

Equality and Diversity Framework April 2017 – March 2021 Update

This document is an update on actions delivered to address inequalities by Belfast City Council in the period between 1 April 2018 and 31 March 2019. It is not a standalone document and should be read in conjunction with the Equality and Diversity Framework April 2017 – March 2021

Priority A: Leadership, Partnership and Organisational Commitment

We know that strategic leadership – both political and managerial – is key to improving equality and good relations outcomes, and promoting diversity. This organisational commitment goes hand in hand with working in partnership to make the best use of our resources in an ever challenging environment. Fairness in how we comply with legislation, procure goods and services and communicate with our rate payers will highlight Belfast’s growth as a diverse city.

Action	Lead Dept /s	Update on delivery 2018/19
A1 Address inequalities through the Belfast Agenda	COS	<p>The Belfast Agenda is a shared city-wide framework aimed at improving the quality of life and wellbeing for all people living in Belfast. The Council is only one partner responsible for delivering the Belfast Agenda, which contains a wide ranging set of outcomes and associated actions. During 2018-2019, the key role of the Council was to help the Belfast Community Planning Partnership develop its governance and delivery framework. Action plans have been developed for each of the four strands within the Belfast Agenda:</p> <ul style="list-style-type: none"> • Two Boards have been established (the Living Here and Working and Learning Board). We will continue to support the roll out and monitoring of these plans, including their longer-term impact, which will be reported publicly every two years (The Department of Communities oversees this process). • More specifically, we also supported a number of targeted initiatives including an outcomes based approach to preventable winter deaths and helping to establish a strategic educational project in the Greater Shankill area. It is too early to measure the impact of these projects. • Other key work undertaken during 2018-2019 included the development of the “Inclusive Growth” concept. Working with Members and partners, and based on statistical evidence, we have now defined and clarified what is meant by inclusive growth and have identified potential priority areas of work. This will be translated into an inclusive growth strategy and issued for public consultation during 2019-2020 with phased implementation following.
A2 Embed Equality and Diversity in new Corporate Plan	COS / L & CS	<p>The corporate plan is a key governance document, cited in the council’s constitution as the means by which the Strategic Policy & Resources Committee sets the strategic direction of the council. It sets out what the council wants to achieve for the city and the key priority actions to make this happen. A four year (2017 – 21) corporate plan was approved at the SP&R Committee on 23 June 2017 with the agreement that it would be updated annually. This four year period was to align the corporate plan to the Belfast Agenda (the city’s first community plan). However, given the recent local government election, it was important that the new Council is given the opportunity to shape the new corporate plan and set clear priorities.</p> <p>In preparation for the 2019/2020 planning year and subsequent new corporate plan, we have ensured that equality and diversity was included in draft committee and departmental planning templates. The Council’s senior management team refreshed the corporate values and priorities and ensured they are fully embedded across the organisation. This includes a commitment to equality, diversity and inclusion as indicated in our ‘organisational wheel’ (part of Civic Leadership) and reflected in our core values of integrity and responsibility. In addition, a new Corporate Management Team oversight board has been established to monitor progress and to help ensure that our corporate plan is delivered effectively.</p>

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<p>A3 Develop and deliver an integrated plan to tackle health inequalities across the city</p>	<p>CNS</p>	<p>Making Life Better is a strategic framework for public health in Northern Ireland, designed to improve health and well-being and to reduce health inequalities. Engagement with key stakeholders across the city continues to align the strategy with community planning processes and provide clarity on the future role of the Belfast Strategic Partnership.</p> <p>An integrated plan to tackle health inequalities was developed and delivered in partnership with the Public Health Agency, Belfast HSC Trust and HSC Board. The plan included action on the thematic areas of physical activity and nutrition (Active Belfast), emotional wellbeing, lifelong learning, early years, healthy ageing (Age-Friendly) and drug and alcohol misuse.</p> <p>Key deliverables included the hosting of the Festival of Learning which focused on the theme of 'no-one left behind' and supported the promotion of learning for life, for education, for work and for living together. A series of 19 family friendly events were also held, supporting families from areas of high deprivation with the opportunity to access different parts of the city and enjoy new experiences.</p> <p>Active Belfast supported over 1,300 people to get more active through Physical Activity Referral Schemes, working in partnership with primary and secondary healthcare and local communities. Everyone supported was either at the early stages of developing a chronic condition or living with a condition (CHD, Cancer, Diabetes, etc.).</p> <p>A series of Take 5 resources were developed to promote the positive messages of Take Notice, Give, Be Active, Connect and Learn. These were supported through community awareness raising sessions and capacity building workshops. Support was also provided to community groups in the delivery of workshops on the areas of dementia, family care and personal confidence.</p> <p>The revised Age-Friendly Belfast Plan (2018-21) was developed and launched in partnership with the Healthy Ageing Strategic Partnership. The plan focuses on the priorities of partnership working, physical infrastructure, social inclusion, health and wellbeing and financial security. Continued support was also provided to organisations signing up to the Age-Friendly Belfast Charter.</p> <p>Work also began on reshaping the joint working arrangements between Council, PHA, BHSCT and HSCB, to better align effort to the delivery of the ambitions of the Belfast Agenda, including the development of two Living Here Board priorities; avoidable winter deaths and injecting drug misuse.</p>
<p>A4 Deliver Disability Strategy (encompassing DDA and DDO measures)</p>	<p>L&CS</p>	<p>The Council is committed to complying with legislation related to disabled people. As part of this commitment we pay particular attention to our disability duties under Disability Legislation, this includes DDA and DDO legislation and section 75 of the Northern Ireland Act 1998.</p> <p>Disabled people should have freedom, dignity, choice and control over their lives. Our Disability Action Plan aims to remove the barriers that stop people from enjoying equal access to our services.</p> <p>As a Council we already have a strong reputation in respect of recognising the needs of disabled people. In general this addresses:</p> <ul style="list-style-type: none"> • Promoting employment good practice and training our staff • Communicating, consulting and engaging with disabled people • Increasing our customer base and satisfaction • Deliver of language strategy (eg loop system, sign video)

Action	Lead Dept /s	Update on delivery 2018/19
		<ul style="list-style-type: none"> • Develop partnership and networks with key stakeholders • Ensure compliance with legislation and mainstreaming across all services <p>Equality and Diversity is mainstreamed across the Council. We produce an Equality and Diversity Framework which indicates our overall direction. The report indicates the status of our disability actions in 2018/2019. During this period we have also developed a new three year Disability Action Plan 2019/2022 which is currently out for consultation.</p>
A5 Deliver an integrated plan to improve good relations	CNS	<p>A letter of offer in the sum of £578,743.01 has been received from The Executive Office to deliver Belfast's Good Relations Plan. £313,167 has been awarded to 69 groups under the Good Relations Grant Aid Scheme, £33,520 to 55 groups under the St Patrick's Day Scheme and £86,369 to 21 groups under Planned Intervention. Projects delivered include: the Bonfire and Cultural Expression Programme, Decade of Centenaries and Civil Rights Programme, Schools Intervention Programme to address hate crime delivered in 6 schools, 508 people attending 16 Diverse City Events, an Interfaces and Shared Space Programme and Race Relations in East Belfast.</p> <p>A progress report has been produced which identified that the majority of participants reported a positive change in attitude on issues around culture, adding to the richness and diversity of the City or towards socialising in a shared space they would not traditionally visit.</p> <p>Through our good relations funding scheme we have funded numerous projects across the City that aim to support the integration and inclusion of new communities and promote relationships between new and host communities.</p> <p>Examples include:</p> <ul style="list-style-type: none"> • The delivery of Islamic Awareness Training • An exhibition exploring attitudes towards homeless people and people from minority backgrounds • A six month project to support the localised integration and orientation of people from Syria living in West Belfast • Through Council's Peace IV Programme the Council are also funding a number of initiatives to promote positive relationships in the City. This includes LINCS project which is a community intervention aimed at building relationships and promoting contact between new and host communities in Belfast. <p><u>Supporting Integration Through Economic Inclusion</u></p> <p>The Good Relations Unit with the Council and the Economic Development Unit have been engaging with new communities to ensure that access to the Council led economic development programmes and academies are also accessible to new communities. A bespoke programme was delivered to Syrian Refugees to support them in developing pathways to employment.</p> <p><u>Supporting Integration Through Festival and Events</u></p>

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		<p>The Good Relations Unit have worked with organisations supporting Muslim Communities in the City to promote the celebration of Eid as an inclusive community festival and as an opportunity for other communities to explore and understand the culture of other communities living in the City.</p> <p>This year's main Eid celebration was hosted in the City Hall. The Council also funded a smaller community led event bringing neighbours together in south Belfast to celebrate Eid.</p> <p><u>Migrant Forum</u></p> <p>In 2007, Belfast City Council established a migrant forum. The aims of the Forum are to:</p> <ul style="list-style-type: none"> • Provide a regular consultative forum for debate and discussion on issues related to migrant people in Belfast • Improve awareness and understanding of migrant issues within the Council and among partner organisations • Identify local need and issues around inward migration • Enhance the sharing of local information and best practice to improve outcomes for migrant communities • Increase awareness of activities and communication between local stakeholders with regard to migrant issues <p>Ten years on, the Good Relations Unit continues to run this forum. The forum has an active membership of over 40 organisations. Partners include the health Trust, Education Authority, NIHE, Trades Unions, Law Centre, Migrant Help, TEO as well as numerous organisations from the minority ethnic, community and voluntary sectors.</p> <p><u>Promoting Good Relations Through Supporting Shared Education</u></p> <p>The Council is currently partnering with the Education Authority to create 4 more shared school partnerships. As well as promoting shared education between partnering schools, the schools will also partner projects to develop the capacity, skills and strategies of young people and school staff to understand diversity, the impact of sectarianism and racism and to challenge racist and sectorial behaviour.</p> <p><u>Diversity Programme</u></p> <p>The Council is currently organising a monthly programme of diversity initiatives. The purpose of those initiatives is to encourage an increased awareness of issues around diversity and to provide participants with an opportunity to meet and engage with representatives from other faith, ethnic and political backgrounds. It also gives people the opportunity to visit places and spaces they would not traditionally go to.</p> <p>The following was included in this year's programme:</p> <table border="1" data-bbox="506 1233 2018 1342"> <tr> <td data-bbox="506 1233 891 1342">Visit to Belfast Jewish Synagogue</td> <td data-bbox="891 1233 2018 1342">This visit and workshop will enable participants to understand aspects relating to the history, heritage and cultural practice of the Jewish Community.</td> </tr> </table>	Visit to Belfast Jewish Synagogue	This visit and workshop will enable participants to understand aspects relating to the history, heritage and cultural practice of the Jewish Community.
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		Refugee and Arabic Cultural Information Workshop	This awareness session will cover an introduction to asylum and refugee issues in the UK and NI in particular. It will provide a general awareness of Islamic and Arab culture and factual information about how the Syrian Vulnerable Persons Relocation Scheme works.
		Visit to Belfast Islamic Centre	This visit will enable participants to explore the history of the Muslim community in Northern Ireland and to learn about aspects of Islam. An opportunity to observe prayer will be included in the visit.
		Irish cultural and linguistic experience	Hosted at An Droichead, an Irish Language Organisation, this experience provides the opportunity for participants to experience Irish culture, music and language.
		Living Library Event	The Living Library allows you to borrow a human book for a 20 minute conversation. All the human books come from a wide range of backgrounds. It is a fun event which allows you to have a one-to-one conversation with someone you might never have had the opportunity to speak to. Further information on this event will be uploaded shortly.
		Tour of City Cemetery	This tour, facilitated by Tom Hartley, will introduce participants to the history of Belfast going back 130 years. In the City Cemetery, the inscriptions tell the story of finance, empire, the rise of northern unionism and the golden era of industrialisation in Belfast. One of the enduring qualities of the tour is its capacity to remind us today that the political and cultural identity of late 19 th Century Belfast was much more complex and layered. The tour upends old stereotypes and provides a fresh approach to the history of Belfast.
		The Bonfire tradition	The workshop will explore the historical background and context of bonfires. It will cover the evolving changes of bonfires and the cultural, political and social importance of bonfires in particular to post conflict Loyalist communities. The workshop will also share approaches Shankill Alternatives have used to engage directly with bonfire groups.
		Mural and Peace Wall Tour	This event will take participants on a facilitated walking tour of some of the murals and peace walls in Belfast. It will provide an insight into the history behind the murals and walls, enabling an understanding of Belfast's troubled past.

