

# Public Document Pack

**Democratic Services Section  
Legal and Civic Services Department  
Belfast City Council  
City Hall  
Belfast  
BT1 5GS**

20th October, 2021

## **MEETING OF STRATEGIC POLICY AND RESOURCES COMMITTEE**

Dear Alderman/Councillor,

In addition to those matters previously notified to you, the following items will also be considered at the meeting to be held at 9.30 a.m. on Friday, 22nd October, 2021.

Yours faithfully,

SUZANNE WYLIE

Chief Executive

### **AGENDA:**

#### **2. Restricted Items**

- (l) Request for the use of Falls Park for Féile An Phobail Winter Festival (Pages 1 - 4)
- (m) Recruitment of Post of Chief Executive and Interim Arrangements (Pages 5 - 10)

#### **3. Matters referred back from Council/Motions**

- (e) Motion: Employment Rights (Northern Ireland) Order 1996 – Response from Minister for the Economy (Pages 11 - 16)

#### **7. Equality and Good Relations**

- (c) Minutes of Meeting of Shared City Partnership (Pages 17 - 38)
- (d) LGBTQ+ Hub for Belfast - Feasibility and Scoping Study (Pages 39 - 44)

#### **8. Operational Issues**

- (d) Minutes of Meeting of the Working Group on the Climate Crisis (Pages 45 - 50)

**9. Issues Raised in Advance by Members**

(a) Fertility Treatment Leave

Councillor Murphy to propose:

"This Council:

- (i) recognises that 1 in 6 couples across these islands experience infertility and that receiving treatment such as IVF can bring with it stress and pressure;
- (ii) acknowledges that the World Health Organisation recognises infertility as a disability; and
- (iii) further acknowledges that Council staff at present are having to take unpaid leave or annual leave to receive treatment, which is unacceptable.

In view of this, the Council will seek to implement a new leave provision for staff, which caters for those who need leave for fertility treatment and offers the same protections as sick leave.

The Council will include in any such provision a safety net period of two weeks paid leave following any unsuccessful treatment."

By virtue of paragraph(s) 3 of Part 1 of Schedule 6  
of the Local Government Act (Northern Ireland) 2014.

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of the Local Government Act (Northern Ireland) 2014.

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| <b>Subject:</b>           | <b>Motion: Employment Rights (Northern Ireland) Order 1996 – Response from Minister for the Economy</b> |
| <b>Date:</b>              | 22nd October, 2021                                                                                      |
| <b>Reporting Officer:</b> | John Walsh, City Solicitor                                                                              |
| <b>Contact Officer:</b>   | Jim Hanna, Senior Democratic Services Officer                                                           |

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

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| <b>Call-in</b>                               |                                                                     |
| <b>Is the decision eligible for Call-in?</b> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |

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| <b>1.0</b> | <b>Purpose of Report/Summary of Main Issues</b>                                                                                                                                 |
| 1.1        | To consider a response to a motion calling for an amendment to the Employment Rights (Northern Ireland) Order 1996, which was passed by the Council at its meeting on 1st June. |
| <b>2.0</b> | <b>Recommendation</b>                                                                                                                                                           |
| 2.1        | The Committee is asked to note the response and take such action thereon as may be determined.                                                                                  |
| <b>3.0</b> | <b>Main Report</b>                                                                                                                                                              |
|            | <b><u>Key Issues</u></b>                                                                                                                                                        |
| 3.1        | The Council, at its meeting on 1st June, passed the following motion, which had been proposed by Councillor Lyons and seconded by Councillor Heading:                           |

"This Council notes with alarm the growing number of employers, especially in the retail, hospitality and aviation sectors, who are making employees redundant before reemploying them on less-favourable terms and conditions; believes that these employers should instead be focused on supporting their employees through this pandemic; agrees with Unite the union and others that this fire-and-rehire practice makes a mockery of workers' rights.

The Council, therefore, calls on the Department for Economy to close this legal loophole as a matter of urgency, for example by amending The Employment Rights (Northern Ireland) Order 1996 to specify that such redundancies should automatically be regarded as unfair dismissals."

- 3.2 A response has been received from the Minister for the Economy, a copy of which is attached.
- 3.3 The Minister begins by stating that he will continue the work of his predecessors in protecting those immediately affected by the pandemic and outlines the extent of that work. He points out that they took a number of steps to protect workers' rights in respect of ensuring that statutory family-related payments and various statutory entitlements connected with redundancy or the termination of employment were based on normal pay rather than furlough pay.
- 3.4 The Department had also introduced legislation to allow workers who were unable to take holiday leave as a result of the Covid-19 outbreak to carry over their annual leave into the next two leave years.
- 3.5 Legislation had also been introduced which had extended vital Health and Safety protections to all workers, something which had previously applied only to employees.
- 3.6 Significant progress had also been made towards the introduction of Parental Bereavement Leave and Pay in NI, an important new employment right for those parents in work who suffer the loss of a child.
- 3.7 The Minister goes on to state that, as the focus moves to recovering from the damage inflicted on the economy by the pandemic, his priority is to ensure that workers have jobs to which they can return. His Department's economic recovery action plan will help protect jobs, which, in his opinion, is the most fundamental of all employment rights.



|            |                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3.8        | He then stresses that, in his view, the practice of giving notice and offering a new contract known as 'fire and rehire' should not be used as a negotiation tactic. Using fire and rehire as a tactic to put undue pressure on workers to accept new and often worse terms and conditions or face losing their jobs is unacceptable.                                                                                |
| 3.9        | The Minister warns employers that dismissal and rehire should only be used where there is an existential risk to the business. Even in those circumstances, employers must follow a statutory minimum dismissal procedure, and may have to follow a collective redundancy consultation process if a group of employees is involved.                                                                                  |
| 3.10       | He is conscious that any potential measures to address the worst excesses of fire and rehire, including legislation, must be carefully considered to ensure there are no unintended consequences particularly where those measures could lead to more redundancies. His officials will continue to liaise with their counterparts in the Department for Business, Enterprise and Industrial Strategy on this matter. |
| 3.11       | The Minister then highlights the need to remember that any employees who believe that they have been unfairly dismissed from the original contract may be able to complain to an Industrial Tribunal, providing they have at least one year's continuous service with their employer. Employees may also be able to claim redundancy if they have at least two years' service.                                       |
| 3.12       | <p>The Minister concludes by making reference to the Labour Relations Agency - Workplace Information Service and the Law Centre as valuable sources of assistance/support.</p> <p><b><u>Financial and Resource Implications</u></b></p> <p>None associated with this report.</p> <p><b><u>Equality or Good Relations Implications</u></b></p> <p>None associated with this report.</p>                               |
| <b>4.0</b> | <b>Document Attached</b>                                                                                                                                                                                                                                                                                                                                                                                             |
|            | Response from Minister for the Economy                                                                                                                                                                                                                                                                                                                                                                               |

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**From the Office of the Minister**  
Gordon Lyons MLA



Ms Carolyn Donnelly  
[donnellycarolyn@belfastcity.gov.uk](mailto:donnellycarolyn@belfastcity.gov.uk)

Netherleigh  
Massey Avenue  
Belfast BT4 2JP  
02890 529202  
email: [private.office@economy-ni.gov.uk](mailto:private.office@economy-ni.gov.uk)

**Our Ref:** CORR-1262-2021

20 October 2021

Dear Carolyn,

### **Fire & Re-hire Practices**

Thank you for your letter dated 2<sup>nd</sup> July to my predecessor Mr Paul Frew, in relation to Fire & Re-Hire Practices, and my apologies for the delay in replying to your correspondence.

As Minister with responsibility for employment, I will continue the work of my predecessors in protecting those immediately affected by the pandemic. I am pleased to say that my predecessors took a number of steps to protect workers' rights in respect of ensuring that statutory family-related payments and various statutory entitlements connected with redundancy or the termination of employment were based on normal pay rather than furlough pay.

The Department also introduced legislation to allow workers, who were unable to take holiday leave as a result of the Covid-19 outbreak, to carry over their annual leave into the next two leave years.

In his time in office, Minister Frew also introduced legislation which extended vital Health and Safety protections to all workers that previously only applied to employees.

Good progress has also been made towards the introduction of Parental Bereavement Leave and Pay in NI, an important new employment right for those parents in work who suffer the loss of a child.

As we look to recover from the damage inflicted on our economy by the pandemic, my priority is to ensure that workers have jobs to which they can return. My Department's economic recovery action plan will help protect jobs. In my opinion, that is the most fundamental of all employment rights.

