

Appendix One – Gender Action Plan Year One (2018-19)

**GENDER ACTION PLAN 2018–2021
Year One Actions**

WOMEN IN THE COUNCIL			
– to ensure that BCC organisational culture, policies and practices empower talent development at all levels, for elected members and officers and remove any form of gender discrimination.			
Action	Who	Cost	Year
Hold IWD event	HR IWD working group WNG	£6000	1
Analyse gender issues coming out of staff diversity survey	HR	Staff resources	1
Commission and start delivery of unconscious bias training - to start with CMT	HR	£1000 (share cost other diversity action plans)	1
Develop a communication plan outlining the rationale for the WSG/ WNG/ GAP, including branding/ marketing publicity material	WNG/ WSG Corporate Comms BITC Gender Project resource	Staff resources	1
Meet to explore issues around how women are portrayed in council materials	Corp Comms HR Marketing Manager - City Development	Staff Resources	1
Establish a Women in Tec group (potential link to City Deal)	Digital services WNG	Staff resources	1
Deliver Women Leaders Programme (members and officers)	WSG HR External facilitator	£12000	1
Complete equal pay audit and present findings to WSG	HR	Staff resources	1

Deliver short modular personal development sessions for WNG members.	HR	£3000	1
Provide Lord Mayor and Deputy Lord Mayor work shadowing opportunities to youth forum members	Lord Mayor's Unit Youth Forum	Staff resources	1
Participate in NI Gender Diversity Charter assessment	CX HR	£2500	1

WOMEN IN THE COMMUNITY

-with the purpose of increasing the representation of women in leadership positions throughout communities across Belfast by ensuring that processes are in place to increase women's involvement in decision making in communities

Action	Who	Cost	Year
Fund annual external IWD event.	Good Relations unit	£6000	1
Baseline assessment of current engagement and activity in relation to gender	WNG Departments	Staff resources	1
Develop action plan following Belfast Conversation and baseline exercise and incorporate into GAP	HR WSG Economic Initiatives Policy Unit	Staff resources	1
Develop and deliver a pilot Women's Leadership Programme for women in the community	HR Policy Unit Economic Initiatives Community Services WSG WNG Women's sector	£12000	1

Host workshop in association with Women's Resource and Development Agency on women's participation in decision making	WSG HR WRDA	Staff resources £1000	1
Hold Transgender remembrance event	Head of HR LGB&T network	£2000	1
WOMEN IN THE ECONOMY			
-to ensure all council policies and strategies influence and facilitate the active and fair participation of both women and men in the economy			
Hold a gender capacity building event for community planning partners	WSG HR Policy unit	£2000	1
Identify employability partners to deliver employability/ outreach initiatives for women. (Link to City Deal proposals)	HR/OD Economic Initiatives	Staff resources	Ongoing
Deliver employability outreach activity as part of Employment East SIF with schools with a focus on non-traditional roles for women	HR Depts	£500 Staff resources	1
Host a regional gender budgeting conference	WSG	£1000	1
Identify opportunities for pre-recruitment programmes targeted at females furthest removed from the labour market.	HR	Staff resources	Ongoing
The Northern Ireland Female Enterprise Challenge - A collaborative programme between the 11 Local Councils, Invest NI, and Women in Business NI (WIB) to promote and support female enterprise. This programme also includes sponsorship for the WIB conference.	Economic Development	£6,200	1 (over 3 years)
Enterprise and Employability support for underrepresented groups – Belfast City Council programme of support to enable underrepresented groups (including females) to overcome the barriers to	Economic Development	£90,000	1 (over 3 years)

starting a business or accessing employment opportunities.			
WOMEN IN THE CITY			
-to ensure that the needs of women across the city are identified and used to influence and impact upon the regeneration of the city including social infrastructure design and community facilities provision			
As part of the ongoing baseline audit of all Council assets determine if Council assets are 'fit for purpose' in terms of the needs of all genders and that gender needs are looked at as part of the development of any new council asset	Property and Projects Department C&NS Place & Economy Dept	Staff resources Potential cost if additional works required	1
As part of the ongoing area working /place shaping work and the Physical Investment Programme look at opportunities of how the needs of women can be better met across the city	Property & Projects Department Place and Economy C&NS Strategic Hub External stakeholders	Staff resources Potential associated costs for GAP 18/19 21/22	1
Work with city partners on achievement of safe city for Belfast and the attainment of "platinum level " status	BCC ONUS External partners	£ 2000	1

TOTAL APPROXIMATE COSTS - £ 51,000k for year 1 (excluding initiatives funded through Economic Development)