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		An introduction to sexual orientation and gender	<p>This workshop will enable participants to understand sexual orientation and gender issues and will provide an understanding of the ways prejudice and discrimination can be directed towards people of differing sexual orientations. It will also provide tips for improving service delivery and support for lesbian, gay, bi-sexual and transgender people.</p>
		Facilitated tour of Windsor Park Football Stadium	<p>This facilitated visit will enable participants to visit the new Education and Heritage Centre, it will provide an insight into the history behind Northern Irish football, as well as providing a tour of the stadium. Hear also the story behind how the grounds have been transformed and the work undertaken to promote Windsor Park as a shared space.</p>
		Refugee and Arabic Cultural Information Session	<p>This awareness session will cover an introduction to asylum and refugee issues in the UK and NI in particular. It will provide a general awareness of Islamic and Arab culture and factual information about how the Syrian Vulnerable Persons Relocation Scheme works. You will also have the opportunity to meet refugees living in Belfast.</p>
		Facilitated tour of Milltown Cemetery	<p>This walking tour will introduce participants to the history of the Belfast nationalist and republican community going back 130 years. The tour offers an engaging reflection on the Belfast Catholic and nationalist community. It will tell the story of Priests and Nuns, Republicans and members of the RIC, architects and footballers, bishops and poets, businessmen and paupers, hurlers and harp makers, and the first conflict-related death to be buried in Milltown.</p>
		Clifton Street Orange Hall	<p>This visit will provide participants with the opportunity to have a guided tour of the 130 year building as well as providing an insight into the history and traditions of the Orange Order and an exploration of artefacts that add to the story of the Institution.</p>
		Discover Ulster-Scots, History and Cultural Experience	<p>This facilitated visit will provide participants with the opportunity to visit the Discover Ulster-Scots Centre and explore the rich history, heritage and cultural traditions of the Ulster-Scots. Participants will also have the chance to learn about the Ulster-Scots language and enjoy some traditional Ulster-Scots music.</p>

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		<table border="1" data-bbox="504 196 2016 486"> <tr> <td data-bbox="504 196 891 371">Indian Community Centre</td> <td data-bbox="891 196 2016 371">This event, hosted in the historical Indian Community Centre, will provide participants with the opportunity to hear about the history, culture and diversity of the Indian Community living in Belfast. Participants will also have an opportunity to view the Hindu temple and hear about the contribution the community have made to life in Belfast.</td> </tr> <tr> <td data-bbox="504 371 891 486">Traveller Awareness Workshop</td> <td data-bbox="891 371 2016 486">This workshop will provide information about Travellers in Northern Ireland. It will enable participants to understand aspects relating to Traveller culture, language and way of life.</td> </tr> </table> <p data-bbox="504 502 1937 534">The programme is aimed at community leaders/individuals from communities where hate crime has been more prevalent.</p> <p data-bbox="504 550 840 582"><u>Refugee Awareness Raising</u></p> <p data-bbox="504 598 2161 662">Belfast City Council supports the Annual Refugee Awareness Week, through hosting the launch and organising awareness raising events and providing funding to Refugee Support Groups.</p> <p data-bbox="504 726 750 758"><u>Resources Produced</u></p> <p data-bbox="504 774 1982 805">The Council has also produced resources to support the inclusion of migrant/minority ethnic/refugee and asylum communities.</p> <ul data-bbox="548 821 2161 1005" style="list-style-type: none"> • Refugee Transition Guide: Belfast City Council identified an information gap relating to the advice for people who claim asylum and are granted permission to stay. To address this gap we commissioned the development of a Refugee Transition Guide, which is a guide for new refugees, their advisors and staff in statutory agencies. It is designed to help voluntary and statutory agencies to provide a joined up service and prevent unnecessary poverty and homelessness during this difficult transition stage. The guide contains information on finding a home, looking for work, applying for benefits, education, healthcare, family reunion, long term immigration status and more. It is available in several languages. <p data-bbox="504 1069 683 1101"><u>New to Belfast</u></p> <p data-bbox="504 1117 2161 1181">This popular guide, which has recently been updated, provides information on the range of support services available to black and minority ethnic people living in Belfast.</p> <p data-bbox="504 1197 627 1228"><u>Research</u></p> <p data-bbox="504 1244 2161 1308">The Good Relations Unit has commissioned research into the experiences of the Muslim community in Belfast. The research has a number of recommendations which the Council are currently considering.</p>	Indian Community Centre	This event, hosted in the historical Indian Community Centre, will provide participants with the opportunity to hear about the history, culture and diversity of the Indian Community living in Belfast. Participants will also have an opportunity to view the Hindu temple and hear about the contribution the community have made to life in Belfast.	Traveller Awareness Workshop	This workshop will provide information about Travellers in Northern Ireland. It will enable participants to understand aspects relating to Traveller culture, language and way of life.
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<p>A6 Develop an Age-Friendly Action Plan 2018-21 through HASP and deliver programmes of work supporting older people and encouraging Active Ageing</p>	<p>CNS</p>	<p>A draft Action Plan was produced and agreed by CMT and Belfast Strategic Partnership. Committee approval was achieved in relation to a public consultation. The 12 week consultation was completed on 25-09-18 following which the Action Plan was updated, finalised and submitted to the World Health Organisation (WHO). Detailed activities include:</p> <ul style="list-style-type: none"> - Sought the views of older people and key stakeholders through the Belfast Residents Survey, an Age-friendly Belfast Survey, focus groups with 'Hard to Reach Groups', a stakeholder workshop June 2017 and an outcomes workshop March 2018 - Consulted on the draft Age-friendly Belfast plan 2018-2021 - Launched the agreed multiagency Age-friendly Belfast plan 2018-2021 and outcomes framework and submitted it to the World Health Organisation October 2018 - Hosted partnership workshop and developed a new terms of reference - Secured additional demographic money from H&SC to help reduce loneliness and isolation in older people to support a training needs analysis, develop a referral pathway and support additional 1-to-1 services/programmes - Worked with QUB to update loneliness maps for older people in Belfast - Hosted Positive Ageing Month in October 2018 working with a wide range of partners to deliver over 200 activities/programmes - Hosted an Age-friendly Belfast Older Volunteer Awards in each year, recognising and promoting the positive contribution of older volunteers in the city - Hosted an ongoing series of local and citywide Age-friendly tea dances, slipped discos and Be Prepared events - Supported the establishment of 4 dementia friendly neighbourhoods (3 more since 2017) and we now have steering groups, training and action plans for all 4 areas. There are 4041 dementia friends and 33 dementia champions in Belfast (up from 3635 and 27 in 2018) - Worked with Greater Belfast Seniors Forum to promote Take 5 steps to wellbeing through sessions in 6 local older people's forums - Supported the development of 4 walking Football groups in Belfast: Olympia LC, Falls LC, Shankill LC and Avoneil LC.2/4 Belfast groups have joined the newly established NI Walking Football Federation recognised/ supported by Irish Football Association - Sponsored an Age-friendly Business Award as part of the 2019 Belfast Business Awards in 2018 and 2019- - Supported the Living Here Board in the development of a winter plan to reduce avoidable winter deaths
<p>A7 Develop and deliver an integrated children and young people</p>	<p>CNS</p>	<p>Continued engagement has occurred with young people across Belfast resulting in the recruitment of the new 2018-2020 Youth Forum. Young people have been consulting and engaging with political parties and permanent secretaries in relation to the "Elephant in the Room" report. Enhanced programme and provision for young people has continued via Council's "Ur City 2" grant scheme.</p>