Nonetheless, I want to make it absolutely clear that, in my view, the practice of giving notice and offering a new contract known as 'fire and rehire' should not be used as a negotiation tactic. Using fire and rehire as a tactic to put undue pressure on workers

to accept new and often worse terms and conditions or face losing their jobs is unacceptable.

I must warn employers that dismissal and rehire should only be used where there is an existential risk to the business. Even in those circumstances, employers must follow a statutory minimum dismissal procedure, and may have to follow a collective redundancy consultation process if a group of employees is involved.

That being said, I am conscious that any potential measures to address the worst excesses of fire and rehire, including legislation, must be carefully considered to ensure there are no unintended consequences particularly where those measures could lead to more redundancies

My officials will continue to liaise with their counterparts in the Department for Business, Enterprise and Industrial Strategy on this matter.

It is important to remember that any employees who believe they have been unfairly dismissed from the original contract may be able to complain to an Industrial Tribunal providing they have at least one year's continuous service with their employer. Employees may also be able to claim redundancy if they have at least two years' service.

Anyone who finds themselves in this position may wish to consider contacting the Labour Relations Agency - Workplace Information Service on 03300 555 300 for confidential and impartial information.

In addition, the Law Centre NI provides free, independent, specialist legal advice (subject to capacity) on employment rights. The Law Centre can be contacted on their advice line on 028 9024 4401 or by email: [employmentadvice@lawcentreni.org](mailto:employmentadvice@lawcentreni.org).

Further information may be found at <https://www.nidirect.gov.uk/articles/changes-employment-conditions>

Yours sincerely,



**GORDON LYONS MLA**  
**Minister for the Economy**



|                           |                                                      |
|---------------------------|------------------------------------------------------|
| <b>Subject:</b>           | <b>Minutes of Meeting of Shared City Partnership</b> |
| <b>Date:</b>              | 22nd October, 2021                                   |
| <b>Reporting Officer:</b> | Ryan Black, Director of Neighbourhood Services       |
| <b>Contact Officer:</b>   | Nicola Lane, Good Relations Manager                  |

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

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| <b>Call-in</b>                        |                                                                     |
| Is the decision eligible for Call-in? | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |

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| <b>1.0</b> | <b>Purpose of Report/Summary of Main Issues</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 1.1        | The purpose of this report is to advise the Committee of the key issues discussed at the Shared City Partnership meeting held on 11 <sup>th</sup> October.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>2.0</b> | <b>Recommendations</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 2.1        | <p>The Committee is requested to approve the minutes and the recommendations from the Shared City Partnership Meeting held on 11th October including:</p> <ul style="list-style-type: none"> <li>• to note and agree the following updates from the ongoing delivery of the Good Relations Action Plan: <ul style="list-style-type: none"> <li>• to note all updates in relation to the PEACE IV Programme;</li> <li>• to note that £15,000 has been allocated to Falls Community Council (as a lead organisation in partnership with a number of other organisations in the area) through the Strategic Intervention Programme within Programme BCC10 of the DCGRP Action Plan;</li> </ul> </li> </ul> |

|            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|            | <ul style="list-style-type: none"> <li>• to note that up to £5,000 will be allocated to Finaghy Women’s Group and Belvoir Area Residents Group from the same Programme in the DCGRP Action Plan for community interventions;</li> <li>• to note that Suffolk Community Forum, as a lead partner for a number of Men’s Sheds, has been awarded £12,000 for the delivery of a programme between now and March 2022, to increase cross community contact through community gardens and men’s sheds, as part of BCC7 programme in the Action Plan;</li> <li>• to agree to grant funding of £1500.00 under BCC7 – Shared Community for an event with Holy Family Youth Club and Mountcollyer Youth Club at Christmas;</li> <li>• to agree to receive a presentation from the Commission for Victims and Survivors providing an overview of its current work; and</li> <li>• to agree that a briefing session is organised in conjunction with the British Red Cross on current issues relating to Refugee and Asylum Seekers.</li> </ul> |
| <b>3.0</b> | <b>Main Report</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 3.1        | <p><u>Key Issues</u></p> <p>The Shared City Partnership is a Working Group of the Strategic Policy and Resources Committee which consists of Elected members and representatives from various sectors across the city. The minutes from the Partnership are brought before the Committee for approval on a monthly basis.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 3.2        | <p>The key issues on the agenda at the October meeting were:</p> <ul style="list-style-type: none"> <li>• Presentation on PEACE IV Project Playing Our Part by Active Communities Network</li> <li>• PEACE IV <ul style="list-style-type: none"> <li>➤ Update on PEACE IV Secretariat</li> <li>➤ Update on PEACE IV CYP Theme</li> <li>➤ Update on PEACE IV SSS Theme</li> <li>➤ Update on PEACE IV BPR Theme</li> </ul> </li> <li>• Update on the District Council Good Relations Programme 2021/22</li> <li>• Feedback from the Shared City Partnership Workshop on 6th October 2021.</li> <li>• Request for Presentation by the Commission for Victims and Survivors.</li> <li>• Future Events Update</li> </ul>                                                                                                                                                                                                                                                                                                                 |
| 3.3        | <p>More details regarding the above issues and recommendations are included in the attached minutes of the meeting.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

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| 3.4 | <p><b><u>Financial and Resource Implications</u></b></p> <p>All financial implications are covered through existing budgets</p>                                                                                                                     |
| 3.5 | <p><b><u>Equality or Good Relations Implications/Rural Needs Assessment</u></b></p> <p>The recommendations of the Partnership promote the work of the Council in promoting good relations and will enhance equality and good relations impacts.</p> |
| 4.0 | <p><b>Documents Attached</b></p>                                                                                                                                                                                                                    |
|     | <p>Minutes of the Shared City Partnership meeting of 11<sup>th</sup> October</p>                                                                                                                                                                    |

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**SHARED CITY PARTNERSHIP**

**MONDAY 11th OCTOBER, 2021**

**MEETING OF SHARED CITY PARTNERSHIP  
HELD REMOTELY VIA MICROSOFT TEAMS**

Members present: Councillor Kyle (Chairperson);  
Alderman Rodgers; and Councillors Magennis and O'Hara.

External Members: Mr. J. Donnelly, Community and Voluntary Sector;  
Miss. G. Duggan, Belfast City Centre Management;  
Mr. C. Gardner, Good Relations, TEO;  
Ms. K. Jardine, Faith Sector;  
Ms. G. Mornhinweg, Belfast Health and Social Care Trust;  
Mr. M. McBride, Education Authority;  
Mr. I. McLaughlin, Community and Voluntary Sector;  
Ms. Ann Marie White, British Red Cross.

In attendance: Ms. N. Lane, Good Relations Manager;  
Ms. D. McKinney, PEACE IV Programme Manager;  
Mrs. K. McCrum, Democratic Services Officer; and  
Mrs. S. Steele, Democratic Services Officer.

**Apologies**

Apologies for inability to attend were reported on behalf of Ms. B. Arthurs, Miss. J. Irwin, Superintendent Pollock and Ms. A. Roberts.

**Minutes**

The minutes of the meeting of 6th September, 2021 were taken as read and signed as correct.

In response to a query from a Member, the Good Relations Manager confirmed that, in terms of the project modifications agreed at the September meeting, specifically the proposed allocation of funding to each of the 2 shared housing projects, that officers would be liaising with the Housing Associations to ensure that there was no duplication of funding, she added that any funding awarded would be subject to a relevant good relations programme being developed.

**Declarations of Interest**

No declarations were recorded.

**Presentation on CYP PIV Programme Playing Our Part –  
Active Communities Network**

The Partnership was informed that Ms. V. Moore, Programme Manager, representing the Active Communities Network, a project delivery partner for PEACE IV, was in attendance to present on the project.

She commenced by providing the Partnership with an overview of the Active Communities Network, detailing that its vision was 'To create opportunities, inspire change and to tackle inequality'. Its mission being: 'A world where everyone has the same opportunity to succeed, regardless of backgrounds'.

She then referred specifically to the Playing our Part in the City (PLAY) Project, she advised that this was a collaborative programme delivered in conjunction with Belfast City Council and with various community partners from throughout North, South, East and West Belfast. She explained that this programme encouraged traditional methods of play through communication, social interaction and, most importantly, enjoyment, the focus being to bring young people from different community backgrounds together. In essence, the activities aimed to reflect on a more simplistic period, when social media did not exist, and children made their friendships and connections through play.

