



Subject:	Gender Action Plan Year One 2018-2019
Date:	22 June 2018
Reporting Officer:	Ronan Cregan, Deputy Chief Executive and Director of Finance & Resources
Contact Officer:	Catherine Christy, Human Resource 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 or Summary of Main Issues
1.1	To agree the budget and appropriate resources for implementation of the Gender Action Plan (GAP) 2018-2019.
2.0	Recommendations
2.1	The Committee is asked to <ul style="list-style-type: none">Agree the budget for the delivery of the GAP Year One, 2018 – 2019.
3.0	Main report
3.1	The Gender Action Plan (GAP) is developed by the Women’s Steering Group (WSG) and sets out how the Council will deliver its commitment to gender equality and diversity by delivering a number of agreed activities each year.
3.2	The WSG comprises female elected members and female senior managers and was established in 2006 to address the under representation of female senior managers and female elected members in the Council through the development of a gender action plan. In recent years elected members have been keen to widen the focus of the plan to include women in communities and across the city.

3.3	Women's Steering Group (WSG) has successfully delivered a number of gender initiatives via its GAP including the provision of a Family Room in City Hall, the hosting of a regional gender budgeting conference and most recently attaining bronze award in the Gender Diversity Chartermark NI.
3.4	WSG has agreed a new three year GAP for delivery between April 2018 to March 2021.
3.5	<p>The GAP is divided into four key themes :</p> <ul style="list-style-type: none"> • Women in the council • Women in the community • Women in the economy • Women in the city
3.6	<p>Many of the actions, in particular those with a focus on women in the community, the economy and the city are aligned to delivery of the Belfast Agenda. Year one actions and the resources required to deliver them are set out in Appendix One. In addition to the financial resources required, the plan also identifies the role that individual business units and departments have in delivery of the plan.</p>
3.7	<p>WSG has also recognised that in terms of delivery of the Belfast Agenda, a “diversity lens” and specifically a “gender lens” should be developed to feed into future policy development and action planning, as well as associated capacity building for council officers and community planning partners. This has been included in the year two action plan.</p>
3.8	<p><u>Financial and Resource Implications</u></p> <p>The cost of delivery of year one actions is estimated at around £51,000; please see Appendix One for detail. It should be noted that a number of high value projects have been prioritised for year one of the plan and as it stands, costs for years two and three will be considerably lower. Costs will be met from the existing Organisational Development budget.</p>
3.9	<p><u>Equality or Good Relations Implications</u></p> <p>The delivery of the GAP will result in positive outcomes. The promotion of equality and gender awareness initiatives entails more than the elimination of discrimination; it requires proactive action. The actions contained within the GAP will not only impact on internal operations but also have a positive impact externally and in particular for women in the city.</p>
4.0	Appendices – Documents attached
	Appendix One – Gender Action Plan Year One (2018-19)