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framework and work programme		<p>The Council hosted a joint meeting of lead council officers from the Living Here Board and the Belfast Area Outcomes Group (BAOG). The workshop report has been presented to the Living Here Board and the BAOG to secure agreement to establish a small joint team to further develop proposals in relation to:</p> <ol style="list-style-type: none"> a. Specific areas for collaboration (short/medium) and what is required to operationalise. b. Map planning processes for the refresh of Belfast Agenda and BAOG Action Plan and identify opportunities joint engagement opportunities. c. Understanding of the current landscape in terms of funding, desired outcomes, provision an impact of current work/services. <p>A training support programme has been delivered for the Summer Children and Young People Programme including summer schemes.</p>
A8 Deliver LGB Action Plan	COS	<p>This workforce action plan has been developed to ensure that our organisational culture and working environment allows staff to feel comfortable to be their whole selves at work and that policies and practices empower talent development at all levels and the removal of any form of discrimination. It also aims to increase the understanding of the wider workforce of issues facing the LGBT+ communities.</p> <p>Key deliverables and outcomes for 18/19 were as follows:</p> <ul style="list-style-type: none"> • Grow the LGBT+ staff network • Increase awareness and understanding of LGBT+ issues through staff story telling • Agree a corporate identity for the staff network and agree formal terms of reference and structure • Increase the staff network's participation and visibility in Belfast Pride 2019 • Hold an event to commemorate Transgender Day of Remembrance • Participate for the first time in the Stonewall Equality Index benchmarking exercise <p>The Lord Mayor also hosted a meeting which was attended by representatives of the LGB&T sector.</p> <p>Successes</p> <ul style="list-style-type: none"> • Formal membership of the staff network has increased from 28 to 41 - an increase of 46%. • Personal stories of a senior LGBT+ champion (director level) have been shared on the staff intranet site as well as that of an "ally" member of the staff network • Staff network identity agreed as "Proud" as well as formal terms of reference and structure • A bigger and more visible staff presence in Pride 2019

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		<ul style="list-style-type: none"> • Transgender Day of Remembrance held in November 18 in City Hall with both internal staff attendance and attendance and participation of trans individuals and groups • Submission of Stonewall Employer's Equality Index completed. <p>Outcomes</p> <p>This year's activity and increased promotion of this activity using both internal communication channels and external communication channels has led to the increased visibility of the staff network, its growth in membership as more people are encouraged to participate and a greater understanding of issues facing LGBT+ individuals both in the workplace and in society in general.</p> <p>The Council's participation in Pride also demonstrates civic leadership and encouragement to other employers and in particular the leadership demonstrated by our annual Transgender Day of Remembrance event. This event and the associated communication around it has been a powerful tool to increase awareness of issues which affect trans individuals, including discrimination, mental health issues etc.</p> <p>Participation in the Stonewall Equality Submission will facilitate benchmarking with other similar organisations and identify areas where improvements are required and this will be built into future LGBT+ workforce action plans.</p>
A9 Deliver Gender Action Plan	COS	<p>Activity in Belfast City Council's Gender Action Plan is grouped under the following themes</p> <p>WOMEN IN THE COUNCIL</p> <ul style="list-style-type: none"> • -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 discrimination <p>WOMEN IN THE COMMUNITY</p> <ul style="list-style-type: none"> • 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 <p>WOMEN IN THE CITY</p>

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		<ul style="list-style-type: none"> 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 <p>WOMEN IN THE ECONOMY</p> <ul style="list-style-type: none"> -to ensure all council policies and strategies influence and facilitate the active and fair participation of both women and men in the economy <p>Some of the key deliverables and outcomes for 18/19 were as follows:</p> <ul style="list-style-type: none"> Analyse gender issues coming out of staff diversity survey and feed into the Gender Acton Plan (GAP). Some high-level results from our diversity survey are provided below. <table border="1" data-bbox="519 638 2145 1358"> <tbody> <tr> <td data-bbox="519 638 1066 895"> <ul style="list-style-type: none"> 70% of respondents agree there is a culture of valuing equality and diversity in Belfast City Council </td> <td data-bbox="1066 638 1568 895"> <ul style="list-style-type: none"> 66% of male respondents agreed 20% male respondents neither agreed or disagreed 14% of male respondents disagreed </td> <td data-bbox="1568 638 2145 895"> <ul style="list-style-type: none"> 77% of female respondents agreed 15% of female respondents neither agreed or disagreed 8% of female respondents disagreed </td> </tr> <tr> <td data-bbox="519 895 1066 1152"> <ul style="list-style-type: none"> 23% of all respondents were attracted to BCC due to its reputation as an employer which values diversity and equality for staff </td> <td data-bbox="1066 895 1568 1152"> <ul style="list-style-type: none"> 26% of male respondents agreed 45% male respondents neither agreed or disagreed 29% of male respondents disagreed </td> <td data-bbox="1568 895 2145 1152"> <ul style="list-style-type: none"> 22% of female respondents agreed 55% of female respondents neither agreed or disagreed 23% of female respondents disagreed </td> </tr> <tr> <td data-bbox="519 1152 1066 1358"> <ul style="list-style-type: none"> 70% of all respondents agree BCC welcomes and accommodates the different needs of staff </td> <td data-bbox="1066 1152 1568 1358"> <ul style="list-style-type: none"> 69% of male respondents agreed 19% male respondents neither agreed or disagreed 12% of male respondents </td> <td data-bbox="1568 1152 2145 1358"> <ul style="list-style-type: none"> 74% of female respondents agreed 18% of female respondents neither agreed or disagreed 8% of female respondents disagreed </td> </tr> </tbody> </table>			<ul style="list-style-type: none"> 70% of respondents agree there is a culture of valuing equality and diversity in Belfast City Council 	<ul style="list-style-type: none"> 66% of male respondents agreed 20% male respondents neither agreed or disagreed 14% of male respondents disagreed 	<ul style="list-style-type: none"> 77% of female respondents agreed 15% of female respondents neither agreed or disagreed 8% of female respondents disagreed 	<ul style="list-style-type: none"> 23% of all respondents were attracted to BCC due to its reputation as an employer which values diversity and equality for staff 	<ul style="list-style-type: none"> 26% of male respondents agreed 45% male respondents neither agreed or disagreed 29% of male respondents disagreed 	<ul style="list-style-type: none"> 22% of female respondents agreed 55% of female respondents neither agreed or disagreed 23% of female respondents disagreed 	<ul style="list-style-type: none"> 70% of all respondents agree BCC welcomes and accommodates the different needs of staff 	<ul style="list-style-type: none"> 69% of male respondents agreed 19% male respondents neither agreed or disagreed 12% of male respondents 	<ul style="list-style-type: none"> 74% of female respondents agreed 18% of female respondents neither agreed or disagreed 8% of female respondents disagreed
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		<ul style="list-style-type: none"> 81% of all respondents agree that we have policies and initiatives in place that promote equality and diversity 	<p>disagreed</p> <ul style="list-style-type: none"> 78% of male respondents agreed 15% male respondents neither agreed or disagreed 7% of male respondents disagreed 	<ul style="list-style-type: none"> 87% of female respondents agreed 10% of female respondents neither agreed or disagreed 3% of female respondents disagreed
<p>Staff also told us we need to:</p> <ul style="list-style-type: none"> ensure that our policies and procedures are applied consistently and that managers are fully aware of them and implement them; better promote council as an employer that values equality and diversity and is a good place to work; encourage male staff to get involved in discussions around gender issues; <p>To address these and issues and others, we have committed to the following improvements:</p> <ul style="list-style-type: none"> A review of our HR policies, ensuring they are fit for purpose and as inclusive as possible. Deliver a training and communication exercise for all staff, and in particular managers, to ensure they are fully aware of their responsibilities in implementing the revised policies. Better promote BCC externally as an employer that values equality and diversity to increase applications from a wider applicant pool Hold an event for both male and female staff to jointly discuss gender issues and identify issues To develop a communication plan outlining the rationale for the Women's Steering Group (WSG), the Women's Network Group and the Gender Action Plan <p>A communications paper for Council's Women's Steering Group and the Gender Action Plan has been produced. It covers the following:</p> <ul style="list-style-type: none"> Background and context to the Women's Steering Group and the Gender Action Plan 				

Action	Lead Dept /s	Update on delivery 2018/19
		<ul style="list-style-type: none"> • Communications target audience, key messages and approach • Evaluation of communication • The aim of this paper is to continue raising awareness around gender equality issues and in particular address questions around the rationale for needing a Women's Steering Group, the wider Women's Network and the Gender Action Plan. <p>To set up a Women in Tec Group.</p> <ul style="list-style-type: none"> • The Belfast Women In Tec Group was established in April 2019. The need for this group in BCC was identified a by one of our employees who took part in our joint officer and <ul style="list-style-type: none"> ○ elected member Women's Leadership Development Programme (GAP action 17/18) • It's a network that provides a space for women to explore technology, and gain confidence and knowledge in the use of technology both in work and in the home. It aims to give group members the opportunity to develop themselves and their technical ability while gaining confidence and applying knowledge gained to address needs. • The values of the group are to create digital leadership in information technology and to encourage communication and commitment among the group that will lead to empowerment around technology and its use during a time when technology is moving at a fast pace. With this in mind, the aims of the group are to: <ul style="list-style-type: none"> ○ Provide a space to learn about technology ○ Create a network for people to discuss technology ○ Provide a support group ○ Gain confidence in tech use ○ Gain technology knowledge in both the home and at work ○ Lead in technology • We intend to measure progress under the following headings: <ul style="list-style-type: none"> ○ Technology and Communication ○ Technology and Support ○ Technology and Confidence ○ Technology and knowledge ○ Technology and Leadership

Action	Lead Dept /s	Update on delivery 2018/19
		<ul style="list-style-type: none"> • A questionnaire was completed by group member before the first group meeting. The same questionnaire will be sent out at the end of the first year and the results will be compared to measure improvements in the aims listed above. • We will also measure the progress of this initiative by evaluating and taking on board comments received from participants after each meeting / group session. • To date we have 20 women from around the council who do not have IT backgrounds, but who have signed up and are involved in the group. Within the group so far we have looked at how technology is moving at a quicker pace than ever before and how we need to be able to move with it. Other sessions to date include 'What is the Cloud?' 'Technology in the Home'. These sessions allow for the group to discuss and chat about technology that interests them in an inclusive and relaxed environment. In between these information sessions, the group can discuss what is important to them via MS Teams, which is a way of immersing in O365, keeping the group momentum going and also keeping the tech conversation alive in-between sessions. • Feedback on learning to date has been really positive. One of the post positive aspects of the group is that "there is no such thing as a stupid question" and participants feel really at ease to ask questions and therefore, feel they are learning lots. They are also people with very busy lives and little free time so it is important that the time is used well. <p>To develop and deliver a pilot Women's Leadership Programme for women in the community</p> <ul style="list-style-type: none"> • Grow Lead Change • For many women, volunteering or taking an active role in communities or <ul style="list-style-type: none"> ○ accessing employment presents unique challenges. All too often they are faced with ○ cultural, economic, and social barriers. • As part of its Gender Action Plan and to support women's participation in economic, <ul style="list-style-type: none"> ○ social and democratic life, Belfast City Council commissioned the WRDA, (Women's Resource and Development Agency) to design and deliver a pilot leadership ○ development programme to help women in communities across Belfast develop their ○ potential and confidence as a community activist, or to gain employment or to help ○ them develop and progress in or on from their current jobs. • A four week programme was delivered from Thursday 28th February to Thursday 21st March 2019 by WRDA. <ul style="list-style-type: none"> ○ Eighteen women participated on the course; including women from the Sudanese community. The multicultural mix worked particularly well with all participants highlighting this as an additionally positive element of the course.