She detailed that the programme used a wide range of methods to engage young people aged 11-13 years old, on a cross community basis, including games, team building, drama and crafts. These activities allowed young people to establish relationships and friendships, to ask questions about one another and to learn about each other's lives, backgrounds, and cultures. The young people participate in a 16-week programme through single identity and dual identity workshops, during which they consider issues that might arise with communities with the aim of trying to break down barriers and find resolutions. In addition, the programme also engages parents and encourages them to participate, this helps to establish relationships through intergenerational means.

The representative then detailed the following achievements attained from the PLAY programme:

- Over **640** young people recruited to the programme: **360** completed and **280** currently engaging.
- **15068 hours** completed to date by young people engaging
- Developed New Partnerships across the city.
- Enhanced Youth work Practice
- Profiled for future funding
- Strong friendships
- Challenged perceptions
- Created Acceptance
- Improved Confidence
- New Experiences
- New Hobbies
- Improved Mental Health

She concluded her presentation by providing an overview of some testimonials from people who had successfully completed the programme and also referred to a video testimonial available [here](#). She thanked the Council for its continued support and for the opportunity to present.

Following a query from a Member, the representative advised that, to date, interpreting services had not been required during delivery of the programme.

The Member stated that she was keen to see interpreting services offered to ensure equality of access for all future Peace projects but added that the NISRA Census update would help to inform where there was a need for language support.

The Chairperson of the Partnership thanked the representative for attending and expressed thanks to the Active Communities Network for their continued hard work and commitment in delivering the PLAY programme, particularly during the current difficult circumstances, following which she left the meeting.

Noted.

## **Peace IV Update Reports**

### **Update on Secretariat**

The PEACE IV Programme Manager provided the Members with an update in respect of the Secretariat activity associated with the implementation of the Peace IV Local Action Plan.

The Members were advised that the contract addendums for the NIHE CYP and BPR Projects had been issued and agreed as a priority. The remaining contract addendums were being progressed through Central Procurement Services, in line with the Council's processes. She reported that the revised implementation plans from delivery partners would be progressed during October.

Project activity continued to be closely monitored and it was gradually increasing, however, the Members were asked to note that some of the projects continued to experience lower participation levels. In addition, some activities had been rescheduled because of ongoing Covid-19 issues.

The Members were also asked to note that modification requests were continuing to be submitted, as per the Thematic Reports.

The officer then provided a brief update regarding the Programme Workplan. She reported that the Italian Culture Café and International Day of Peace events had taken place during September and that both events had been extremely successful.

Planning for the next Culture Café event, which would focus on the Spanish community in Belfast was currently underway. This event would be delivered virtually on Tuesday, 19th October at 12 noon. An event focusing on Shared Space was scheduled to take place on 11th November 2021 at 9.30 a.m. in Crumlin Road Gaol.

The officer reported that, following interviews, an offer of employment for the new Project Manager for the BPR theme had been accepted, the new staff member was due to commence on 26th October. Recruitment for the Project Development Officer was ongoing.

The Partnership was informed that the total value of spend in the programme up to Period 27 (July 21) was £5,300,222.

The Partnership noted that delays with the verification of claims and the reimbursement of monies from the SEUPB was still an ongoing issue. Reimbursement of claims for the BPR and CYP themes for Period 26 had been received, however, reimbursement of the SSS and NIHE CYP and BPR claims were still outstanding. The position was continually under review and discussion with the SEUPB, who had attributed the delays to a lack of resources.

### **Children and Young People (CYP) Update**

The Partnership considered the following report:

**“1.0 Purpose of Report or Summary of main Issues**

To provide the Shared City Partnership (SCP) with a progress report in respect of the Children and Young People’s (CYP) theme of the PEACE IV Local Action Plan.

**2.0 Recommendations**

The Partnership is requested to recommend to the Strategic Policy & Resources Committee that they note the contents of the report.

**3.0 Main report**

Project Updates

**3.1 CYP 1 – Tech Connects**

**GIGA Training (Afterschool’s & Digital Arts Academies (Tech Camps)**

The Delivery Agent is progressing with recruiting participants for Halloween camps to take place during mid-term break from 25 - 29 October 21. GIGA is also exploring and progressing with the afterschool’s programmes and reviewing how delivery can be adapted given the current COVID rates in schools at present. Members should note that it is proposed that activity will move to virtual delivery for this element of the programme.

GIGA is engaging with groups currently working in other programmes to ensure there are no duplicate registrations or episodes of double counting.

|                         |                                    |                            |
|-------------------------|------------------------------------|----------------------------|
| <b>6-11 Year Olds:</b>  | <b>250 from a target of 399</b>    | <b>149 Remaining</b>       |
| <b>12-16 Year Olds:</b> | <b>116 from a target of 460</b>    | <b>344 Remaining</b>       |
| <b>Total</b>            | <b>366 Total Recruited to date</b> | <b>493 Total Remaining</b> |

**Belfast Metropolitan College (Digital Insights Programme) (17-24 yr. olds)**

Challenges in recruiting participants from this hard to reach age group continue. BMC is progressing to schedule delivery with groups and have revised their approach to deliver on a face to face basis in local community settings which should help overcome participation barriers such as travel.

|              |                                |                      |
|--------------|--------------------------------|----------------------|
| <b>Total</b> | <b>26 from a target of 160</b> | <b>134 remaining</b> |
|--------------|--------------------------------|----------------------|

Morrow communications is to attend future sessions to capture footage for the PEACE IV journey.

### 3.2 CYP 2 - Playing our Part in the City

Year 3 is fully recruited with both young people and parents and there are currently 80 recruited for Year 4. Given the delay with COVID isolation periods, members are reminded that Active Communities Network have approval to extend delivery into year 4. Isolation and PCR testing continue to impact groups and the delivery schedule. However, Year 4 delivery runs until December 21 with the delivery agent confident that they can fully deliver participants recruitment numbers and cross community contact hours.

|              |                                 |                     |
|--------------|---------------------------------|---------------------|
| <b>Total</b> | <b>598 from a target of 640</b> | <b>42 remaining</b> |
|--------------|---------------------------------|---------------------|

Vicky Moore from ACN will be attending the meeting of the SCP and will be presenting on the status, highlights of the programme and anecdotal case studies should members wish to seek additional information or have further discussion on the project.

### 3.3 CYP3 – On the Right Track – Sports and Personal Change elements

25 – 40 young people have completed sports leaders training during this period and the lead officer continues to engage with groups to ensure the required cross community contact time is achieved.

Recruitment of sports clubs/groups is continuing and schedules are being agreed to fully deliver to clubs based on their availability and locations across the city, as follows:

| Month | September 2021        | October 2021                   | November 2021           | December 2021                | January 2022              | February 2022           | March 2022            |
|-------|-----------------------|--------------------------------|-------------------------|------------------------------|---------------------------|-------------------------|-----------------------|
| Group | Cairn Lodge & Mac ABC | Bloomfield FC & Belfast Celtic | Sparta Futsal & Rosario | St Malachys & Albert Foundry | Davits & Springfield Star | Harlequins & St Brigids | Tullycarnet & St Pats |

At present, current participant levels are between 30 – 40 per month. Given the high participant targets of between 84 - 98 young people per month, the risk remains high. It is hoped that the relaxation of social distancing and the provision of participant incentives such as tracksuits will help increase participant levels.

|              |                                  |                       |
|--------------|----------------------------------|-----------------------|
| <b>Total</b> | <b>617 from a target of 1800</b> | <b>1183 remaining</b> |
|--------------|----------------------------------|-----------------------|

#### Personal Change

Delivery of activity for the final cohort of 15 participants is progressing well. The current OCN module for participants focuses on respect and alcohol / drug abuse. Most participants

have completed over 40% of the contact hours required to fully complete the programme.

