strategic Priority 2

Promoting positive attitudes towards Disabled People

Public attitudes to disabled people are more positive and negative attitudes are challenged	Effective partnership working with the British Deaf Association	2019	Language Officer	Develop and implement a 3 year BSL and ISL Charter Action Plan in partnership with the British Deaf Association	Implementation of BSL and ISL Charter is work in progress. A procurement exercise for a new video Relay Service contract was completed. We offer a Video Remote Interpreting (VRI) service at all leisure centres, City Hall, Cecil Ward Building, Tropical Ravine and Belfast Zoo. We continue to engage with the Sign Language community via our Sign Language Users' Forum.
Disabled people have appropriate support so that they can participate in the cultural life of the city on an equal basis	Consult with internal staff and Mencap to explore the introduction of appropriate communication tools for people with learning disabilities at customer centres e.g., City Hall, Belfast Zoo	2019	Language Officer	A number of communication tools for people with learning disabilities at customer centres	Covid-19 has put this action point on hold.
Persons with a disability are able to easily access relevant council information	Promote the range of alternative formats that are available	2019-2022	All Departments	Evaluation of accessibility of council information via various formats	This is work in progress. We want as many people as possible to be able to use the website and involve people with disabilities in our User

					<p>Experience stage of our new website development. Website accessibility scores are as 'excellent' by Silktide. We have committed to annual manual testing of our site, by users with a range of disabilities to ensure we see how others access our information.</p> <p>We've also made the website text as simple as possible to understand and it is approved by the Plain English Campaign on an annual basis.</p> <p>Recently introduced customer service standards actively promoting staff training in the use of Plain English.</p>
Sign Language Users are aware of accessible communication within the council	Create a translation protocol document for Sign Language Users and disabled people accessing council's online material and electronic documents	2020	Language Officer	A number of identified BCC online material and electronic documents to be produced in accessible formats	The 'Making Communications Accessible' Guide is completed and circulated, to support staff to provide accessible material.
Develop the capacity of staff to ensure awareness of the legal obligations in relation to employment and service delivery	<p>Roll-out Diversity Awareness training programmes for council employees:</p> <ul style="list-style-type: none"> - continue delivery of disability equality awareness training; - continue to seek nominations from staff with disabilities to provide specific awareness raising session around disability; 	2019	HR	<p>Deliver 12 disability awareness training sessions to managers and employees</p> <p>Deliver 12 diversity awareness training sessions to managers and employees</p>	<p>3 sessions delivered- 2 employee sessions and 1 manager session.</p> <p>No diversity sessions have been delivered.</p> <p>The e-learning programme is being rolled out to</p>

	<ul style="list-style-type: none"> - continue providing access to diversity e-learning programme; - continue delivery of classroom-based diversity training; - identify and target awareness raising sessions on specific areas of disability - incorporate equality and diversity module into Tier 3 Training - Unconscious bias training will be rolled out to Corporate Management Team 			<p>All new staff to attend training within 6 months of commencing employment</p> <p>All Tier 3 Managers to attend Equality and Diversity module</p> <p>All Corporate Management Team to attend Unconscious Bias training</p>	<p>everyone, including new starts, and as a refresher as face-to-face training not yet possible.</p> <p>One Mental Health First Aid training programme was delivered (3x half day sessions)</p> <p>Stress Awareness for Managers session on 26th Jan 2022 - 148 managers attended.</p> <p>A new Health and Wellbeing Hub, 'Staywell', was launched providing advice and guidance on a range of health and wellbeing issues.</p> <p>A number of personal stories outlining how hobbies and interests help to protect and improve mental health have been included on Interlink.</p> <p>Delivery of awareness raising sessions - prostate cancer; dementia awareness, breast and bowel screening awareness; men's mental health webinar (delivered</p>
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					by Aware NI to celebrate International Men's Day) Yoga/ mindfulness sessions delivered.
Develop the capacity of Members to ensure awareness of the legal obligations in relation to employment and service delivery	Research the possibility of including disability awareness sessions for Members in the Members Training Programme and include Disability Action Plan in the members Induction Programme Upload the Disability Action Plan to the Members Portal	2019	HR	Communicate outcomes of research and plan next steps if applicable Disability Action Plan uploaded to the Members Portal	Disability Awareness training for members is still under consideration.
Promotion of positive attitudes towards disabled people	Organise specialist training/workshop for Project Sponsors/Project Managers/APMs regarding the relevant DDA issues on capital build scheme	2019	Property and Projects Department	Deliver 2 training sessions % of staff who found the training useful	A one-day DDA training course has taken place within the Project Management Unit.
Improve awareness of disabled toilet facilities for people with disabilities Improve accessibility to Changing Places facilities across the City Improve social inclusion for people with disabilities	To promote and review disabled toilet access and engage with disability groups to encourage wider use To promote the Changing Places facilities across the City and review the existing process To provide information and training (where necessary) to front-line staff about RADAR key, including its use and how to apply for it	2019 2019 2019	City & Neighbourhood Services Department	Report on the review of existing process and the number of stakeholder organisations engaged for 19/20 Increase in choice of available Changing Places facilities across the city from 3 to 5 over the next 24 months Ensuring a continuing presence of Changing Places facilities are available on BCC and Changing Places website	A changing places facility was first introduced to the City Hall in 2018 and, as a result, further changing places facilities are in place at Belfast City Hall, Belfast Zoo and at following leisure centres; Olympia, Lisnasharragh, Andersonstown, Brook and Girdwood. Plans to introduce further changing places facilities are underway.