Action	Lead Dept /s	Update on delivery 2018/19
		<ul style="list-style-type: none"> • The course covered confidence building; an introduction into leadership; gender awareness and structural barriers; influencing and creating change; communication skills and <ul style="list-style-type: none"> ○ influencing behaviours; learning from women in leadership (with a panel of local women leaders from the community); goal setting and self-reflection. • Activities included signposting in terms of the support available for participants to progress with their goals and many indicated a desire to do another course to build on what they had learnt. • The venue was Girdwood Community Hub, a shared community space. The group had access to an onsite crèche facility provided by the Council, providing facilities for between 5 and 7 toddlers and babies over the course of the programme. • An interpreter was provided for the Sudanese women to translate the physical course materials and all sessions verbally. Participants travel expenses to and from the <ul style="list-style-type: none"> ○ programme were also covered by Belfast City Council. • We informally gauged participants' assessment of learning throughout the course and formally evaluated the course on two different scales at the end. Evaluations were excellent from 100% of the participants. • The panel of women leaders was highlighted as particularly inspirational and many also <ul style="list-style-type: none"> ○ would have liked the course to be longer so we could spend longer on the issues tackled. Overall the feedback was extremely positive. • In May 19, the Lord Mayor hosted an event in City Hall to recognise and celebrate the groups achievements. Each of the participants received a certificate and a few women were asked <ul style="list-style-type: none"> ○ to comment on the benefits of attending the course. • They cited the programme as an opportunity to build their confidence, learn from each other and find out what other opportunities are open to them to pursue their goals. Addressing barriers such as childcare was also seen as crucial. • The Council's Women's Steering Group will consider a full evaluation report in September / October 2019 and consider future provision. <p>The following is an update on other personal development activity/ awareness raising activity throughout 18/19.</p> <ul style="list-style-type: none"> • Women's Steering Group hosted a regional gender budgeting conference in City Hall May 2018 • Held Transgender Day of Remembrance- November 2018

Action	Lead Dept /s	Update on delivery 2018/19
		<ul style="list-style-type: none"> • Hosted event- International Day for the Elimination of Violence against Women- 22 November 2018, to launch new Employer Guidelines on dealing with domestic and sexual violence in the workplace. • Achieved platinum status of Onus Domestic Violence Charter (previous gold level status) • 3 trusted colleague training sessions were delivered- 33 people trained; • 2 domestic violence and abuse awareness raising sessions- 20 people trained; • 2 general awareness raising sessions- 25 people trained • Revised Domestic Violence policy. Further training sessions will be delivered and • a communication exercise will be rolled out. • Participated in Equal lives survey- aimed to highlight the key barriers preventing men from caring more and the enablers which may support them. A national BITC survey, it was open to all men in work over 18, regardless of whether you have people who depend on you for their wellbeing and women with caring responsibilities. • Held International Women’s Day Event for staff - 08/03/2019 • BCC staff and elected members participated in the Processions Event- 10 June 2018- marking 100 years of the vote for women • Various personal development / awareness raising / motivational / health and wellbeing events delivered by the Women’s Network Group for the Women’s Network Group with participation from senior Council officers, elected members, civic dignatories and external experts. • The Lord Mayor provided work shadowing opportunities for one week to three youth forum members • Conducted an equal pay audit • Participated in Gender Diversity Charter Assessment and were awarded Bronze Level • The delivery of employability outreach activity with specific focus on females into non-traditional careers – St Joseph’s College • Launched the NI Female Enterprise Challenge – a collaborative programme between 11 councils, Invest NI and Women in Business to promote and support female enterprise. The initiative was launched in December 2018. Six finalists from Belfast were shortlisted • Provided enterprise and employability support for under-represented groups to help overcome barriers to starting a business or accessing employment opportunities. There was an event split between men and women accessing business start-up and growth initiatives. In addition to this, over 500 people accessed Belfast Employment Academies with an expected 350 job outcomes by end of March 2019. • Work is on-going with our City Partners to achieve “ safe city “ status

Action	Lead Dept /s	Update on delivery 2018/19
		<ul style="list-style-type: none"> • Awarded the Onus Charter – Platinum Status awarded. Demonstrating the Council’s commitment to support those affected by domestic violence or abuse • The Council was awarded the ‘Inspire’ Public Sector Champion Award for mental health support. In addition, mental health first aid training was piloted with 6 members of staff and 8 community representatives attending. This training will be rolled-out during 2019/2020. • The Council participated in this event with the Lord Mayor, Chief Executive and staff joining the procession event to celebrate 100 years of the vote for women.
A10 Deliver Race Action Plan	CNS	<p>Belfast City launched its Good Relations Strategy in September 2019. This new strategy outlines a vision for progressing community and race relations in Belfast. It will act as a companion to the Belfast Agenda and will provide a framework to deliver a shared City – a City reimagined, connected and resurgent, delivering, inclusive growth that leaves no-one behind.</p> <p>In line with existing City strategies such as the Belfast Agenda and the Local Development Plan, the Good Relations Strategy will be a framework for our City leaders to think strategically about good relations, putting it at the heart of everything we do in Belfast</p>
A11 Deliver a city and neighbourhood community safety programme	CNS	<p>Delivery of the 18/19 Belfast (D) PCSP Strategic Plan is complete with year-end targets and full spend achieved. The year-end OBA Performance Report Cards on impacts has been submitted to the funder and will be presented to (D) PCSP at August meetings. Joint tasking meetings will take place fortnightly between internal services working to address community safety issues to maximise resources. Fortnightly joint tasking meetings take place between the PSNI and the Council to review ASB hotspots in order to prioritise joint resources. An information sharing agreement on supporting vulnerable people more effectively has been prepared and submitted to partners for final consideration and sign off.</p>
A12 Develop the Equality & Diversity Network	L&CS / COS	<p>On 3rd October 2018, the Council’s Corporate Management Team approved the re-establishment of the Equality and Diversity Network. Previously an EDN was established during 2015 to bring together all equality and diversity work strands across the Council.</p> <p>The Council is recognised as a leader in best practice in the delivery of the equality and diversity agenda and, given the ambitions of the Belfast Agenda in addressing inequalities and developing inclusive communities, the network was re-established to incorporate a comprehensive equality and diversity agenda related to both workforce and service delivery. The Equality and Diversity Framework 2017-21 sets out our actions to be delivered and how the council will respond to new thinking on equality outcomes and the new challenges as reflected in our corporate and improvement plans. The new network will aim to ensure that resources are identified and in place in each Department to ensure compliance with our statutory duties and that we act on our commitments to promoting equality and diversity in all areas of the work we do. To ensure a “one council” approach, effective communication, reporting and governance structures will be implemented.</p> <p>Inaugural meetings of both the strategic and operational levels are scheduled to be held during 19/20, when governance will be developed including reporting to the corporate management team, led by the Chief Executive. The work plan for the EDN will be informed by best practice and include the ECNI’s S75 Demonstrating Effective Leadership guidance. The strategic level will be chaired by the City Solicitor/Director of Legal and Civic Services and corporate direction will come from Nigel Grimshaw (Strategic Director of City and</p>

Action	Lead Dept /s	Update on delivery 2018/19
		<p>Neighbourhood Services), John Tully (Strategic Director, City and Organisational Strategy) and Alistair Reid (Strategic Director Place and Economy).</p> <p>The operational level will be jointly chaired by the Equality and Diversity Officers and HR Manager and will provide an operational management process to implement equality and diversity related activities and report to the strategic level. A schedule of meetings will coincide with equality and diversity planning and event cycles eg Equality Screening Outcome Reports, Annual Reports and the Equality Consultative Forum. Department s have nominated other relevant officers to participate at the operational level and budgets have been identified.</p>
A13 Implementation of Equality Scheme	L&CS	<p>Our current Equality Scheme was approved in 2015 and will run until 2020. Training was provided to 70 staff in key areas during 18/19 and queries are monitored to determine themes where further action is required. The Scheme has impacted on key areas throughout Council including the introduction of the Equality and Diversity Network. Training was provided to 70 staff in key areas during 18/19 and queries monitored to determine themes where further action is required. The scheme has impacted on key areas throughout the Council including the introduction of the Equality and Diversity Network. We have developed our project plan for the five year review of our Equality Scheme to examine how our arrangements have been applied and assess our effectiveness in complying with section 75 duties.</p> <p>Our Equality and Diversity Network Operational, which comprises key departmental representatives will assist together with staff from our Equality and Diversity Unit and any findings will be progressed through the Strategic tier of the Network which comprises the City Solicitor/Director of Legal and Civic Services and Strategic Directors. In addition, we are currently reviewing the operation, role and remit of our Equality Consultative Forum in conjunction with our consultees, ECNI and key officers within the organisation. It is envisaged that this review will enable better alignment with the new governance arrangements in respect of the Belfast Agenda. Recommendations arising from the review will be presented to the Council's Strategic Policy and Resources Committee and Consultative Forum members for consideration and approval.</p>
A14 Review and develop new Equality Scheme 2020-25	L&CS	Actions for the five year review will commence in 2019/20.
A15 Hold bi-annual meetings of Equality Consultative Forum	L&CS	<p>Two meetings were held in the period 2018/19, they are listed below along with the topic presented:</p> <p>11 October 2018</p> <ul style="list-style-type: none"> • Belfast's Local Development Plan Draft Plan Strategy • Aquatics strategy for Belfast • Draft Developer Contributions Framework • Update on Belfast 2023 and wider cultural plans for the city