Members are requested to note that a potential modification request for flexibility to reduce contact hours from 305 hours to 265 is likely to be submitted in the near future. Flexibility in the contact hours for this cohort is necessary to take into account ongoing Covid 19 impacts (such as isolation / PCR tests) and ongoing challenges in completing residential. Members should note the reduction is within the acceptable tolerance level of SEUPB and is in line with other cohorts that have completed the programme. SEUPB.

|              |                               |                                           |
|--------------|-------------------------------|-------------------------------------------|
| <b>Total</b> | <b>42 from a target of 42</b> | <b>0 remaining – due to finish Dec 21</b> |
|--------------|-------------------------------|-------------------------------------------|

### 3.4 CYP 4 – Cooperation Ireland (Young Advocates)

The delivery agent is currently sourcing and procuring for activities / residential centres to secure dates for delivery and community partners remain engaged. A further 32 participants are required to complete the programme to meet the required targets within an extended timeframe to April 2022 and as such the risk remains low.

|              |                               |                     |
|--------------|-------------------------------|---------------------|
| <b>Total</b> | <b>48 from a target of 80</b> | <b>32 remaining</b> |
|--------------|-------------------------------|---------------------|

### 3.5 CYP 5 – NIHE Local Area Network Partner Delivery

*The delivery agent is focusing on issuing SLAs to groups to encourage commitment to the programme and meet cross-community contact hours. Senior Officers from both NIHE & BCC have agreed to meet monthly, to discuss delivery at an operational level.*

*Risk remains high as there have been challenges with recruitment and procurement within the project. Council officers continue to liaise with NIHE team on a frequent basis to provide guidance and support.*

*The current focus is now on completing the remaining procurement exercise and acceptance and sealing of the Addendum to the current contract which extends delivery of the project to 30 September 2022.*

*NIHE is currently reviewing their participant groups who had previously committed to the programme as there are currently 188 young people registered with no attendance hours achieved and identified as not currently engaging in the programme.*

|              |                                 |                      |
|--------------|---------------------------------|----------------------|
| <b>Total</b> | <b>123 from a target of 900</b> | <b>777 remaining</b> |
|--------------|---------------------------------|----------------------|

### 3.6 Financial and Resource Implications

**To date all PEACE IV costs for the CYP Theme up to Period 26 for BCC project have been fully reimbursed by SEUPB. Claims for Period 26 for the NIHE CYP Project and Period 27 are currently being verified by SEUPB.**

### **3.7 Equality or Good Relations Implications/Rural Needs Assessment**

**The draft plan has been equality screened and discussed at the Equality Consultative Forum on 13 May 2015. The Equality Consultative Forum was further consulted on 18 Nov 2020.”**

The Partnership recommended that the Strategic Policy and Resources Committee note the contents of the report.

#### **Shared Space and Services (SSS) Update**

The Programme Manager provided an update on the progress made to date in respect of the SSS theme, within the Peace IV Local Action Plan. She advised that, as with the other projects, the easing of COVID restrictions was contributing towards enabling the progress of both elements with implementation of the capital and programming elements progressing, although Government restrictions have impacted the delivery of programme elements.

She referred to the capital works which were being undertaken as part of the initiative, including:

**Capital Works – Forth Meadow Community Greenway - Springfield Dam –** Discussions were ongoing in regard the naming process for the bridge at Springfield Dam. A panel of cross community representatives, including the SCP Chairperson and representatives from DfC, SEUPB, Mediation NI and the Chairperson of West Area Working Group had been established and the first meeting would take place in due course (date to be confirmed). It was envisaged that the panel would select a short list of names which would go out to public vote.

**Capital Works PEACE IV Network Scheme – Capital Works –** Works were progressing well, with completion of Section 1 programmed for completion December 2021 / January 2022. Planning approval had been granted for Section 2 (Springvale Lands) with an anticipated start date of late October/early November 2021. Section 3 (Falls Park) works were scheduled to commence mid-October and the Council was currently working with the contractor to secure a works programme which would enable user groups and the wider community to be advised. The anticipated start date for works in Section 4 (Bog Meadows) was winter 2021. All sections were on target to have the works completed, in line with the funding timeline, that is, autumn 2022. The management and maintenance group were continuing to work through operational matters.

A Public Art Steering Group/panel has been established with representatives from the Shared City Partnership, Community Representatives, GM Design and Council Officers from PEACE IV and Physical Projects, with advice and guidance being provided by a representative from the Arts Council NI. This Steering Group would progress the commissioning, design and installation of the public art works for the Forth Meadow Community Greenway, in line with the approach agreed by SEUPB. As referred to previously, discussions were ongoing with St James Urban Farm, in relation to the realignment of a path (Section 4 works).

**Social Value Clause** - Discussions were ongoing with McQuillan regarding the implementation of the social value clauses. Further meetings would be arranged to ensure that the contractor met the requirements of the social value clause.

Regarding programming, the Partnership was informed that all aspects of programming were progressing where possible.

In regard to the other Programmes:

- **Shared History, Heritage and Identity Content / Narratives for Shared Space**

The Project Lead was continuing to engage with discussion groups, through Sections 1, 2, 3 and 4 with approximately 10 individuals per group. Engagement was being established with Groups in Section 5, through the Greater Village Regeneration Trust. Following agreement of the Section 1 narratives by the Shared City Partnership at its September meeting, all would be included in an associated publication, the Delivery Partner and Council officers would make recommendations on the narratives and location of the 7 panels for this section. These would be presented to the Programme Board, Capital Project Board and Shared City Partnership for final approval, ahead of finalising with the contractor (McQuillans).

- **Shared Space Volunteer Training**

Volunteer Now had recruited for the Shared Space Ambassadors training, with sessions due to commence in October 2021.

The Conservation Volunteers had been appointed to deliver the Volunteer Nature Guides Project and, following a project initiation meeting, a project contract would be issued, and recruitment would commence.

Sustrans continued to deliver face-to-face training for both the Cycle and Walking leads projects. Of the 13 individuals who made up Group 1 (both cycle & walk leads) 10 were due to complete during September/October, having completed the target 30 contact hours. 3 participants dropped out due to personal reasons. Group 2 started in September 2021, following the initiation meetings in August. Currently there was 14 participants on board across both the cycling and walking lead projects.

In relation to the Volunteer History Guides, PEACE IV officers had explored the hat possibility of a direct delivery approach, however, the potential provider had advised it was unable to deliver a volunteer project at this time. Other options were currently being discussed with the SEUPB, including the potential to increase targets, and uplift existing volunteer contracts.

- **Dialogue & Engagement Project (young people, residents and BME groups)**

Phase 2 had commenced with further promotion of the residents' survey, via the Council's social media platforms and through the PEACE IV contact list. Key stakeholders had been made aware of the survey and how to access the link. The survey closed on 1st October and, after review, the MDL would present the findings. MDL had carried out a site visit to Belfast during September, this had included walking elements of Sections 1, 3 and 5, and discussion with Community Representatives regarding the works, community participation in the projects and future development.



- **Governance / Management Model**

Activity and engagement had commenced during September 2021. A site visit had been made where representative had met representatives from the Girdwood Community Hub to enable consideration of a cross community governance model for a shared facility in an interface area. They had also met with the Eastside Partnership regarding the governance model around the shared use and management of Connswater Community Greenway, in East Belfast. Feedback from the site visit would be reported in due course.

- **Youth Engagement & Civic Education**

Following approval of a rescope ITT by the SEUPB, a pre-market engagement session had been facilitated with Youth providers on 13th September, ahead of a tendering exercise which had opened on 17th September and was due to close on 15th October.

- **Springfield Dam activities**

The Men's Shed pilot programme completed its 10-week Hedge Chair project on 30th September 2021, with 5 men attending all sessions. Discussion around extending the Men's Shed and increasing participation from the PUL community were ongoing.

- **Modular Building**

The modular building continued to be opened through an agreed internal process to facilitate the Men's Shed and Sustrans' Volunteer training project. Discussions in regard to extending its use for the wider public were progressing and would be subject to adherence of Covid 19 regulations, in line with Council policies.

The Partnership were advised that up to and including claim 25 the SEUPB had now fully reimbursed £1,589,170 in relation to this theme. The Period 26 claim was valued at £50,171 and Claim 27 (May-July 21) totalling £85,411 was currently being verified by the SEUPB.

Following a query from a Member regarding the implementation of the social value clauses, the Programme Manager advised that the contractor, John McQuillan (Contracts) Ltd, had been asked to provide officers with a monthly update and she undertook to provide the Members with an update on this at the next meeting.

The Partnership recommended that the Strategic Policy and Resources Committee note the contents of the report.

### **Building Positive Relations (BPR) Update**

The Partnership considered the following report:

**“1.0 Purpose of Report or Summary of main Issues**

**To provide the Shared City Partnership (SCP) with a progress report in respect of the Building Positive Relations (BPR) theme of the PEACE IV Local Action Plan.**

**2.0 Recommendations**

The Partnership is requested to recommend to the Strategic Policy & Resources Committee that they note the contents of the report and related appendices.

### **3.0 Main report**

#### **Key Issues**

Delivery of project activity continues to gain momentum with groups as the easing of government restrictions continues.

### **3.1 BPR1 – Cross Community Area Networks (CCAN)**

CCANs across the City have re-engaged following a period of disengagement due to community unrest and tensions. Discussions are ongoing with groups in West Belfast to build relationships within the two communities separately, which is taking longer than anticipated and progressing towards establishing the network.

