

Appendix 2

LGBT+ Action Plan 2019-2020

Theme - Training and Development				
Outcomes	Actions required	Timing	Lead	Indicative costs
Increased awareness of LGBT+ bias	Source and deliver awareness training	2019-20	HR/ Network Chair	£700 total For 2 sessions
LGBT employees feel comfortable to be their whole selves Line managers understand key issues and their responsibilities	Review diversity training to ensure LGBT+ issues covered	2019-20	HR	Staff Resource
Better mental health	Source and deliver the Mental Health First Aider course for up to 10 network members	2019-20	HR	£1000

Theme – Promoting positive attitudes				
Outcomes	Actions required	Timing	Lead	Indicative costs
<p>All relevant policies are inclusive and use gender neutral language where possible</p> <p>Clear processes in place for staff to raise issues around discrimination/bullying/harassment based on gender and sexual orientation</p>	Review staff policies.	2019-20	HR	Staff Resource
<p>Guidance available for trans employees and their managers and for staff delivering services to the trans community</p>	Develop Transgender policy / guidance	2019-20	HR	Staff Resource

Theme – Promotion and ensure visibility of Network including senior champions				
Outcomes	Actions required	Timing	Lead	Indicative costs
Increased awareness of and participation in network	Promote via Interlink/ Email	2019-20	Network Chair	Staff Resource/ Comms
Increased awareness about staff network and senior support	Articles profiling senior champion and allies	2019-20	Chair / Network	Staff Resource/ Comms
	Source promotional material	2019-20	Network	£1000 Staff Resource/ Comms
Confirmed network identity	Agree name for network and promote as appropriate	2019-20	Network	
Potential applicants aware BCC is an employer that values and supports equality and diversity	Ensure relevant info on external website , job info to potential applicants , press releases etc.)	2019-20	HR MarComms Staff network	

Theme – Community Engagement				
Outcomes	Actions required	Timing	Lead	Indicative costs
Bigger and better participation in Pride and more visibility of BCC support for LGBT+ community Visible support for LGBT Community	Participate in Pride	2019-20	Network	£2500
	Build participation with network members and staff	2019-20	Network	Staff Resource
Increased awareness of issues faced by Trans community and awareness of need for remembrance	Hold annual Transgender Day of Remembrance event	2019-20	Network/HR	£800
Theme – Social Networking				
Outcomes	Actions required	Timing	Lead	Indicative costs
Improved visibility, learning and positive outcomes	Facilitate an event between NI Stonewall organisations	2019-20	Network	£800

Theme – Employee Lifecycle / Organisational Analysis				
Outcomes	Actions required	Timing	Lead	Indicative costs
Feedback from staff re LGBT issues	Circulate Stonewall survey online for at least 4 weeks	2019-20	HR /Marketing and Comms	Staff Resource/ Comms
Position in national benchmarking exercise	Membership of Diversity Champions Programme and participation in Stonewall Equality Index	2019-20	HR and Staff network	£2500
Areas for improvement identified	Consider diversity survey results to identify improvements that are need going forward	2019-20	HR	Staff Resource/ Comms
Ensuring comprehensive info on staff is available and up to date.	Carry out voluntary staff monitoring exercise	2019-20	HR	Staff Resource
	Update application monitoring forms	2019-20	HR	Staff resource

Theme – Inclusive Workplace				
Outcomes	Actions required	Timing	Lead	Indicative costs
Gender neutral facilities for staff	Consider feasibility of gender neutral toilet in City Hall and city centre offices.	2019/20	HR/Facilities Mgt	Corporate Maintenance Budget approval if work necessary
			Total	£9300