



<b>Subject:</b>	<b>Diversity Action Plans</b>
<b>Date:</b>	23rd August, 2019
<b>Reporting Officer:</b>	John Tully, Director of City and Organisational Strategy
<b>Contact Officer:</b>	Christine Sheridan, Head of Human Resources

<b>Restricted Reports</b>	
<b>Is this report restricted?</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>If Yes, when will the report become unrestricted?</b>	
<b>After Committee Decision</b>	<input type="checkbox"/>
<b>After Council Decision</b>	<input type="checkbox"/>
<b>Some time in the future</b>	<input type="checkbox"/>
<b>Never</b>	<input type="checkbox"/>

<b>Call-in</b>	
<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 agree the proposed activity within the Gender Action Plan (GAP) and LGBT+ Action Plan for 2019-2020 and agree resources to deliver the plans.
<b>2.0</b>	<b>Recommendation</b>
2.1	The Committee is asked to agree the GAP Year 2 (2019-20) and LGBT+ Action Plan (2019-20) and agree the necessary resource to deliver the plans.
<b>3.0</b>	<b>Main report</b>
	<u>Key issues</u>
3.1	Our Equality and Diversity Framework runs from April 2017 to March 2021 and outlines how we will tackle inequalities and promote diversity in our city. It is built around four key priorities:

- A. Leadership, partnership and organisational commitment
- B. Understanding our communities through data and consultation
- C. Delivering services accessible to all
- D. Developing a skilled and diverse workforce

3.2 The Framework includes a series of actions to be delivered to help achieve these priorities and under Priority A, Leadership, Partnership and Organisational Commitment, the Council has committed to developing and delivering a Gender Action Plan, LGBT+ Action Plan and a Race Action Plan.

3.3 In May 2018, the Women’s Steering Group agreed a three year GAP for delivery between April 2018 to March 2021. Year 2 of the current GAP has been costed and is being presented to Strategic Policy and Resources Committee for approval. HR has developed an LGBT+ Action Plan for 2019/20, in collaboration with the LGBT+ staff network and this is also being presented, with costs, for approval. A Race Action Plan has still to be developed.

Gender Action Plan ( GAP)

3.4 The GAP, developed by our Women’s Steering Group ( WSG), is divided into four key themes :

- Women in the council
- Women in the community
- Women in the economy
- Women in the city

3.5 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. WSG has successfully delivered a number of gender initiatives via its GAP in 2018/19 including delivery of a pilot Women’s Community Leadership Programme - “Grow, Lead, Change” and hosting of a regional gender budgeting conference. We have also submitted our assessment for the Gender Diversity Chartermark NI. In addition, the wider Women’s Network Group delivered an impressive schedule of personal development events and activities.

3.6 Included for year 2 is a proposed event to bring together both male and female employees to discuss gender issues in the workplace jointly and how these might be addressed. Year 2 actions and the resources required to deliver them are set out in Appendix 1. Some

actions from the 18/19 plan not yet delivered, have been carried forward into year 2, most notably the joint senior officer and elected member leadership development programme, which was postponed until after the elections.

#### LGBT+ Action Plan

- 3.7 This plan sets out our proposed activity for 2019/20 and has been developed jointly between HR and the LGBT+ staff network which has grown considerably in size and visibility in the last year. Actions include our first participation in the Stonewall Workplace Equality Index, a national benchmarking exercise that will assess our commitment as an organisation to LGBT+ equality and show us where we need to improve; more LBGT+ awareness raising training and activity and increased community activity in particular, the staff network's presence in Belfast Pride 2019. The proposed plan is attached at Appendix 2.

#### Disability Action Plan

- 3.8 SP&R should also note that, under Section 49 of the Disability Discrimination (NI) Order 2006, we are required develop and submit a Disability Action Plan (DAP) to the Equality Commission for Northern Ireland (ECNI). Development of the plan is led by the Equality & Diversity Unit within Legal and Civic Services and this will be finalised in due course.

#### The People Strategy

- 3.9 One of the key themes in the emerging People Strategy will be Diversity and Inclusion and it is hoped that a more strategic approach to the management of our people and workforce development planning will ensure that our diversity and inclusion activity is fully aligned to our corporate priorities and delivery of the Belfast Agenda, in particular our Inclusive Growth Strategy.

#### **Financial and Resource Implications**

- 3.10 The cost of delivery of the proposed Gender Action Plan actions is estimated at £40,500. Please note this includes £16 000 of approved activity carried over from 2018/19. The cost of delivery of the LGBT+ Action Plan is £9,300. Both plans will be met from the existing Organisational Development budget.

3.11	<p>The plan also identifies the role that individual business units and departments have in delivery of the plan.</p> <p><b><u>Equality or Good Relations Implications/Rural Needs Assessment</u></b></p>
3.12	<p>The delivery of the Gender and the LGBT+ Action Plans will result in positive outcomes. The promotion of equality and diversity entails more than the elimination of discrimination, it requires proactive action. The actions contained within both plans will not only impact on internal operations but also have a positive impact externally on women and the LGBT+ community in our city.</p>
<b>4.0</b>	<b>Documents Attached</b>
	<p>Appendix 1 – GAP Year 2 (2019-20)</p> <p>Appendix 2 - LGBT+ Action Plan ( 2019-20)</p>