The Good Relations programme with the North Belfast Network has been completed and capacity building for the South West Belfast CCAN is currently being delivered. Both CCANs will then progress with empathy auditing, together with the Shared History and Mental Health workshops.

Commitment from CNR groups associated with the East Belfast CCAN remains a challenge and NIHE continue to engage and assist groups throughout the meetings. Further team building through day activities or residential is being explored.

Addendums to extend the delivery of the project to 30 September 2022 have been issued and accepted by NIHE. This will enable the award of the Place Shaping tender to progress

### **3.2 BPR2 – Creative Communities Project**

The Artist/Heritage residency programme is progressing with face-to-face delivery of sessions taking place for several clusters including Divis/Lower Shankill, Inner East with Radius Housing and the Football Thematic cluster involving St Malachy's and Albert Foundry FC.

The Shankill/ Clonard cluster is progressing to the final phase of showcasing the work of the participants, which focuses on the sensitive topic of child loss.

The Carlisle Cluster has reaffirmed commitment to the project and is keen to progress their creative idea focusing on a play on changing history of area. The appointment of a further artist in residence is now progressing.

Discussions are continuing with client groups involved in the LGBTQ+ cluster with a view to firming the Steering Committee and agreeing creative ideas that align with the programme are being explored.

### **BPR3 – Transform for Change Project**

#### **3.3 Transformative Leadership Programme:**

Five clusters with 102 participants registered are commencing sessions on the Leadership Training element in September /October 2021. A second North Belfast cluster has been postponed until early November 21. Members should note that an increase in the OIG tolerance from 30 contact hours to a minimum of 21 contact hours for Autumn '21 cohorts has been considered and agreed by the Programme Board and SEUPB.

The development of Resource Allocation projects is continuing with two clusters in South Belfast delivering community events during September 2021. The development of project plans is continuing including a proposal for artworks on gates in West Belfast.

Members are asked to note that discussions with NICVA to extend their involvement with the project development element is continuing. The additional support will provide clusters with an additional 2-3 project development sessions to enable the projects to be delivered. The estimated cost of this element is approximately £39,375 and the costs will be met within the current contract value, due to costs savings in venue hire and catering costs.

#### **3.3.1 Cinematography Project**

Filming and gathering of digital content to capture the Belfast Peace Journey is continuing with filming of the Men's Shed, Traveller engagement and International Day of Peace taking place during September 2021. Morrow continue to liaise with Project Support Officer and delivery partners regarding project plans and programmes as COVID restrictions are lifted. All deliverables are on course with 36/65 social media clips delivered to date. Members should note that a contract extension for this project will be required and discussions with the delivery partner are progressing.

#### **3.4 BPR4 – Belfast and the World (BATW)**

Both the Ligoniel and Ballynafeigh cohorts have now completed the programme in late summer. The Delivery Agent is on target to complete the year 3 target with 96% completion rate and to date 136/200 participants have completed project activity.

A final year cohort of 30 participants have commenced activity with delivery of a blended online/ residential/ face to face series. A more condensed programme with a duration of 5-6 weeks is planned for the final cohort.

With the relaxation of restrictions, discussion on the delivery of the second Civic led event, a play focusing on Partition with a live audience is progressing. The delivery agent is also collating a learning resource pack focusing on 'How do we do commemoration better', involving interviews with the participants from the final cohorts.

The delivery of the EU Study trips remains and alternative trips across NI and ROI will be progressed by the new Thematic Project Manager.

### **3.5 BPR5 – Supporting Connected Communities - LINCS Projects**

A successful cultural event took place at CS Lewis Square on Friday 24th September with participants from across the city. The new Head of NICS also attended the event.

Neighbourhood Participatory Forums (NPFs) are now established across the city with groups in North involving Limestone, South (Indian Women's Association and Mornington), East (Global Women) and West (Cara House and Mum's group). An additional group in West Belfast 'Blackie River' (a new group of Syrian/ Turkish people) will be linking in with activity alongside Indian Women's Association.

The NPF are liaising with participant groups to review action plans and confirm future activity.

### **3.6 BPR5 – Traveller Project - Supporting Connected Communities**

Engagement with the Traveller community is progressing tentatively. Procurement for the first programme of workshops and exhibition exploring culture and heritage through genealogy has been issued and is now at assessment stage.

Discussions with the sector regarding the Traveller Support Hub are ongoing. Initial feedback suggest that this element of the programme may need to be rescoped.

### **3.7 BPR5 – Roma Project - Supporting Connected Communities**

*The Roma Support Hub continues to be well used providing advice via the helpline and hub.*

*Recruitment of the 20 core participants for the capacity building programme is ongoing although behind schedule. Engagement with the Roma community for these elements of the programme is challenging, with the lack of incentive for Roma participants*

identified as a key barrier to participation. Discussions with the delivery partner on progress and potential adjustments is ongoing.

Members are asked to note that a modification to the replace the accredited OCN course in Community Language Interpreting Training with accredited Conversational English classes for pre-English for Speakers of Other Languages (ESOL- Skills for Life) has been considered and agreed by the Programme Board and SEUPB.. The outcomes for the programme are not impacted and more individuals will benefit from the modification.

### **3.8 BPR6 – St. Comgalls**

To date, the Delivery Agent and partners have recruited 26 adults and 25 young people for project activity against targets of 20 adults and 20 young people.

Young people’s facilitated workshops are progressing with weekly content. Adults facilitated activity is currently behind schedule although due to commence early October.

Delivery agent has identified members of the Oral History Steering Group and meetings are to progress in October 2021.

#### **Financial & Resource Implications**

To date PEACE IV costs for the BPR Theme, up to Period 26 for BCC claims have been fully reimbursed by SEUPB. Reimbursement of Period 26 for NIHE remains outstanding. Verification of the Period 27 claim is currently ongoing by SEUPB.

#### **Equality or Good Relations Implications/Rural Needs Assessment**

The draft plan has been equality screened and discussed at the Equality Consultative Forum on 13 May 2015. The Equality Consultative Forum was further consulted on 18 November 2020.”

The Partnership recommended that the Strategic Policy and Resources Committee note the contents of the report.

### **Update on the District Council Good Relations Programme 2021/22**

The Partnership considered the following report:

#### **“1.0 Purpose of Report or Summary of main Issues**

To update the SCP on delivery of the District Council Good Relations Plan (DCGRP) 2021/22.

#### **2.0 Recommendations**

Members are asked to note the following updates from the ongoing delivery of the Good Relations Action Plan:

- £15,000 has been allocated to Falls Community Council (as a lead organisation in partnership with a number of other organisations in the area) through the Strategic Intervention Programme within Programme BCC10 of the DCGRP Action Plan.
- Up to £5,000 will be allocated to Finaghy Women's Group and Belvoir Area Residents Group from the same Programme in the DCGRP Action Plan.
- £12,000 has been allocated to Suffolk Community Forum, as a lead partner for a number of Men's Sheds), for the delivery of a programme between now and March 2022, to increase cross community contact through community gardens and men's sheds, as part of BCC7 programme in the Action Plan

### **3.0 Main report**

#### **Strategic Intervention Fund**

##### **West Belfast**

- 3.1 Members will also recall that in the Action Plan 21/22 a new targeted Strategic Intervention programme had been introduced with the funds being directed to a distributed on an area basis.
- 3.2 This was to ensure that the approach could be targeted, strategic and proactive and could include work at interface areas or on good relations issues impacting the specific area. Work can take place all year round and not just at certain times of the year. 15k has been allocated to each area with the condition that any project must address good relations issues and one of the T:BUC priorities. This allocation is discussed at Area Team level meaning there is complementarity and a coordination of resources. The projects are agreed by the relevant Good Relations Officer, Neighbourhood Integration Manager and Neighbourhood Services Area Manager, the latter of which SCP agreed could be granted delegated authority.
- 3.3 Members are asked to note that under the theme of the DCGRP BCC 10 Strategic Intervention Programme, a project for West Belfast has been developed in consultation with the local community. It includes work in the Upper Springfield, Greater Falls, Innovation Factory and Upper Falls and Colin areas. The aim of the project is to proactively address the issues that the groups in this area face in seeking to maintain these public spaces as safe and welcoming. It also seeks to actively address ongoing hate crime, manifested in the destruction of cemetery monuments and graves at the City Cemetery.
- 3.4 The funding of £15,000 for this project will focus on hotspots listed above and facilitates opportunities to reduce and eliminate the prevalence of hate crime and create a safe and welcoming

environment for everyone, regardless of where they are from. It will run from October 21 until February 2022 and will contribute to the following outcomes:

- Improving attitudes of children and young people towards different cultures, heritage and traditions
- Creating a safe and welcoming City Cemetery and Park
- Ensuring that the City cemetery is shared by all communities within the City and beyond

3.5 The project will be achieved through working together at a local level with young people, and also adults, who are at risk of becoming involved in anti-social-behaviour and destructive activities and includes the following elements:

- Detached youth engagement over the winter months (youth work hours) (West Belfast wide, to cover areas above)
- Educational programmes on diversity for young people, including engagement with the Commonwealth War Graves Association and the Jewish Community (in youth clubs) (West Belfast wide)
- Visit to the Jewish Synagogue (West Belfast wide)
- Winter Diversionary Programme for 100 young people (West Belfast wide)
- Tailored tours of the Cemetery for people from other parts of Belfast to demonstrate the space as safe and welcoming. (West Belfast wide)

#### South Belfast

3.6 Good Relations Officers are working on two proposals in South Belfast. This will include work with Finaghy Women's Group to host two community interventions to promote opportunities for contact between neighbours. It will also include a proposal to run an Intercultural day, organised by Belvoir Area Residents Group. Both community groups were instrumental in organising support for residents during the covid lockdown and they are now wishing to engage in good relations related projects and further develop their links with the Council. It is envisaged that up to £5,000 will be allocated to the proposals through the Strategic Intervention Fund and Officers will continue to work with the group to ensure the projects will meet with good relations outcomes.

#### Men's Sheds Project

3.7 Under BCC7, a project was agreed which would engage with a number of Men's Sheds throughout West Belfast in order increase cross community engagement within these innovative schemes.

3.8 £12,000 has been awarded for the delivery of this programme, which will be coordinated by Suffolk Community Forum, on a cross community basis, providing those who have not traditionally engaged in Good Relations programmes with an opportunity to

**attend events, activities and facilities in an area outside of their own.**

- 3.9 The participants will be drawn from Suffolk through the History group, Events Circle, those connected with the Half Moon Lake in Lenadoon and the Plough Men’s Shed at Grosvenor Recreation Centre. The participants will include men, women, young people and older people.**
- 3.10 The programme will contribute to the outcome of creating Safe Communities and will be delivered through a series of training programmes, workshops, events and visits. This will comprise of traditional crafts, visits to churches and sites concerned with the Decade of Centenaries as well as outdoor activities for all ages**

**Financial & Resource Implications**

**All costs are covered through the District Council Good Relations Action Plan budget 21/22 as agreed by Members in March 2021.**

**Equality or Good Relations Implications/Rural Needs Assessment**

**All the projects/programmes have been approved in the DCGRP 2021/22.”**

The Good Relations Manager also sought approval to grant funding of up to £1500.00, under BCC7 – Shared Community for an event with Holy Family Youth Club and Mountcollyer Youth Club at Christmas. The proposed event had been identified through relevant groups that focused on vulnerable/interface communities. The delivery of the funding could be channelled through Area Managers, Good Relations Officers and Community Safety Coordinators. The officer advised that the organisers had hosted a similar event in the summer called ‘Lark in the Park’.

The Partnership recommended that the Strategic Policy and Resources Committee note the updates in respect of the ongoing delivery of the Good Relations Action Plan and agreed to grant funding of £1500.00 under BCC7 – Shared Community for an event with Holy Family Youth Club and Mountcollyer Youth Club at Christmas.

**Feedback from the Shared City Partnership Workshop  
on 6th October 2021 (verbal)**

The Good Relations Manager thanked those Members who had attended the workshop, she specifically thanked the Education Authority representative and his colleague for their input.

She reported that the event had been very worthwhile with wide-ranging discussion having taken place and advised that a report from Dr. Morrow, who had facilitated the discussion, would be submitted to the November meeting.

On a separate matter, the officer advised that Members had previously requested that a briefing session be convened to inform members about current issues relating to Refugee and Asylum seekers in Belfast and The Good Relations Manager advised that, if the Members’ were in agreement, she would liaise with the Migrant Forum representative, Ms Ann Marie White, to organise a briefing session on work relating to Refugee and Asylum Seekers



The Partnership agreed that a briefing session be organised in conjunction with the British Red Cross to inform members about current issues relating to Refugee and Asylum Seekers and noted that an update report in respect of the recent workshop would be submitted at the November meeting of the Partnership.

### **Request for Presentation from the Commission for Victims and Survivors (verbal)**

The Partnership agreed to receive a presentation from the Commission for Victims and Survivors at a future meeting which would provide an overview of its current work.

### **Future Events Update**

The Good Relations Manager advised the Members of the following events which they were welcome to attend. She further advised the Members to contact the officer/organisation responsible for the event should they require any additional information.

- **Spanish Community Culture Café**  
**19th October, 12 noon – 1.30 p.m. (Online Event)**

The Culture Café events celebrate the diversity of multi-cultural Belfast. This event aimed to showcase Spanish Culture and community in Belfast and provide an understanding the difference in various cultures including Spanish, Hispanic and Latin culture and heritage.

Registration available via: <https://plannd.co.uk/peaceivoctoberculturecafe/>

- **War Treaty, the Belfast Troubles and the Craig-Collins Pacts, 1921-22**  
**24th November, 2.00 – 3.30 p.m. (Online Event)**

This event would take the format of a webinar talk, with a question and answer session with Dr. Éamon Phoenix, via Zoom.

Registration available via:

<https://www.belfastcity.gov.uk/Events/War-Treaty-the-Belfast-Troubles-and-the-Craig-Coll>

Noted.

Chairperson

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|                           |                                                                                                                            |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------|
| <b>Subject:</b>           | <b>LGBTQ+ Hub for Belfast - Feasibility and Scoping Study</b>                                                              |
| <b>Date:</b>              | 22nd October, 2021                                                                                                         |
| <b>Reporting Officer:</b> | Suzanne Wyle, Chief Executive                                                                                              |
| <b>Contact Officer:</b>   | Ronan Cregan, Deputy Chief Executive and Director of Finance & Resources<br>Sinead Grimes, Director of Physical Programmes |

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

|                                              |                                                                     |
|----------------------------------------------|---------------------------------------------------------------------|
| <b>Call-in</b>                               |                                                                     |
| <b>Is the decision eligible for Call-in?</b> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |

|            |                                                                                                                                                                                                                                                                                                                                                                                       |
|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1.0</b> | <b>Purpose of Report/Summary of Main Issues</b>                                                                                                                                                                                                                                                                                                                                       |
| 1.1        | The purpose of the report is to bring to Members' attention recent correspondence received by the Chief Executive requesting support from the Council to deliver a feasibility and scoping study on developing an LGBTQ+ Hub in Belfast City.                                                                                                                                         |
| <b>2.0</b> | <b>Recommendations</b>                                                                                                                                                                                                                                                                                                                                                                |
| 2.1        | The Committee is asked to: <ul style="list-style-type: none"> <li>i. note the correspondence received by the Chief Executive, as attached; and</li> <li>ii. consider if it is minded to agree the financial ask (amount not yet known) included in the correspondence for the Council to undertake a feasibility and scoping study on developing an LGBTQ+ Hub in Belfast.</li> </ul> |

|            |                                                                                                                                                                                                                                                                                                                        |
|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>3.0</b> | <b>Main Report</b>                                                                                                                                                                                                                                                                                                     |
| 3.1        | The Chief Executive has recently received recent correspondence setting out a collective request from HERe NI, The Rainbow Project, Cara-Friend and Transgender NI, for support for a feasibility and scoping study to support the development of a LGBTQ+ Hub for Belfast. A copy of that correspondence is attached. |
| 3.2        | The letter includes an ask for the Council to support the delivery of a feasibility and scoping study to measure the needs of the LGBTQ+ sector. The costs for this study are not yet known.                                                                                                                           |
| 3.3        | If agreed, a report with further detail would be brought back to Committee for consideration                                                                                                                                                                                                                           |
|            | <b><u>Financial and Resource Implications</u></b>                                                                                                                                                                                                                                                                      |
| 3.4        | If the Committee is minded to agree to financial support to deliver the feasibility and scoping study, then the cost (not yet known) could potentially be financed from the feasibility fund.                                                                                                                          |
|            | <b><u>Equality or Good Relations Implications/Rural Needs Assessment</u></b>                                                                                                                                                                                                                                           |
| 3.5        | Any equality, good relations or rural needs implications will be considered using the council's usual screening process if the request is agreed.                                                                                                                                                                      |
| <b>4.0</b> | <b>Document Attached</b>                                                                                                                                                                                                                                                                                               |
|            | Letter to Chief Executive                                                                                                                                                                                                                                                                                              |

Dear Ms Wylie,

This collective letter is to discuss the importance of a feasibility and scoping study to support the development of an LGBTQ+ community, educational and cultural (LGBTQ+ Hub) for Belfast. We believe the successful development the LGBTQ+ Hub will help promote Belfast as an inclusive, prosperous and vibrant city for all and support the creation of services, community infrastructure and capacity to the city's LGBTQ+ population.