Action	Lead Dept /s	Update on delivery 2018/19
		<p>7 February 2019</p> <ul style="list-style-type: none"> • Inclusive Growth Decision Making Framework • Customer Focus Programme • Belfast Agenda: Development of a Community & Voluntary Sector (CVS) Forum • Draft Good Relations Strategy • Language Strategy 2018-2023 Action Plan
A16 Review the role of the council's external Equality Consultative Forum	L&CS	<p>In light of the significant reorganisation of structures and services, we commissioned an independent review of its current equality consultation mechanisms, including distribution lists and consultative forum. The review included an evaluation of our current practices related to the inclusion of marginalised voices as defined by section 75 and working in partnership with key stakeholders internally and externally. The scope of this included detailed interviews with key stakeholders, with a view to improving relationship between the BCC Equality Forum and the Belfast Agenda and the effectiveness of the existing dialogue.</p> <p>Recommendations on the outcome of this review will be progressed during 2019/2020.</p>
A17 Scope option to develop an internal and external Equality Forum within the emerging Community Planning Partnership	COS	<p>As part of the work to strengthen the involvement of the community and voluntary sector, we engaged with the wider sector to obtain their views on how various models might work including how we could improve communications. Early ideas were presented to our external Equality Forum and encouraged them to attend the four targeted engagement events with the sector. (Decisions regarding the wider context of the CSE involvement will have implications for whether a bespoke equality forum for the community planning partnership is required and/or influence its potential scope and role).</p>
A18 Develop and deliver a communications plan to promote equality and diversity in the organisation internally and externally	COS	<p>Communications are delivered on all Council-run initiatives, activities or events targeted at section 75 groups specifically to raise awareness of relevant issues and/or Disability Groups/to raise awareness of disability issues. These included:</p> <ul style="list-style-type: none"> • Public Consultation around the Council's Good Relations Strategy (Jan 18) • International Women's Day (March 19) • Public Consultation on Age Friendly Belfast Strategy (July 18) • Rolling Good Relations Programme of Events falling under the Decade of Centenaries and DiverseCity Programmes (April 18-March 19)

Action	Lead Dept /s	Update on delivery 2018/19												
		<p>Supporting Council involvement in specific non-council run initiatives, activities or events targeted at section 75 groups specifically/to raise awareness of section 75 issues and/or Disability groups/to raise awareness of disability issues. During the period 2018/2019 these included:</p> <ul style="list-style-type: none"> • Refugee Week (June 2018) • Belfast Pride (July 2018) • Transgender Day of Remembrance (Nov 2018) • Holocaust Memorial Day (March 2019) <table border="1" data-bbox="504 466 1659 850"> <thead> <tr> <th data-bbox="504 466 869 528">Activity</th> <th data-bbox="869 466 1169 528">Dates</th> <th data-bbox="1169 466 1659 528">Outputs</th> </tr> </thead> <tbody> <tr> <td data-bbox="504 528 869 643">Commissioned photography for Belfast Brand</td> <td data-bbox="869 528 1169 643">Completed 2018/2019</td> <td data-bbox="1169 528 1659 643">in Library of images to be used by BCC and partners as appropriate</td> </tr> <tr> <td data-bbox="504 643 869 754">Customer Focus Project</td> <td data-bbox="869 643 1169 754">Ongoing</td> <td data-bbox="1169 643 1659 754">Includes actions to promote equality and diversity internally and externally</td> </tr> <tr> <td data-bbox="504 754 869 850">City Matters Magazine</td> <td data-bbox="869 754 1169 850">Ongoing</td> <td data-bbox="1169 754 1659 850">Residents' magazine available in alternative formats</td> </tr> </tbody> </table>	Activity	Dates	Outputs	Commissioned photography for Belfast Brand	Completed 2018/2019	in Library of images to be used by BCC and partners as appropriate	Customer Focus Project	Ongoing	Includes actions to promote equality and diversity internally and externally	City Matters Magazine	Ongoing	Residents' magazine available in alternative formats
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The actions listed above were included in the Equality and Diversity Framework 2017-21 approved by the Strategic and Policy Resources Committee on 22 September 2017. In addition a number of strategic actions have also been developed and are under delivery, these are summarised below:

Action	Lead Dept / s	
A19 - Develop a Cultural Strategy	P&E	The Council is in the process of developing 'A City Imagining' which is the new 10 year cultural strategy for Belfast, with the draft strategy agreed to go out for the 12 week public consultation period by March 2019. This is a new strategic framework for the city and is set firmly within the context of the Belfast Agenda and the Local Development Plan to create a vision and coherent framework for Belfast that will fully embed culture in the wider city agenda and to enable Belfast's vision to be a 'culturally vibrant city'. The ten year Cultural Strategy

Action	Lead Dept / s	
		<p>for Belfast recognises that over the years, the Council has made a commitment to strengthening and promoting the cultural scene in Belfast.</p> <p>The draft strategy expresses an agreed cultural statement for the city which has been shaped by the significant programme of public engagement over an 18 month period. This statement and vision will be taken forward through four crosscutting themes and 16 priorities. Implementation Plans will be developed in 2019/20 for each of the priorities. The Strategy also includes a number of key strategic milestones that outlines the significant steps the Council will work towards over 10 year lifespan of the strategy.</p> <p>An Equality Impact Assessment on the Ten Year Cultural Strategy for Belfast including the review of all relevant research has been prepared for the purposes of consultation (the public consultation is opened until 10th July 2019). This consultation will inform the final EQIA report and the further development of a future investment model which will be produced to resource and support the delivery of the strategy in 2019/20.</p> <p>During the development of the strategy, a specialist consultant was appointed to work on planning, and facilitating, more than a dozen deep dive project sessions for a range of disabilities as part of the pre-consultation process. The consultant was uniquely placed to understand the challenges faced by disabled people and has been working with various support groups for people with disabilities. Each session was targeted to a specific disability group as each had varying needs and issues regarding access to cultural events in the City.</p>
A20 - Local Development Plan	P&E	<p>The Local Development Plan sets out how the council area should develop up until 2035. It is vital to the delivery of the outcomes in the Belfast Agenda and it will provide a 15 year planning framework to support economic and social outcomes in the city, while providing the delivery of sustainable development.</p> <p>Stage 1 of the process, the preparation of the LDP Plan Strategy (PS) is at an advanced stage, recently submitted to the Department for Infrastructure. The Plan Strategy is a document that has undergone significant public engagement and sets out the Councils strategy to guide the future development of Belfast. The Plan Strategy has been subject to a full Equality Impact Assessment to ensure all legislative obligations (including Section 75 of the Northern Ireland Act 1998 and the Disability Discrimination Order 2006) have been met and that the promotion of equality of opportunity is at the core of the LDP. The draft Plan Strategy was published in the autumn for a formal consultation that closed on 15th November 2018. The 109 submissions received were published on the Council's website on 1st March 2019 for a further eight week consultation period to allow for counter-representations. As with the Preferred Options Paper (POP), Plan Strategy also underwent a full public consultation, with a series of stakeholder engagement events, including consultation with Section 75 groups and the Council's own Equality Consultative Forum.</p> <p><u>Social and Affordable Housing</u></p> <p>This is being brought forward as part of the Development Plan within a new proposed policy. In the interim, developers are being encouraged to provide a level of social/affordable housing. For example, in June 2019, Sirocco outline application approved for c650 residential units with a Section 76 agreement requiring 20% for social and affordable housing.</p> <p><u>Public Realm</u></p> <p>Developers are being encouraged to offset the impacts of a development by making developer contributions and one of the main catalysts is that of public realm. For example Clarence Gallery, Clarence Chambers and Belfast Telegraph redevelopments all include public realm</p>

Action	Lead Dept / s	
		<p>improvements in line with Streets Ahead which will ensure that the access to those developments and the pedestrian routes around them are of appropriate quality and specifications.</p> <p><u>Open Space</u></p> <p>Planning Policy Statement 8 and Creating Places require new residential developments to provide communal open space and where applicable, play facilities. Similarly to the public realm, this ensures accessible environments for all</p>
A21 - City Deal	F&R	<p>City Deals were first established in 2010 as a UK-wide initiative to give local areas specific powers and freedoms to help support economic growth, create jobs or invest in local projects. A City Deal is an agreement between government and a city, giving the city and its surrounding area certain powers and freedom to:</p> <ul style="list-style-type: none"> • take charge and responsibility of decisions that affect their area; • do what they think is best to help businesses grow; • create economic growth; • decide how public money should be spent. <p>Initial work on the development of a City Deal for the Belfast Region (BRCD) commenced in 2017 and ultimately resulted in the emergence of 22 projects within four interrelated themes of Innovation and Digital; Tourism-led Regeneration; Infrastructure; and Employability and Skills for which, during this Phase 2 of the Programme, OBCs will be put in place. Together with contributions from partner organisations the ambition is to deliver £1billion of investment in the Belfast Region's economy through the Deal, with funding derived from HM Treasury, the NI Executive, the six Councils, the Further and Higher Education sectors and private sector contributions.</p> <p>Purpose</p> <p>Through a programme of targeted support and investment, the Region City Deal aims to enhance inclusive economic and structural growth that delivers more and better jobs, along with greater connectivity across the region, with a positive impact on the most deprived communities but also with a fair and proportionate spread of benefits for people from across all communities</p> <p>Actions and Outcomes</p> <p>A full equality and rural needs screening exercise was commissioned to cover the development of the plan from the initial BRCD proposal through to the time of its submission to MHCLG in September 2018. In terms of equality the screening concluded that BRCD aims to enhance the economy and infrastructure of the region in a manner that will enhance the prospects of all its citizens, irrespective of identity. Targeted interventions will aim to enhance the quality of life and prospects of those in marginalised communities in particular.</p> <p>Next Steps</p> <p>Throughout the implementation of the BRCD, the particular needs of Section 75 groups and categories will continue to be borne in mind and appropriate lawful positive and affirmative actions will be taken to remedy any potential adverse impacts on those with</p>

