



<b>Subject:</b>	Draft Equality Action Plan 2017-21
<b>Date:</b>	18 <sup>th</sup> November 2016
<b>Reporting Officer:</b>	John Walsh, Town Solicitor
<b>Contact Officer:</b>	Lorraine Dennis, Equality & Diversity Officer

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

<b>1.0</b>	<b>Purpose of report or summary of main issues</b>
1.1	To request approval of the draft Equality Action Plan 2017-21.
<b>2.0</b>	<b>Recommendations</b>
2.1	The Committee is asked to: <ul style="list-style-type: none"><li>• Approve the draft Equality Action Plan 2017-21</li></ul>
<b>3.0</b>	<b>Main report</b>
3.1	<u>Background</u> As required by Section 75 of the Northern Ireland Act 1998, the council must develop an Equality Action Plan and report progress annually to the Equality Commission for Northern Ireland (ECNI). The council has an interim plan at present and it has been agreed with ECNI that the new plan will be in place by 1 April 2017.
3.2	As recommended by ECNI, in order to develop this plan, the council carried out an Audit of Inequalities which has included: holding a staff workshop; carrying out one-to-one interviews; collecting information from departments; commissioning research; and carrying out pre-consultation engagement.
3.3	It is planned to issue the draft action plan for a 12-week public consultation in December. This will be at the same time as the Belfast Agenda and the Equality Action Plan makes reference to the developing Community Plan for Belfast and its ambition to address

<p>3.4</p> <p>3.5</p> <p>3.6</p> <p>3.7</p>	<p>inequalities in the city.</p> <p><u>Key Issues</u></p> <p>The results of the audit of inequalities have been used to inform the development of the draft Equality Action Plan which is set out in <b>Appendix 1</b>. The draft action plan summarises existing and planned equality-related activity throughout the organisation. It is structured using a slightly modified version of the Local Government Association’s Equality Framework for Local Government:</p> <ul style="list-style-type: none"> <li>• Leadership, partnership and organisational commitment</li> <li>• Understanding our communities through data and consultation</li> <li>• Delivering services accessible to all</li> <li>• Developing a skilled and diverse workforce</li> </ul> <p><u>Timeline for next steps</u></p> <p>Following the public consultation, an updated version of the Equality Action Plan will be brought to Members in March 2017 in order to submit to ECNI in April 2017.</p> <p><u>Financial &amp; Resource Implications</u></p> <p>Officers from across the organisation will be involved in the delivery of this plan.</p> <p><u>Equality or Good Relations Implications</u></p> <p>The actions outlined contribute to our legal compliance regarding the promotion of equality and good relations.</p>
<p><b>4.0</b></p>	<p><b>Appendices – Documents Attached</b></p>
<p>4.1</p>	<p>Appendix 1 – Draft Equality Action Plan 2017-21</p>