



Subject:	Audit of Inequalities and Equality Action Plan 2021-24
Date:	20th August 2021
Reporting Officer:	John Walsh, City Solicitor / Director of Legal & Civic Services
Contact Officer:	Sarah Williams, Governance and Compliance Manager Lorraine Dennis, Equality and Diversity Officer

Restricted Reports

Is this report restricted?

Yes

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No

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If Yes, when will the report become unrestricted?

After Committee Decision

☐

After Council Decision

☐

Sometime in the future

☐

Never

☐

Call-in

Is the decision eligible for Call-in?

Yes

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No

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1.0	Purpose of report or summary of main issues
1.1	The purpose of this report is to submit for approval a final version of the Audit of Inequalities and Equality Action Plan 2021-24.
2.0	Recommendations
2.1	The Members of the Committee are asked to recommend that, in accordance with the Council decision of 4 th May 2021, the Chief Executive exercise her delegated authority to: <ul style="list-style-type: none">• note the results of the public consultation; and• agree the recommendations including the submission of the final documents to the Equality Commission for Northern Ireland
3.0	Main Report
3.1	<u>Background</u> Members agreed to the draft Audit of Inequalities and Equality Action Plan 2021-24 which was issued for public consultation earlier in the year. The draft documents were prepared as

	<p>part of our compliance requirements under Section 75 of the Northern Ireland Act 1998. The Equality Action Plan is scheduled to run from 2021 until 2024, to align with our Corporate Plan.</p>
3.2	<p><u>Key Issues</u></p> <p><u>Consultation mechanisms used</u></p> <p>The online survey, which was a key mechanism of the twelve-week public consultation, was launched through our social media platforms on Wednesday 10 March 2021.</p> <p>Consultees were advised:</p> <p style="padding-left: 40px;">That the Council's Equality Scheme includes a commitment to gather information about inequalities in Belfast, which we can address through our functions. This is called an 'Audit of Inequalities'.</p> <p style="padding-left: 40px;">Based on this, we've put together an Equality Action Plan. This sets out the actions we propose to address inequality in the functions we're responsible for like economic development, waste management and parks services and contributes to our compliance with Section 75 of the Northern Ireland Act 1998.</p> <p>All Equality Scheme consultees were invited to participate, and invitations issued to various fora. Meetings were held as part of the Equality Consultative Forum and Disability Advisory Panel and two further public meetings were facilitated.</p> <p>Reminders to participate were also issued via social media on several occasions throughout the consultation period, which closed on Tuesday, 1st June 2021.</p> <p>A summary of both quantitative and qualitative feedback from the results of the public consultation are set out in Appendix 1.</p>
3.3	<p><u>Recommendations:</u></p> <ul style="list-style-type: none"> i. Data gathered throughout the course of this consultation will be considered through the internal officer Equality and Diversity Network Strategic and Operational groups and will be fed into specific, relevant programmes. ii. No changes are made to the draft Audit of Inequalities and this is now submitted to the Equality Commission for Northern Ireland and published as the final document (Appendix 2). iii. No changes are made to the draft Equality Action Plan 2021-24 and this is now submitted to the Equality Commission for Northern Ireland and published as a final document (Appendix 3).

3.4	<p><u>Financial and Resource Implications</u></p> <p>This work is covered by existing budgets. Whilst the EDU will lead on this work, officer input from across the Departments will be required.</p>
3.5	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>The actions outlined contribute to our legal compliance regarding the promotion of equality and good relations.</p>
4.0	Documents Attached
	<p>Appendix 1 -Summary of feedback from public consultation</p> <p>Appendix 2: Audit of Inequalities</p> <p>Appendix 3: Equality Action Plan 2021-24</p>