The need for an LGBTQ+ Hub to support the LGBTQ+ community has been developed over many years. From its inception to now, the LGBTQ+ sector has received little government support or investment, with minimal resources to enhance its development, build capacity and to reach its full potential. Despite continued commitments by the Northern Ireland Assembly to develop a Sexual Orientation Strategy – such an approach to addressing the inequalities experienced by LGBTQ+ people has never been developed. Additionally, no central government funds have ever been dedicated to addressing the needs of, or inequalities experienced by, LGBTQ+ people in the last 20 years.

Despite this lack of investment or support, the Northern Ireland LGBTQ+ sector has developed a vibrant, strong and sustained community infrastructure. From the expert life saving services delivered by Cara-Friend, HERe NI, Transgender NI and the Rainbow Project to the award winning festivals delivered by Belfast Pride and OUTBurst – we believe it is a statement of fact that the LGBTQ+ sector and community have had a remarkable impact on both the City and its residents.

For many years LGBTQ+ organisations have rented buildings which quickly become not fit for purpose due to the continued increase in demand for our services and our limited capacity to cover rent and overheads as all organisations receive little or no core funding. In response to this Cara-Friend, HEReNI and The Rainbow Project has jointly rented spaces in the city to limit costs and to increase collaboration and sustainability for the sector – commonly referred to as the LGBT Centre. Other LGBTQ+ organisations located in Belfast have premises on a rented basis, or avail of the space in the LGBT Centre.

This situation presents an ongoing risk to our sector organisations who rely heavily on trust and foundation funding to pay ever increasing costs for premises. With the development of a fit for purpose LGBTQ+ Hub, the cost of rented premises could be invested in addressing the needs of LGBTQ+ people in the Belfast area. Additionally, securing a fit for purpose space which can be shared by organisations across our sector will increase collaboration and capacity, particularly with the ability to share spaces, infrastructure and facilities. There is a huge need for a long-term, sustainable building in the heart of Belfast to support the LGBTQ+ communities development and inclusion.

In order to Identify a suitable space or building that can fulfil this vision, we are seeking support from council for the delivery of a feasibility and scoping study to measure the needs of the LGBTQ+ sector, support the development of a budget and scope opportunities for the development of an LGBTQ+ Hub.

A fit for purpose space for all LGBTQ+ organisations in Belfast will support the development and delivery of innovative services aimed at addressing the health and well-being inequalities experienced by our community. Organisations being under the one roof would increase productivity, develop relationships, and make our community and city's diversity more visible. In these difficult economic times, especially emerging from the COVID-19 pandemic, the LGBTQ+ Hub will provide security and

sustainability to volunteer led organisations working to address the inequalities experience by LGBTQ+ people in Belfast.

It is our belief that every single LGBTQ+ person should be able to access a safe and welcoming community space in Belfast. The Department of Trade and Investment estimates that around 6- 10% of the UK population identifies as LGBT. According to the Northern Ireland Statistics and Research Agency the estimated population of Belfast Local Government District up to 30th June 2020 is 288,306; that may equate to anything between 17,300- 28,830 LGBTQ+ residents in Belfast Local Government District.

We believe that an LGBTQ+ Hub in the city will have a substantially positive impact on Belfast city and directly benefit tourism, city branding and international image, safety, inclusion, equality and promote Belfast as a city for all. This building will also act as a shared space for everyone in Belfast to celebrate, engage with and learn about the LGBTQ+ community. A dedicated LGBTQ+ space will be a landmark project relating to the ongoing regeneration of Belfast city centre and stand as a beacon of diversity in a city with a strong history of LGBTQ+ activism. This space will help further cement Belfast as a modern, vibrant city which celebrates diversity and aims to build bridges between all communities, in addition to supporting the economic development and sustainability of the city. This proposed LGBTQ+ Hub will provide a single point of contact for Local and Central government, statutory agencies, service providers and other community organisations wanting to engage with the community. The LGBTQ+ community are recognised as a hard to reach and vulnerable group and we need to ensure an infrastructure exists where this group can be engaged with and their needs identified.

Furthermore, we believe that a new LGBTQ+ Hub would link specifically into The Belfast Agenda and the vision for 2035 as follows:

1. Where everyone benefits from a thriving and prosperous economy
2. Welcoming, safe, fair and inclusive for all
3. Everyone fulfils their potential
4. Everyone experiences good health and wellbeing
5. That is vibrant, attractive, connected and environmentally sustainable

By 2035, we all want Belfast to be a place where everyone will continue to feel welcome and safe and will be treated fairly with equality and respect in a shared city that values diversity and encourages civic participation- the LGBTQ+ community has an important role to play in achieving this.

The ongoing support received from Belfast City Council over many years has helped shape our services to support the most vulnerable citizens of Belfast, but also shows the Council to be a forward thinking, progressive institution. In particular, we would like to specifically recognise the recent support from Council during the COVID-19 pandemic to many of our LGBTQ+ organisations. For countless years, we have had meaningful engagement and supportive intentions from successive Lord Mayors, mandates, Council staff and political parties. We are extremely keen to keep on building the positive relationships with Council.

To conclude and for the reasons we have outlined above, we are seeking support from Belfast City Council to deliver a feasibility and scoping study on developing an LGBTQ+ Hub in Belfast City. We recognise the support we have received to date from members and Council staff on this vision and believe that this approach will achieve an important milestone in making this vision a reality.

Kind Regards,

Cara McCann (Director, HERe NI)

John O Doherty (Director, The Rainbow Project)

Steve Williamson (Director, Cara-Friend)

Ellen Murray (Director, Transgender NI)

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## Working Group on the Climate Crisis

Wednesday, 6th October, 2021

### MEETING OF THE WORKING GROUP ON THE CLIMATE CRISIS

Members present: Councillor Smyth (Chairperson);  
Alderman Copeland;  
Councillors Baker, Bunting, de Faoite and  
McReynolds.

In attendance: Ms. D. Caldwell, Climate Commissioner;  
Mr. J. Tully, Director of City and Organisational Strategy;  
Ms. C. McKeown, Sustainable Development Manager;  
Mr. R. McLernon, Resilience Co-ordinator;  
Mr. J. McKearney, Project Support Officer; and  
Mr. G. Graham, Democratic Services Assistant.

#### **Apologies**

An apology was reported on behalf of Councillor Hutchinson

#### **Minutes**

The minutes of the meeting of 21st September, 2021 were taken as read and signed as correct.

#### **Declarations of Interest**

No declarations of interest were reported.

#### **Core Cities Climate Investment Platform**

Mr. C. Murray, Director of Core Cities, attended in connection with this item and was welcomed by the Chairperson.

The Chairperson, on behalf of the Working Group, provided the Members with an update on the work and background of the U.K. City Investment Commission and its role in the identification of green re-investment opportunities across U.K. cities. He stated that initial research had estimated that income, linked to the green investment programme, could attract £330 billion into the U.K. economy.

Mr. Murray reported on the level of emissions emanating from U.K. cities and referred specifically to three areas of work which was required to address the climate emergency and encourage green investment. The Working Group was informed that, in terms of technical solutions to the problem, significant progress had been made. He referred to the issue of strategy, stating that, in broad terms, it was known and widely accepted what was required and the fact that public opinion had now shifted in support of the practical issues and implications associated with adapting to a net- zero emissions economy. The Working Group was informed that by far the most significant challenge, faced by the U.K. economy, was how

to fund the infrastructure required to adapt to a net-zero economy, estimated to be approximately £330 billion.

The Working Group was informed that, as a result of the huge costs associated with the green investment programme, the public sector would be unable to shoulder that financial burden unilaterally and that the private sector would be required to provide additional financial assistance in support of that objective. The Director of Core Cities highlighted the importance attached to creating the conditions necessary to encourage the private sector capital investment which would complement the other collaborative work undertaken throughout the U.K. in support of the net-zero emissions strategy. He stated that much of the investment required had been identified within stage one of the report and that the stage 2 report, which was due to be published in the near future, would deal with how many of the net-zero emission targets could be achieved, by U.K. cities, to achieve maximum benefits.

