



Subject:	Equality & Diversity Update
Date:	22 nd September 2017
Reporting Officer:	John Walsh, City Solicitor
Contact Officer:	Lorraine Dennis, Equality & Diversity 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"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

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

1.0	Purpose of report or summary of main issues
1.1	The purpose of this report is to submit for approval: <ul style="list-style-type: none">the updated draft Equality & Diversity Framework 2017-21 andthe Council's Annual Report to the Equality Commission Northern Ireland (ECNI) for 2016-17
2.0	Recommendations
2.1	The Committee is asked to approve: <ul style="list-style-type: none">Approve the draft Equality & Diversity Framework 2017-21Approve the Council's Annual Report to the ECNI for 2016-17

3.0	Main report
3.1	<p><u>Background</u></p> <p>As required by Section 75 of the Northern Ireland Act 1998, the council must develop an Equality Action Plan. The Council is also required to report annually to the ECNI on the progress of the implementation of its Equality Scheme.</p>
3.2	<p><u>Key Issues</u></p> <p>Equality Action Plan 2017-21</p> <p>A draft Action Plan was issued for public consultation from 13 December 2016 to 7 March 2017 and has been updated based on feedback. It should be noted that the consultation was aligned with the Belfast Agenda initial consultation period and should be considered in line with the agreed priorities from the Belfast Agenda. The updated Action Plan for 2017-21 is set out in Appendix 1.</p>
3.3	<p>Following feedback during the public consultation, the main updates to the Action Plan include:</p> <ul style="list-style-type: none"> • renaming the Equality Action Plan ‘Equality & Diversity Framework’ to reflect the broader actions across the organisation which are in addition to the equality compliance actions; • Community Safety Plan is now included as one of our key actions under ‘Leadership, Partnership and Organisational Commitment’; • A review of the Equality Consultative Forum and engagement mechanisms across all section 75 groups will be addressed in 2017/18.
3.4	<p>Annual Equality Report 2016-17</p> <p>The Council is required to report annually to the the Equality Commission on the implementation of the Council’s Equality Scheme, including progress on delivery of actions identified to promote equality of opportunity and good relations. The annual report on last year’s interim one-year action plan (2016-17) is set out in Appendix 2.</p>
3.5	<p><u>Financial & Resource Implications</u></p> <p>Officers from across the organisation will be involved in the delivery of the Equality Action Plan which will be embedded in relevant organisational business plans.</p>

3.6	<u>Equality or Good Relations Implications</u> The actions outlined contribute to our legal compliance regarding the promotion of equality and good relations.
4.0	Appendices – Documents Attached
	Appendix 1 – Updated Draft Equality & Diversity Framework 2017-21 Appendix 2 – Annual Progress Report to the Equality Commission for 2016-17