Action	Lead Dept / s	
		<p>particular needs and circumstances, including those with a disability, those with dependants, women and those from minority ethnic communities. This will extend to a consideration of accessibility and offers of support provided under the deal.</p> <p>As the four pillars continue to be developed, and associated projects are implemented by their respective organisations (e.g. Councils, Colleges etc); so elements of the BRCD will continue to be subject to scrutiny under Section 75, including screening and EQIAs as and when appropriate or necessary.</p> <p>The BRCD Partnership will ensure that all partners involved in the delivery of the project at a local level, and including councils and those from within the private sector, will continue to meet statutory duties to promote equality of opportunity and good relations under Section 75. It is therefore expected that projects attaching to all four pillars will be subject to scrutiny through screening and EQIA as and when necessary.</p>
A22 – Belfast Open Spaces Strategy	CNS	<p>BCC’s Open Spaces Strategy is designed to protect, create, enhance and connect open spaces across the city. It incorporates principles to provide welcoming shared spaces; improve connectivity; improve health and well-being; support place making and the built environment; increase resilience to climate change; protect and enhance the natural environment and support learning.</p> <p>Specific achievements include:</p> <ul style="list-style-type: none"> – Created an up to date and robust data-set reflecting and describing Belfast’s open spaces (public & private) – Creation of a draft Open Spaces Strategy & high level action plan (to go for public consultation in June 2019).
A23 – Capital Projects	PP	<p>Physical programme’s capital projects are delivered under various funding streams. The physical programme spans investment of £325m across the city, in line with the Council’s commitment to making Belfast a better place to live, work, visit and invest. The overall physical programme consist of various projects across funding streams such as Capital Programme, LTP, BIF, Urban Villages, SIF, etc.</p> <p>The Capital Programme include construction and improvement of council assets and the physical delivery of the leisure transformation programme.</p> <p>2018/19 was a significant year for the council and the department in terms of the ongoing delivery of the physical programme. In the year to 31 March 2019, the Council incurred net expenditure under the Capital Programme of £34.4m. The key projects and areas of expenditure include;</p> <ul style="list-style-type: none"> • Leisure Transformation Programme – LTP Olympia officially opened in June 2018, Andersonstown, Lisnasharragh and Brook – works are underway on these centres, which will be completed by November 2019 (see A28 for details) • Pitches Strategy – completed the new 3G pitches and pavilions at Cherryvale Playing Fields and Falls Park • Pitches Programme at Blanchflower Playing Fields – works underway and Ulidia Playing Fields – works completed • Navarra Place (MUGA programme Phase 2) – works underway • Upgrades to parks, open spaces and playgrounds – including the £580k playground refurbishment programme at Hammer playground, Glenbank, Duncairn, Fullerton – works completed; and Barnetts and Orangefield Park – works underway

Action	Lead Dept / s	
		<ul style="list-style-type: none"> • In addition a range of corporate projects have been undertaken including the City Hall new Changing Places facility, disabled toilet, relocation of reception desk, replacement of pea lights, Christmas lighting and emergency lighting, and the improvements in connectivity at Gasworks. • In addition, 18 projects were completed under LIF this year including refurbishments to community facilities that improved accessibility and local provisions. LIF programme outcomes were reported to SP&R Committee on November 2018 https://minutes3.belfastcity.gov.uk/mgAi.aspx?ID=46641 • 2 BIF projects completed - Davitts GAC and Raidió Fáilte; 1 SOF project complete- Assembly Buildings Conference Centre - monitoring of project outcomes ongoing <p>There is a need to ensure that the Council's significant investment in the city through this programme is maximised. The council's physical programme is not about building buildings but about investing in assets and facilities that will bring a transformational change to people's lives and contributes in promoting equality, diversity and access for all. Activity is ongoing to introduce outcomes frameworks for each programme.</p>
A24 - City and Neighbourhood Transition and Improvement Programme	CNS	<p>The City and Neighbourhood Transition and Improvement Programme commenced in 2016 and complements the Council's approach to continuous improvement. It is an ongoing programme comprising of a series of projects, activities and tasks which together, will enable the Department to deliver our ambitions for the City and our commitment to providing modern, integrated, high-quality, consistent and cost effective services that make a real difference to the City's residents and their communities.</p> <p>It should be noted that the Transition and Improvement Programme sits in a wider corporate context as such, there is an inter-reliance between the corporate and departmental objectives.</p>
A25 - Social Clauses	P&E	<p>Social Value is the additional benefit to the community from the commissioning or procurement process which is over and above the direct purchasing of goods, services and works, including <i>economic, environmental and social well-being</i> or community benefits that can be delivered to a local area.</p> <p>A Social Value Act was introduced in England and Wales in 2013, and in Scotland in 2014. Unfortunately, an equivalent act – shaped to reflect the priorities of Northern Ireland has not yet been introduced. We are committed to work with stakeholders to ensure that a social value act is established in Northern Ireland.</p> <p>The Council's Economic Development Unit screens relevant contracts as highlighted to the unit through Commercial and Procurement Services and the Physical Projects team to identify if social clauses should be integrated and develop the clauses for inclusion. This is specific to each individual contract.</p> <p>Delivering Social Value delivers the ambitions of the Belfast Agenda. Our research suggests that developing social value clauses can deliver a range of positive benefits for Belfast and can really improve quality of life of Belfast constituents. Based on the themes of the Belfast Agenda; this could include</p> <p><i>Working & Learning - Promote local skills and employment</i></p>

Action	Lead Dept / s	
		<ul style="list-style-type: none"> • More opportunities for disadvantaged people • Reducing the number of long term unemployed getting back into employment • Improved skills for local people • Number. of apprentices <p><i>Growing the Economy - Supporting Growth of Business Community</i></p> <ul style="list-style-type: none"> • More opportunities for SMEs and VCSEs <p><i>Living Here - Healthier, Safer and more Resilient Communities</i></p> <ul style="list-style-type: none"> • Creating a healthier community • Volunteering hours <p><i>City Development - Environment: Protecting and improving our environment</i></p> <ul style="list-style-type: none"> • Climate impacts are reduced <p>Savings in CO2 emissions</p>
A26 - Social Value Procurement Framework	F&R	<p>Social value in procurement is defined as “the additional benefit to the community over and above the direct purchasing of goods, services and outcomes”.</p> <p>Using its buying power, Belfast City Council will enter into procurement contracts that make a real difference to Belfast residents, including building a local supply chain that is connected to its wider social responsibilities. This could include, but is not limited to, opportunities such as</p> <ul style="list-style-type: none"> • Creating supply chain opportunities for small business and social enterprises • Improving market diversity • Encouraging community engagement <p>Delivering environmental benefits for local communities</p> <p>Currently; contracts are screened to identify if social clauses should be integrated and develop the clauses for inclusion, in line with procurement guidance notes from the Department of Finance’s Construction & Procurement Delivery (CPD) Service and relevant legislation. This includes removing barriers to procurement and increasing the capacity of under-represented suppliers to compete by:</p> <ul style="list-style-type: none"> • Dividing contracts into lots, so that there is more opportunity for SME organisations to bid and • Ensuring the minimum financial turnover required does not exceed twice the estimated contract value.

Action	Lead Dept / s	
		<ul style="list-style-type: none"> • Ensuring we only ask the minimum, proportionate number of quality (award) questions to establish a bidder's ability and proposals to deliver a contract. • Ensuring that we provide advice and guidance on our procurement processes. • Encouraging local businesses to engage in tenders for council contracts though publishing a forward plan of tender opportunities and where appropriate offering pre-tender 'meet the buyer' local market engagement sessions. <p>We know Procurement <u>can</u> play a role in delivering Social Value.</p> <p>We've gone some way, within the Council, to develop our thinking but we also have some way to go. The development of the framework is being overseen by the Commercial Panel.</p> <p>Our current thinking is that <i>Themes</i> must align with the Belfast Agenda and specific to the contract and determined by Belfast City Council (based on knowledge of the market and pre-market engagement activity). In addition, there are the implementation decisions to be made, including</p> <p><i>Internal staffing resources</i> - Corporate Procurement Services, Legal Services, Economic Development and officers across the Council.</p> <p><i>Supplier implications</i> – We need to provide a 'enabling environment' for suppliers. For example, if contractors have a commitment to recruit the long term unemployed, then the Council (through the Council's Economic Development Unit) can provide them with access to a pool of individuals to recruit from.</p> <p>In any such case, any proposed policy will have to have committee approval, undertake public consultation, equality and rural screening and a refreshed proposal will go back to committee for final approval, before developing guidance documents and training for staff and contractors, clearly identifying the Council's ambitions, processes to be applied and sources of support/assistance</p>
A27 - Urban Villages Programme	PP	<p>We are the delivery agent on behalf of the Executive Office on the Urban Villages Initiatives programme. The Urban Villages Initiative is a headline action within the NI Executive's Together Building a United Community (T:BUC) strategy. The Initiative is designed to improve good relations outcomes and develop thriving places where there has been a history of deprivation and community tension.</p> <p>As of March 2019, we have delivered capital projects with the value at £855k including Colin Allotments and Healthy Living Centre which is a local community social enterprise that turned a derelict site into a community allotments project and are used to teach the community and children about growing food and healthy eating.</p>
A28 - Leisure Transformation Programme		<p>In addition to the above our Strategic Leisure Operator (GLL) has signed up to a Programme to align their policies and operating procedures with those of the Council. The latest report in this regard to the (Active Belfast Limited Board) ABL stated 'As of April 2019, BCC and GLL policies and operational procedures in relation to Equality and Diversity are closely aligned with no significant variances or areas of concern to address.</p> <p>In this regard, GLL also provides a regular progress update to the ABL on the participation by underrepresented target groups in centres managed by GLL in Belfast. The latest report (March 19) provides detail of current progress in targeting specific target groups as follows:</p>

Action	Lead Dept / s	
		<ul style="list-style-type: none"> • <i>People with disabilities</i>- inclusive concessionary membership introduced in 2016. Currently 551 inclusive members- this is proactively promoted through relevant disability networks in Belfast. Close partnerships with a number of relevant organisations such as Disability Sport NI. Creation of a disability hub at Girdwood/ GLL Sports Foundation currently supports 12 disabled and Paralympic athletes including Dr Michael McKillop, four time gold Paralympic medallist. • <i>Women and Girls</i>- 46.6% of current membership are female. GLL have partnered with relevant groups such as the Female Sport Forum and Women in Sport and Physical Activity and delivered a range of women and girls targeted sessions. GLL have developed the 'Active Women' initiative which has attracted 186 new female members by offering incentivised membership for graduates from the programme. • <i>Older people</i>- 19.3% of current members are from 60+ age group. Free access to all over 60s before 11am. GLL have developed annual Club Games Festival which forms part of the Council's 'Age Friendly' month. GLL have engaged with AGE NI, Age Friendly Belfast, Engage with Age and other relevant organisations to disseminate information to the target demographic. GLL have daily targeted programme for this age group and deliver a range of chronic disease rehabilitation programmes. • <i>Families</i>- GLL offer a balanced, family friendly programme of activities across all centres. These are increased during school holidays with various incentives such as play schemes, kids for a quid and sports camps. GLL are currently piloting a £59 family membership at Olympia.

Priority B: Understanding our communities through information and consultation

Our society is becoming more diverse. Today it is impossible to assume we know the composition of our communities – we have to find that out through gathering information known as data. The prosperity and cohesion of all people and communities can be affected by age, gender, marital status; if you have, or have not, a disability or dependents, religious and/ or racial background, political opinion and different sexual orientations. It is also important to understand the different needs within communities, for examples there are many forms of disability, and like the other Section 75 characteristics, every individual straddles all of the groups in some way, with great differences, as well as similarities between socio-economic groups.