Disability Action Plan Status at end of 2021/22 not achieved

Strategic Priority 1

Encouraging the participation of disabled people in public life

Strategic Priority 2

Promoting positive attitudes towards Disabled People

Public attitudes to disabled people are more positive and negative attitudes are challenged	Language Officer to represent council at the Coalition on Deafness	2019	Language Officer	Attend at least 1 Coalition on Deafness meeting.	No invitation to a Coalition meeting during 2021/22.
Disabled people are able to access the information they need in the format most accessible to them	Continue to promote/communicate our options for access to information/forms/ people/services in relation to council buildings	2019	Corporate Communications	Survey the number of departments who do this successfully and report on findings	Due to the Covid -19, this action has been delayed.
Develop the capacity of the organisation to support staff with disabilities	Conduct a voluntary monitoring exercise	2019	HR/Departments	Monitor number of reasonable adjustments requests and those subsequently provided Create database of types of reasonable adjustments made Publish results from investigation /voluntary monitoring and make recommendations as appropriate	No six-monthly update figures. Reasonable adjustment information is requested from departments at end of year. C/F to next year

Minutes of Party Group Leaders' Consultative Forum Thursday 11th August 2022

Attendance

Members:

Councillor Ciaran Beattie
Councillor Billy Hutchinson
Councillor Samuel Nelson
Alderman George Dorrian
Councillor Mal O'Hara
Councillor Donal Lyons

Apologies: Councillor Fiona Ferguson, Alderman Sonia Copeland, Councillor Emmet McDonough-Brown, Councillor Michael Long

Officers:

John Walsh, Chief Executive
Ronan Cregan, Deputy Chief Executive and Director of Finance and Resources
Christine Sheridan, Head of Human Resources (for Items 1 & 3)
David Sales, Director of Neighbourhood Services (for Items 5 & 6)
John Tully, Director of City & Organisational Strategy (for Item 6)
Cathy Reynolds, Director City Regeneration & Development (for Item 6)

1. Interim Arrangements

The Chief Executive and Head of Human Resources outlined the proposed interim management arrangements for the post of Director of Finance and Resources following the recent recruitment process. Members noted that a report with the detail discussed will be submitted to August SP&R for consideration.

2. Finance Update

The Deputy Chief Executive & Director of Finance & Resources presented the Quarter 1 financial outturn for 2022/23 and advised a report will be brought to August SP&R outlining the Quarter 1 financial position for the Council. He also provided an update following the June SP&R Committee for the remainder of the non recurrent reallocation of the year end surplus and a report on the issues discussed will be presented to August SP&R Committee for consideration. In relation to an issue raised, Members also discussed the current market volatility on utility costs and the rise in inflation and the impact on Council Financing. Detailed discussion followed on the many challenges involved and potential funding options for future years. In light of these challenges Members noted that further work was still required on estimates for 2023/24, a report will be brought to a future SP&R Committee.

A query was raised in relation to utility costs for Community Organisations and how Council could explore potential mechanisms to support community organisations struggling to pay overhead costs given the recent significant increases. The Director of Neighbourhood Services advised that a report had recently been considered by the August P&C Committee and that work was ongoing. The Deputy Chief Executive & Director of Finance & Resources advised that this will be included in the Non-Recurrent Re-allocations report.

3. Update on engagement with Trade Unions on Cost of Living Proposals

The Head of Human Resources updated the Forum on ongoing discussions with the Trade Union Group in relation to the cost of living crisis. She outlined for Members the detail of the proposals put forward and the Trade Union response following the meeting. The Deputy Chief Executive and Director of Finance and Resources provided an update on the costings involved in relation to the proposals being considered. A report will be submitted to August SP&R Committee for review and consideration and this item will also be included in the Non-Recurrent Re-allocations report.

