



Subject:	#Not Just for Boys Initiative
Date:	20 February 2026
Reporting Officer:	Christine Sheridan, Director of Human Resources Sharon McNicholl, Deputy Chief Executive and Director of Corporate Services
Contact Officer:	Catherine Christy, Corporate HR Manager - Development Karen Fennell Jenkins, Corporate HR Manager - Operations

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Please indicate the description, as listed in Schedule 6, of the exempt information by virtue of which the council has deemed this report restricted.	
Insert number	<input type="text"/>
<ol style="list-style-type: none">1. Information relating to any individual2. Information likely to reveal the identity of an individual3. Information relating to the financial or business affairs of any particular person (including the council holding that information)4. Information in connection with any labour relations matter5. Information in relation to which a claim to legal professional privilege could be maintained6. Information showing that the council proposes to (a) to give a notice imposing restrictions on a person; or (b) to make an order or direction7. Information on any action in relation to the prevention, investigation or prosecution of crime	
If Yes, when will the report become unrestricted?	
After Committee Decision	<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 agreement to a proposal that the Council becomes a champion of the #Not Just for Boys initiative.
2.0	Recommendation
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> Consider the contents of the report and agree to the Council becoming a #Not Just for Boys champion.
3.0	Main Report
3.1	#Not Just for Boys is an initiative led by Women's Tec to support young women and girls to enter and sustain employment in sectors where they are underrepresented. Statistics show that women and girls typically choose traditionally viewed career paths such as beauty or childcare, where salaries are lower, employment less secure and progression opportunities limited.
3.2	A large part of the problem stems from the misconception that some jobs are "just for boys." The #Not Just for Boys initiative is aimed at getting young females in schools to consider careers in the construction industry, in I.T. mechanics and manufacturing. The CEO of Women's Tec attended the Women's Steering Group on 3 February and has requested that the Council considers becoming a #Not Just for Boys champion.
3.3	This initiative is fully aligned to the Council's Gender Action Plan, in particular its aim to promote gender equality in employment within the Council and in the economy, across all sectors. The #Not Just for Boys Champions initiative is a strategic partnership between Women's Tec and employers to create training opportunities and pathways for females in non-traditional sectors.
3.4	<p>An annual fee of £500 is required however the emphasis is on collaboration and support. Signing up to this initiative will require the Council to work with Women's Tec to assist in a number of ways, for example:</p> <ul style="list-style-type: none"> Hosting taster sessions in areas such as joinery or painting and decorating Hosting site visits Speaking at careers events Facilitating work experience placements Donating unused equipment or materials.

3.5	<p>Benefits for the Council would include:</p> <ul style="list-style-type: none"> • Use of #Not Just for Boys Champion digital logo on website and social media • Promotion of Council apprenticeships and other suitable job opportunities where females are currently underrepresented in the Council • Promotion of the Council's champion status on the Women's Tec website and social media pages <p>If agreed, Belfast would be the first council to sign up to the initiative.</p> <p>Financial and Resource Implications</p> <p>An annual fee of £500 is required which will be met from existing budgets.</p> <p>Equality or Good Relations Implications/Rural Needs Assessment</p> <p>Becoming a #Not Just for Boys champion will contribute to the aims of the Council's Gender Action Plan, and particularly our inclusive growth ambitions.</p>
4.0	<p>Appendices – Documents Attached</p>