Consultation and engagement with our communities will also help us to understand their needs better and we need to use different ways of will involving communities and neighbourhoods.

Action	Responsibility	2018/19 update
B1 Develop an appropriate system to collect information about communities' needs and aspirations.	Strategic Planning & Policy Manager / Statistician / EDO	<p>In order to gain a better understanding of issues and needs so that more informed decisions can be made, the Council is currently developing an appropriate system to collect information about communities' needs and aspirations. This is an ongoing programme of work linked to the data development agenda of the Belfast Agenda and emerging work around civic voice participation as well as the ongoing implementation of our consultation and engagement framework.</p> <p>During April 2018, a technical report was published for all population and stretch goals included within the Belfast Agenda. Work is ongoing to disaggregate this information to lower level geographies. Gaps in relation to S75 groups will continue to be addressed.</p>
B2 Services use relevant city data when developing policies and services	Corporate and Departmental Policy Officers / EDO	<p>In order to ensure that relevant, proportionate and appropriate information is collected to inform decision-making and that services use relevant city data when developing policies and services, services and departments work together to improve how data is accessed and utilised across the council. This includes ensuring that we incorporate relevant Belfast Agenda population indicators and stretch goals into their planning processes as appropriate. Work has also begun, in collaboration with QUB and community planning partners, to explore better use of area based data. There remains gaps in relation to S75 groups, although there are key areas of good practice:</p> <ul style="list-style-type: none"> • Service development: In developing services we consistently utilise all relevant city data, from external and internal sources, when developing policies and services eg, NISRA data, consultation and assessment data etc. Additionally the Department is exploring options in relation to new ways of working to capture, display and interpret data. Furthermore, an equally screening and rural needs assessment is undertaken in relation to the development of all policies to ensure that the differing needs within our diverse population are taken into account. • Waste Agenda Consultation: a substantial consultation and engagement exercise was undertaken in relation to the Waste Agenda whereby householders were updated around some of the new approaches and equipment which are now being used to deliver

Action	Responsibility	2018/19 update
		<p>services and the proposal for a uniform, kerbside collection scheme throughout Belfast. Phase 1 of the consultation exercise explored options, including the weekly/three weekly approach. The consultation comprised three elements: 6 focus groups, 400 doorstep surveys and 10 stakeholder interviews. Phase 2 comprised a 10 week online consultation, which attracted considerable media coverage and a total of 2,175 responses, which will inform future communication campaigns. The consultation consisted of questions on potential kerbside waste collection options and in particular the weekly/three weekly approach considered in Phase 1. Other questions were included to gather householders' attitudes to recycling and to gather information on how changes could impact in ways not already identified within the existing policies (e.g. assisted lifts, family size etc.)</p> <ul style="list-style-type: none"> • Belfast Open Spaces Strategy 2019-2035: to inform the development of the policy, extensive research and data collection was undertaken as well as significant engagement with partners and stakeholders. The development of the strategy will protect, develop and improve access to good quality open spaces for everyone in order to improve health and wellbeing, support urban wildlife and biodiversity and encourage investment. The strategy is key to helping council realise ambitious targets laid out in the Belfast Agenda and the Local Development Plan. • We gather data during the Council's direct delivery of events to provide feedback and inform future planning. This allows for customer input concerning issues such as access/egress requirements to events, the content of event programmes and how the public came to know of an event. • Research was completed by the University of Ulster Economic Policy Centre to identify under-represented groups engaging in business start-up across the city. Because of this, the Economic Development Unit put in place a number of projects to engage these groups to support them to develop business ideas and get a flavour of business start-up. The unit are in the process of procuring an enterprise pathways project in partnership with DfC to engage individuals who are economically inactive to support them to start a business. • Research was also undertaken by Ulster University Economic Policy Centre to investigate the Belfast Labour Market. The purpose of this research was to determine the extent to which residents were in a position to respond to the labour market requirements, based upon their skills levels. • Intensive and extensive consultation on our capital project with a variety of community and voluntary sector organisations was undertaken through a series of community engagements and workshops in relation to capital projects being competed in Belfast. This provided invaluable advice to enable a diverse section of community/voluntary groups to complete a number of beneficial community based projects which will enhance the lives of all irrespective of disability, gender, ethnicity, sexual orientation etc. Similar processes/mechanisms for community/voluntary sector engagement was undertaken by Project Sponsors providing community engagement on a number of much smaller community projects which can be more tailored to certain particular sections of our community.

Action	Responsibility	2018/19 update
B3 Develop a city dashboard to share city data including equality-related information between community planning partners and publish to citizens	Strategic Planning Manager / Statistician	<p>In order to share city data including equality-related information between community planning partners and publish to citizens, a city dashboard has been developed. This will provide an open and transparent way of communicating progress and visualizing direction of travel against 12 population indicators and 8 stretch goals. This will contribute to a shared understanding of strategic issues facing the city.</p> <p>A community planning dashboard, titled "Belfast Agenda: City View" has been developed and will be launched to the public during Autumn 2019.</p>
B4 Establish an appropriate mechanism for Community and Voluntary Sector (CVS) representation and facilitate participation of CVS in the community planning process	Director of City & Neighbourhoods / City Solicitor/ Strategic Planning & Policy Manager	<p>When the Belfast Community Planning Partnership was first established, the Belfast Area Partnership Boards were invited to join the Partnership as full members. (The legislation requires a number of named public sector bodies to participate in community planning, referred to as statutory partners. However, non-statutory partners may be 'invited' to formally participate on the partnership). To enable community representation, and in recognition of their role within the city the BCPP agreed that broader mechanisms were also required. During 2018/2019, we undertook best practice research and carried out engagement with the sector to co-produce options for consideration. In addition to various pre-engagement meetings and discussions, four independently facilitated workshops were held with the sector during March 2019. More detailed proposals are being developed and will be issued as part of a formal consultation process with the sector later this year.</p>
B5 Roll out corporate consultation and engagement plan	Strategic Planning & Policy Manager / Policy Officer	<p>In order to ensure effective and inclusive public engagement, a high-level review of the draft consultation and engagement framework has been completed and as a result, an action plan to update and present a new draft framework to the new council has been agreed. In the meantime, the investment in employee capacity development continued with refresher training for existing Consultation Institute CPD holders held in June. A procurement review of the existing on-line consultation platform, Citizen Space, was undertaken and the platform was renewed in July 2018.</p>

The actions listed above were included in the Equality and Diversity Framework 2017-21 approved by the Strategic and Policy Resources Committee on 22 September 2017. In addition a number of strategic actions have also been developed and are under delivery, these are summarised below:

Action	Responsibility	2018/19 update
B6	F&R	<p>The Belfast City Council City Innovation Team leads on the delivery of the Smart Belfast Programme which seeks to enable Council and city partners to address urban challenges by stimulating innovation via technology and data science.</p> <p>Challenges are identified by challenge leads. In 2018/19 urban challenges relating to inequalities included park safety and healthy living.</p>

Priority C: Services accessible to all

Action	Responsibility	2018/19 update
C1 Demonstrated promotion of equality and diversity embedded in departmental business plans	All Chief Officers	<p>When planning and carrying out our functions we aim to set equality and diversity at the heart of the way we do business, through our strategic and business planning processes, by ensuring its core position in service delivery is embedded in day to day business. Some examples are as follows:</p> <ul style="list-style-type: none"> • All “Friends of” groups encouraged to welcome stakeholders with disabilities at meetings and events are accessible by all • Sports and leisure development target disability specific programmes, thus increasing participants with disabilities • Playground refurbishments include a range of inclusive play items • Age friendly events consistently take into consideration the needs of older people with disabilities eg accessible venues, sign language, interpreters, accessible transport and hearing loop Belfast Zoo has incorporated shorter routes which remove several steep inclines and an electric buggy is now available to assist visitors • Sensory play programmes are accessible for all children • Improvements in relation to access to Council owned carparks e.g. drop kerbs, pay and display machine relocation, revision of blue badge provision and charges • Provision of accessible toilets for all Council managed toilets. Implementation of 9 Changing Places Toilets. Review of Council Toilet Strategy
	P&E	<p><u>City Events</u></p> <p>The Council’s City Events Team have delivered events that were diverse and varied; events that have been free to access; events which profiled groups from across the city from a range of cultural, ethnic and mixed-ability organisations; events that were designed to be intergenerational, non-religious and promote gender integration and events to comply with DDA guidance and created so patrons were attracted to safe and welcoming shared spaces.</p>
	P&E	<p><u>Go Social and Go for It Programmes</u></p> <p>These programmes continued to be delivered during 2018/2019. Over the year, the Go Social supported 32 social enterprises/cooperatives and supported the creation of 31 jobs. The Go Social Programme has now concluded and we have put in place a more enhanced programme of delivery to support the sector. In 2018/2019, the Go For It Programme engaged 430 individuals/businesses, which supported the creation of 264 jobs, including marginalised groups.</p>

	P&E	<p><u>City Recovery Programme</u></p> <p>Following the fire in the Bank Buildings in August 2019, a City Recovery programme was put in place to support the retail sector, residents and visitors in the aftermath. This programme covered 6 work streams; relocation; physical and environmental improvements; animation and events; trader support and incentivisation; marketing and communications; and attractiveness and safety. The City Regeneration and Development Unit led on the physical and environmental improvements. The works were designed taking account of the existing street design and layout, the design codes of the Belfast Streets Ahead Project and in particular the furniture line principles. The designers also took account of BS8300 – Design of an accessible and inclusive built environment. Space between elements was considered, providing accessible routes to event spaces down the kerbs or alternatives like the additional grass space on the footway at Donegall Place. Where existing road crossing were impeded by the cordon new accessible crossings were provided (McDonalds). Slip resistance and accessibility were also considered on the grass with a neat pile selected for the grass areas accessible by wheelchair or by the elderly, infirm or stick users.</p>
	P&E	<p><u>City Revitalisation Programme – Pop Up Park</u></p> <p>As outlined previously, the City Regeneration and Development Unit led on the physical and environmental improvements in the City Recovery Programme. One of the key projects rolled out in March 19 was the Pop Up Park in Castle Place. Elements of the Pop Up Park were assessed by independent play inspector as a pre and post installation for the various surfaces. Sculptural elements were located with minimum use zones for play in mind and to provide appropriate circulatory space.</p> <p>The sculptural and play elements were specified in accordance with attention to critical fall heights eg the topiary and wooden animals, and where above heights were anticipated appropriate barrier planting was used to keep children from climbing e.g. the clock sculpture, this also doubled as a means of stabilising structures in a ‘made from the ground’ scenario as no foundations or ground fastenings were permitted because of the temporary nature. Safety surfacing in the form of rubber wetpour and shock pad underlay to the artificial grass was installed to ensure any play trips or falls were risk assessed.</p> <p>The Pop Up Park as a whole was designed to stimulate the senses and create play value for children through the use of artificial mounding, play equipment, sculptures and planting, with particular attention to colours, textures, surfacing and identity of place. Accessibility was planned to provide and steer access using ramps and positioning features as focal points, with access in mind.</p>
	P&E	<p><u>City Recovery Programme</u></p> <p>The Council’s Building Control Service led on ensuring that the protected walkways put in place around the cordon were accessible for all in terms of providing level access for users.</p>