4. Update on City Region Growth Deal

The Deputy Chief Executive and Director of Finance and Resources updated Members on the progress of the Belfast Region City Deal including an update on the Contracts for Funding which are required for each of the capital projects. He advised that work to formalise permanent structures and resources to allow the Council to carry out its role as Lead authority and Accountable Body has now been completed. It was noted that there was a revision to the Financial Agreement presented to Members at the June Committee and that it would be included in the update report to August S&R Committee.

5. Arrangements to deal with removal of bonfire materials

The Chief Executive advised that he had received correspondence from the Department for Infrastructure in relation to the programmes of work associated with bonfires. Members discussed the correspondence received and agreed that the Chief Executive continues to engage with the Department in agreeing a way forward. A Member raised an issue in relation to a Bonfire site on council owned land and the Chief Executive noted the issue raised.

6. City Centre All Party Working Group

The Director of City Regeneration & Development provided an update on the proposals for a City Centre All Party Working Group, and the emerging wider city centre governance structures. She advised that the draft terms of reference for the working group had been

circulated in advance to the Forum. A Member suggested an addition to the terms in relation to policy innovation and it was agreed that this would be added in advance of August SP&R Committee. It was noted that the report will recommend that membership of the group would be Party Group Leaders or their nominee.

The Director City & Organisational Strategy provided an update in relation to the work ongoing with the Strategic Leadership group - Complex Lives and outlined the work underway to develop and embed a new approach to supporting vulnerable individuals within the city. A report will be brought to August SP&R which will include a detailed update.

The Director of Neighbourhood Services then provided an overview on the work that has taken place in recent weeks in terms of cleansing within the City Centre. A detailed update will be presented to the Cleanliness Task Force at its next meeting.

In response to some issues raised by Members the Chief Executive stressed to Members that he is fully committed to addressing the short and longer term challenges facing the city centre. He advised that the Working Group will be action led and will make recommendations to the relevant committee for approvals.

7. Planning Update

The Chief Executive updated the Forum on the live planning applications and informed the Forum of applications that were being presented to the Planning Committee in August.

8. AOB

Forth Meadow Signage

The Chief Executive advised that a request for Irish language signage to be installed at Forth Meadow Community Greenway had been received. He advised that the request needs to be reviewed in line with the letter of offer and equality screening process and an update will be brought back to Party Group Leaders in due course.

Stratagem – Delivering Effective Government Conference – request for sponsorship

Members noted a request for Sponsorship received from Stratagem for the Council to sponsor a forthcoming conference 'Future of Politics: Delivering Effective Government' to be

held in September 2022. A report will be brought to August SP&R Committee for Members consideration.

Lagan Gateway Update

The Chief Executive provided an update in relation to the Lagan Gateway project following a naming competition for the new bridge at Stranmilis which went out for consultation in May 2022. Party Group Leaders had been updated on the outcome of the consultation at the September meeting of the Forum. Discussions have been ongoing since then and the Chief Executive detailed to Members the preferred public option which sits outside the Naming Policy. A report will be brought to August SP&R Committee for Members to consider if they wish to step outside of the Naming Policy on this occasion.

Illumination Requests

The Chief Executive advised he had received a request from a Member to light up City Hall for Development Language Disorder Awareness Day on 14 October 2022. He also advised that a Member had requested that the illumination of City Hall for Pride and raising of the rainbow flag on City Hall aligns to the same date as the Pride Parade going forward.

Members noted both requests would be agreed under the Chief Executive's delegated authority.

Joint Leadership Session PGL's/CMT

Members discussed one of the recommendations in the Peter Coll report in relation to Member/Officer relationships. It was agreed that an externally facilitated leadership training session will take place with Party Group Leaders and the Council's Corporate Management Team at one of the regular Forum meetings. The date and details for the session will be circulated to Party Group Leaders.

Alleyway Transformation Fund and Unadopted Alleyways Programme

Councillor O'Hara raised an issue in relation to both the Alleyway Transformation programme funded by the Department for Infrastructure (DFI) and un-adopted alleyways. He advised that he had subsequently received an update on the Alleyway Transformation programme from the Neighbourhood Services Manager. It was agreed an update on un-adopted alleyways would be brought to a future meeting.

Draft Language Strategy

The Chief Executive advised that the Language Strategy Action Plan and proposed next steps will be considered by the Language Strategy Working Group this month. Following this meeting this will be brought to a future meeting of the Forum for consideration in advance of SP&R Committee.

