



Subject:	Good and Harmonious Working Environment: Clarification on the Legislation
Date:	21 September 2018
Reporting Officer:	Suzanne Wylie, Chief Executive
Contact Officer:	Nicola Lane, Good Relations 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	The purpose of this report is to provide clarification on the legislation governing the display in the workplace, including the Council Chamber, of clothing or other items which might be deemed to be offensive.
2.0	Recommendations
2.1	The Committee is asked to: <ul style="list-style-type: none">Consider the contents of the report.
3.0	Main report
3.1	<u>Key Issues</u> At the Council meeting on 3 rd July 2018, at the request of a Member, the Chief Executive undertook to submit to the next meeting of the Strategic Policy and Resources Committee a report providing clarification on the legislation governing the display in the workplace,

3.2	<p>including the Council Chamber, of clothing or other items which might be deemed to be offensive.</p> <p>A report outlining the current legislation and guidance is attached at Appendix 1 for Members' consideration. The conclusions are set out below:</p> <ul style="list-style-type: none"> • The City Hall including the Council Chamber should be considered a workplace environment given that staff are situated and working within these locations. In addition, they are used by clients, customers, third parties and members of the public. Therefore, the good and harmonious environment is required to be promoted within these settings by all who use them. • While there is no definitive or exhaustive list about what is deemed offensive given the variety of emblems etc. which exist and the fact that context often plays a part, the current BCC Joint Declaration of Protection and the guidance from the Equality Commission should be taken into consideration along with the duty to promote equality and good relations. • In addition, as outlined in the Code of Conduct for Councillors, the promotion of a culture of respect, equality and trust and the embracing of diversity in all its forms should be sought. • Furthermore Members should display civic leadership on compliance with Section 75 of the Northern Ireland Act 1998 and how we promote equality of opportunity and good relations
3.3	<p><u>Financial & Resource Implications</u></p> <p>There are no resource implications associated with this report.</p>
3.4	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>The Council agreed the recommendations contained in the EQIA on Belfast City Hall Promoting a Good and Harmonious Environment in December 2012.</p>
4.0	<p>Appendices – Documents Attached</p> <p>Appendix 1 - Report on Clarification on Legislation Governing the Display in the Workplace, including the Council Chamber, of clothing or other items which might be deemed offensive.</p> <p>Appendix 2 – EQIA Consultation Report Recommendations December 2012</p>

	Appendix 3 – Belfast City Council Joint Declaration of Protection September 1997
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