	P&E	<p><u>Licensing of Pavement Cafes</u></p> <p>The Council's Building Control Services were involved in this key task within its plan and as such it has been included in the Pace and Economy Department Business Plan. In the absence of Department for position with legal and equality and good relations to agree technical standards that will enable the licensing of pavement cafes to commence in Belfast, being Infrastructure guidance, we will pursue a Council sensitive to all street users.</p>
	P&E	<p><u>Access and Inclusion Programme</u></p> <p>In 2018/2019 the Tourism, Culture, Heritage and Arts Unit administered over £290 k on behalf of the Department for Communities for the roll out of their Access and Inclusion Programme. The scheme was designed to improve access to cultural and arts venues for people with disabilities, which includes a growing number of older people. In all, 16 culture and arts venues and organisations in the Belfast City Council area were awarded funding under this provision of disability accessible electronic and other equipment.</p> <p>The impact will result in a legacy of more accessibility to events and festivals and art forms such as theatre, visual arts and film, for years to come. Many thousands of disabled, older people, and less able bodied people will benefit on a day to day basis. The Belfast Map indicates disability accessible venues and future accessibility audits on the city will show an improvement in disabled access for citizens and disabled visitor experience.</p> <p>This will enhance audience development for many organisations, not just the grant recipients, but those who use the facilities/venues/equipment now procured under this scheme.</p>
	F&R	<p><u>Customer Focus Programme</u></p> <p>The introduction of the new Customer Focus Programme has set out a blue print for customer services with a focus on assisted digital facilities. Early and consistent engagement with the Council's Disability Advisory Panel and Equality Consultative Forum has taken place.</p>
	L&CS	<p><u>Language Action Plan</u></p> <p>The Council launched its Language Strategy during April 2018. A Language Strategy Action Plan was then developed to deliver those actions as part of the strategy. The aim of which was to present a range of actions and targets enabling the Council to provide a greater range of services through languages other than English. Thus increasing equality of opportunity.</p>

	L&CS	<p><u>Video Relay Service</u></p> <p>The Council identified the need to support sign language users; British and Irish Sign Language in accessing their services. The barriers in telephone and face-to-face communication with council staff and sign language users was identified. We are committed to removing these barriers and the provision of a video relay service and video remote interpreting service will be piloted for a 12 month period starting from May 2019.</p>
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C2 Support departments in carrying out equality screenings of emerging policies	L&CS / EDO	Screenings completed during 2018/19 are listed below:	
		Title of Screening	Screening Decision
		Stadium Community Benefits Initiative	Screened Out - Mitigating Actions (minor impacts)
		Introduction of a Stacked Wheelie Box Recycling Scheme to Households in Belfast	Screened Out - No EQIA necessary (no impacts)
		Age-friendly Belfast 2018-21	Screened Out - No EQIA necessary (no impacts)
		Proposal to fill permanent posts by internal trawl	Screened Out - Mitigating Actions (minor impacts)
		Belfast Regional City Deal	Screened Out - No EQIA necessary (no impacts)
		Belfast Inner North West Masterplan	Screened Out - No EQIA necessary (no impacts)
		Amateur Boxing Strategy for Belfast 2012-2022	Screened Out - Mitigating Actions (minor impacts)
		Language Strategy Action Plan October 2018 - March 2020	Screened Out - Mitigating Actions (minor impacts)
		A special one-off illuminate of City Hall	Screened Out - No EQIA necessary (no impacts)
		Belfast Planning Service Alignment Process	Screened Out - Mitigating Actions (minor impacts)
		Application for a dual language street sign by Radius Housing for a new development at Rose Street	Screened Out - Mitigating Actions (minor impacts)
		New staff rotas at Belfast Zoo from April 2019	Screened Out - No EQIA necessary (no impacts)
		Aquatics Strategy for Belfast 2018/2030	Screened Out – Mitigating Actions (minor impacts)
		Achieving Through People Framework	Screened Out - Mitigating Actions (minor impacts)
		Buddy Scheme Guidance	Screened Out – No EQIA necessary (no impacts)
Workplace Policy on Domestic Violence and Abuse	Screened Out – Mitigating Actions (minor impacts)		

		Disability Action Plan 2019-2022	Screened Out – No EQIA necessary (no impacts)
		Belfast Green & Blue Infrastructure Plan	Screened Out - No EQIA necessary (no impacts)
		Developer Contributions Framework	Screened Out - No EQIA necessary (no impacts)
<p>Data gaps across all functions remain for S75 groups and this is an increasingly significant issue, we have initiated discussions with key stakeholders.</p>			

Action	Responsibility	2018/19 update
C3 Annual reporting to the Equality Commission	L&CS / EDO	A system of departmental returns was introduced following restructuring and made a significant contribution to the collation of information for the annual report.
C4 Advice and guidance for services to promote participation and inclusion for underrepresented groups	L&CS / EDO / departments	Themes identified in the advice and guidance sought included interdependencies between equality and good relations outcomes and monitoring. Updated guidance on monitoring from ECNI would be welcomed.
C5 Facilitated testing of website by people with different abilities, including online forms and transactions	COS / Marketing and Communications	Development of the new website – testing with user groups of different abilities. Initial meetings have been held to discuss this.
C6 Benchmarking of website by an external organisation	COS / Marketing and Communications	<p>SOCITM accessibility assessment – this covers the most significant number of A, AA and AAA WCAG 2.0/2.1 check points across all forms of media.</p> <p>Siteimprove accessibility tool - automated testing that strictly adheres to WCAG standards. We can audit across the website and pinpoint issues via on-page and in-code highlights.</p> <p>Internet Crystal Mark by Plain English Campaign - annual audit for ease of reading.</p>
C7 Scoping development of a range of inclusive communication channels to meet different needs	COS / Marketing and Communications	<p>British, Irish and International sign language video clips for Belfast City Hall Exhibition placed on YouTube</p> <p>British, Irish and International sign language video clips for Tropical Ravine – work started but still to be published on YouTube</p> <p>Browsealoud implemented on Belfast City Council website, Belfast Zoo website, Public-1 website, Minutes3 website and online forms - support software that adds speech, reading, and translation to websites to facilitate access and participation for people with Dyslexia, Low Literacy, English as a second language, and those with mild visual impairments.</p>

Summary of activities on website:

1 – 28 February 2019	
Websites	Activity
www.belfastcity.gov.uk	4,348
www.belfastzoo.co.uk	770
minutes3.belfastcity.gov.uk	37
belfastcity.public-i.tv	29

1 – 28 February 2019	
Type of Activity	Number of activities
Toolbar	2,745
Speech	2,342
Translate	44
Text Magnifier	15
Simplify	15

Priority D: Skilled and diverse workforce

The ability to deliver responsive services to increasingly diverse communities will depend in a large part on the composition, skills, understanding and commitment of a workforce in how we build their capacity and understanding of the need to promote equality and diversity. Through the development of a workforce which is broadly representative of the communities it serves the Council will deliver better outcomes for all.

Action	Timescale	2018/19 Update
D1 Learning and development programme developed and delivered	Ongoing	<p>In order to increase staff awareness of equality and diversity issues, a corporate programme is developed annually on general equality and diversity and good relations. Other bespoke course are procured from time to time and staff have the opportunity to attend courses delivered by external providers for example, disability positive training and autism awareness.</p> <p>Two “Tackling Inequality” Workshops were held and attended by 28 staff involved in policy development. In addition, 7 training sessions attended by 50 staff were delivered to increase staff understanding of equality and diversity and how it affects service delivery, including compliance with the equality duty and raising awareness of relevant issues when making decisions.</p>
D2 Mechanisms to monitor the diversity of the workforce and applicants are further developed	2017-18	<p>The profile of the Council’s workforce is broadly representative of the community it services. The organisation has recently procured a new HR/Payroll system which will be modified, as required, to enable it to fulfil its statutory obligations of monitoring and reporting on the Section75 groups.</p>
D3 Implementation of Organisational Development Strategy	2017-21	<p>This Strategy was developed to ensure that the organisation delivers responsive services to diverse communities and the Council’s diversity action plans have all been developed as part of the OD Strategy. A new People Strategy is currently being developed and this will set our further plans to develop a skilled and diverse workforce.</p>
D4 – Achieving through our People	Ongoing	<p>Our Achieving Through People Framework is a new corporate framework which sets out new organisational values and behaviours for all employees (specified at employee, manager and senior manager levels). Once fully developed it will be rolled-out corporately to all staff and aligned to various key people management processes such as senior management appraisal, staff PDP processes etc.</p> <p>During August/September 2018, a series of focus groups were held with staff from business support, operational, managers, team leader/supervisors, professional, Trade Unions and representatives from the Council’s staff networks (Disability/Women/LGBT).</p>

		<p>The framework is in its final stages of development. Once implemented further screening will be carried out to assess which has been achieved against what was planned. The framework will also closely be aligned to the corporate People Strategy, which is currently being developed and monitoring the application of this will be a key feature going forward.</p> <p>Within the framework, there is an element which specifically relates to promoting equality and diversity within the workplace and within this, effective managers will be expected to ensure compliance with our section 75 duties and policy and procedures in relation to equality, good relations and disability.</p> <p>Within the same element, senior managers are expected to “promote and role model an inclusive working environment and culture that values equality of opportunity and diversity”. The ATP framework also sets out that all employees within the organisation are expected to actively challenge bias, prejudice, discrimination or intolerance.</p>
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Glossary

EDO – Equality and Diversity Officer

HR/OD – Human Resources and Organisational Development

GRU – Good Relations Unit