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Belfast
City Council

Subject:	Requests for Use of the City Hall and the Provision of Hospitality
Date:	19th August, 2022
Reporting Officer:	Nora Largey, Interim City Solicitor and Director of Legal and Civic Services
Contact Officer:	Aisling Milliken, Functions and Exhibition Manager

Restricted Reports

Is this report restricted?

Yes ☐ No ☒

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 ☐

1.0	Purpose of Report
1.1	This report, together with the attached appendix, provides details of requests received up to 5th August from external organisations for access to the City Hall function rooms. These appear to the Function Management Unit to comply with the criteria previously established by the Committee and are recommended for approval.
2.0	Recommendation
2.1	The Committee is asked to approve the recommendations made in respect of applications received up to 5th August, as set out in the attached appendix.
3.0	Main Report
	<u>Background Information</u>
3.1	Members will be aware that the Committee, at its meeting of 6th January 2017, agreed to

	modify the criteria governing access to the City Hall function rooms for external organisations.
3.2	The Committee also agreed to the implementation of room-hire charges for some categories of function, and also revised the approach to the provision of civic hospitality for functions on foot of the agreed efficiency programme. Some further modifications to this approach were agreed at the Committee's meetings of 24th March and 23rd June 2017 and 23rd June and 25th October 2019.
	<u>Key Issues</u>
3.3	The existing revised criteria and scale of charges have been applied to the various requests received and the recommendations herein are offered to the Committee on this basis for approval.
3.4	The attached schedule covers seven applications for functions, scheduled for 2022 and 2023.
	<u>Financial and Resource Implications</u>
3.5	The implementation of charging for external functions has commenced, in line with the Committee's decisions in the matter.
	<u>Equality and Good Relations / Rural Needs Implications</u>
3.6	There are no direct good relations, equality or rural needs implications arising from this report.
4.0	Document Attached
	Schedule of function requests received up to 5th August, 2022

AUGUST 2022 CITY HALL FUNCTION APPLICATIONS

NAME OF ORGANISATION	FUNCTION DATE	FUNCTION DESCRIPTION	CRITERIA MET	ROOM CHARGE	HOSPITALITY OFFERED	CIVIC HQ RECOMMEND
2022 EVENTS						
North Belfast Interface Network	8 September 2022	Challenging Conversations, Promoting Positive Change Award Ceremony for 60 North Belfast residents who have completed the cross community Challenging Conversations course. Numbers attending - 80	D	No charge - Complimentary as Charity	No hospitality (Option if committee want to offer funding towards TCB)	Approve No charge No hospitality
West Belfast Partnership Board	6 October 2022	West Belfast Aisling Educational Bursary Awards Ceremony - celebration of the work of people in the bursary and encourage others into further education to improve their skill sets and the work force for business in the City. Numbers attending - 250	D	No charge - Complimentary as Charity	No Hospitality (Option if committee want to offer funding towards TCB)	Approve No charge No hospitality
Polish Educational and Cultural Association	20 November 2022 <i>tbc</i>	Polish Independence Day 2022 – Celebration event to promote diversity and reflect on positive contribution of Polish community. Numbers attending - 160	C & D	No charge - Complimentary as Charity	No (supply own)	Approve No Charge No Hospitality
N I Tourist Guiding Association	2 December 2022	Gala Dinner to celebrate 30 years of Professional Tourist Guiding in N Ireland – Dinner with speeches and after dinner entertainment.	C & D	No charge - Complimentary As Not For Profit	Yes, Wine Reception as significant anniversary	Approve No charge Wine Reception <i>£500 given to their chosen caterer for wine on arrival/ dinner</i>

AUGUST 2022 CITY HALL FUNCTION APPLICATIONS

		Numbers attending - 150				
2023 EVENTS						
The Scout Association, Northern Ireland Scout Council	6 January 2023	Chief Scout's Award and Queen's Scout Award Presentation – 120 young people receiving awards and attending a reception. Numbers attending - 450	B & D	No charge - Complimentary as Charity	No hospitality	Approve No Charge No Hospitality
Now Group	29 March 2023	Now Graduation Ceremony - annual celebration of the work of trainees supported by the Now Group and completion of the training programme. Numbers attending - 300	D	No charge - Complimentary as Charity	No hospitality as annual event not one-off celebration	Approve No charge No hospitality
Ulster Supported Employment and Learning	31 May 2023	SEN Lunch and Graduation and Celebration 2023 for young with Special Educational Needs and Disabilities completing their time on the Training for Success programme. Numbers attending - 150	B & D	No charge - Complimentary as Charity	No hospitality	Approve No charge No hospitality