The Members were informed that it was important to promote projects which were attractive to the private sector and which provided them with a return on their investment. The Director of Core Cities explained that the retro-fit of housing stock continued to be a problem area, given that the return on investment on that particular project was limited. He suggested that it might be prudent to divert funds from the more profitable enterprises to those areas which were less attractive private sector investment options. The Director stated that a report, outlining a number of proposals in the matter, would be published on 21st October, 2021 and would be launched, for the benefit of the investment community, at the COP26 conference in November 2021.

In response to a question from the Chairperson in regard to the capture and storage of community energy as a potential climate initiative, Mr. Murray confirmed that such an energy regeneration project could fit within the overall energy strategy and meet the terms associated with an approved financial model. A Member of the Working Group enquired as to the potential opportunities to secure investment loans, through Credit Union organisations, in respect of the retro-fit of homes. In response, the Director of Core Cities agreed to explore the issue raised and highlighted some of the financial impediments associated with that issue, including debt ownership of the retro-fit costs and how those issues might be resolved through a social outcomes based solution.

The Sustainable Development Manager confirmed that some community-based work had been identified within the PCAN project and that there existed opportunities for Credit Union organisations to extend their lending portfolios, targeting projects which had been developed to reduce the impact of climate change. She agreed to bring the various strands of the PCAN work together, including the challenges associated with cost effective development projects and agreed to meet with the Director of Core Cities to discuss how many of the proposals, within PCAN, might be developed further.

The Director of City and Organisational Strategy stated that a housing sub-group had been established to examine the retro-fit of Housing Executive stock and referred to some of the benefits associated with that enterprise, including skills and employability, inclusive growth, community wealth, a reduction in food poverty and improvements in health and community well-being. In response to a question for the Director of City and Organisational Strategy in regard to the location and number of potential demonstrator sites, Mr. Murray stated that it was probable that the decision on both issues would reside with the U.K. government.

A Member enquired as to the possibility of developing energy storage as a means to encourage community well-being. The Director of Core Cities stated that the investment required input from large scale financial institutions which could absorb the costs associated with long term financial returns, given the variable nature in supply of renewable energy. He

stated that banks and other financial institutions, including pension fund providers, could make a valuable contribution toward the financing of future green energy development projects.

The Climate Commissioner reported that a household energy storage system was currently being piloted in Northern Ireland, through a social housing energy supply project, in conjunction with the Northern Ireland Housing Executive. She informed the Working Group that the supply scheme included the storage and distribution of green energy and had delivered significant energy savings to local customers. She reported that the "Girona" project as it had been named, could prove useful as a potential demonstrator proposal and with an accompanied tailored pricing plan, could attract significant interest and investment from the private sector. The Director of Core Cities stated that, having now been made aware of the scheme, he would endeavour to carry out some additional research on the merits and potential expansion of the "Girona" project.

The Chairperson, on behalf of the Working Group, thanked the Director of Core Cities for his informative and detailed presentation and he departed from the meeting.

### **Update on COP26**

The Climate Commissioner provided the Members with an update on the background to the establishment of the COP26 conference and its various events. She referred to the significance of the five year conference forums, with the previous one having been held in Paris, in 2015. The Commissioner reminded the Working Group that, at the 2015 COP conference, global leaders had given commitments to limit the rise in global temperatures to 1.5 degrees Celsius until 2050. The Members were informed that, currently, the world was significantly off course in terms of achieving those targets and was predicted to achieve a sixteen per cent rise in emissions by 2030. The Commissioner reported that should these predictions be realised, a temperature rise of 1.5 degrees Celsius would be reached by 2040 and 2.7 degrees Celsius rise, by the end of the century. She highlighted the urgency of the situation and of the requirement by the major global polluting nations to reduce, significantly, the level of emissions produced by them, if the 1.5 degrees Celsius target was to be achieved.

The Climate Commissioner referred to the three areas of work which were required from the COP26 conference, namely, ambition, awareness and opportunity. She highlighted the need to galvanise local community awareness in regard to climate change, stating that the COP26 conference would make a valuable contribution in the achievement of that objective. The Climate Commissioner referred specifically to the Council's Resilience Strategy and of the need to ensure that the public interest was encouraged and developed further. She referred also to the work undertaken to strengthen existing and the creation of new partnerships in pursuance of the climate change agenda. She referred to using the engagement with Core Cities as an ongoing example of partnership working.

The Climate Commissioner referred to a number of future events which would be taking place, including the Common Purpose Northern Ireland Legacy programme, involving young people. She stated that the legacy programme would provide young people with an opportunity to present their ideas on ways to tackle the climate emergency. The Working Group was provided with a list of additional upcoming events, including a two week programme entitled "Re(Act)", dealing predominately with issues surrounding the circular economy.

The Members were informed that it was anticipated that Belfast City Council would be represented at the COP26 conference and would be furnished with more information in regard to the itinerary and access to the events when that information was available from the conference organisers. In response to a question from a Member regarding access to the COP26 conference, the Climate Commissioner stated that separate access passes would be

required, which was both limited and enforced strictly. She stated that a programme of events had been published and that she would be happy to provide any Member with a pre-briefing, should they be successful in obtaining the relevant access documentation to attend the COP26 conference.

The Working Group noted the information provided and thanked the Climate Commissioner for her informative presentation.

### **Update on BCC Climate Plan**

The Climate Commissioner reported that it was anticipated that the Belfast City Council Climate Plan would be developed by February 2022. She stated that the Climate Plan was based on the Council's sustainability review, which focussed on three main areas and included greenhouse gas emissions, culminating in the development and publication of a baseline report, using 2018/19 as the baseline period. The Climate Commissioner reported that the Council was in consultation with a number of companies to ascertain how it might quantify the emissions produced, by its assets and estate, and how the data might be collated in an automated and digital format. She stressed the importance of using the latest technology in order to target Council resources to reduce its carbon footprint.

The Climate Commissioner referred to other work undertaken by the Council by examining resource efficiency in terms of its energy use, including its procurement practices. She explained further the difference between scope one, two and three emissions. The Working Group was informed that scope three emissions often went unreported by companies and related to the supply chain. She stated that, in many cases, scope three emissions comprised the highest percentage of emissions from an organisation's overall emissions base.

The Working Group was informed that a draft Climate Adaptation Plan had been submitted by Climate NI and referred also to the £1 million climate fund, which would be used to promote and develop investment into initiatives such as the retro-fit of buildings. The Climate Commissioner reported that a number of other carbon reduction investment projects had been presented for consideration and would be screened as a means to select the most viable, impactful and cost-effective use of Council resources.

The Working Group noted the information which had been provided and thanked the Commissioner for the efforts made by her team in support of the efforts to achieve reductions in the Council's carbon footprint. The Members stressed the importance of community engagement stating that it was important that the local community were able to embrace the climate challenge, through participation in a range of community-based initiatives.

### **Housing Energy Efficiency, Landlord/Seller Incentivisation**

The Climate Commissioner reported that she had been requested by the Chief Executive to explore the possibility of the Council being able to influence landlords to upgrade the energy standards of their properties. She highlighted, in particular, houses of multiple occupation as being in need of specific attention. To that end, she informed the Working Group that discussions had taken place with officers from the Council's Planning and Building Control Service. The Climate Commissioner informed the Working Group that, as a result of her enquiries, it had transpired that, in Northern Ireland, there was no statutory obligation on landlords to upgrade their properties to a specified E.P.C. rating.

The Members were advised that the Council's building control regulations were the only statutory powers which the Council could use as an enforcing authority and had no powers to develop or formulate legislation, in that particular area. The Climate Commissioner

explained that the Building Control Regulations were relevant to a limited number of enforceable areas, namely, fire safety, sanitation and energy standards. The Working Group was informed that there were other financial schemes which might assist in this area, including the use of carbon-neutral mortgage schemes, but reiterated that responsibility for formulating legislation, in this area, resided with the Department of Finance. The Working Group expressed its frustration in regard to the lack of enforceable legislation in this area and requested that officers consult with the Department of Finance, with a view to having similar legislation enacted, as exists currently within Great Britain. The Working Group suggested that it would be useful, in conjunction with Members of the Licensing Committee, to consult with the relevant Students' Unions and Tenants Union, as a means to ascertain the living standards experienced by students living in rented accommodation, including Houses of Multiple Occupation.

### **Car Free Sundays Trial for Belfast**

A Member stated that he had been in consultation with the Minister for Infrastructure who was supportive, in principle, of a car-free Sundays trial. The Working Group recognised some of the challenges associated with the proposed trial, including how it would operate and who would facilitate its implementation. The Director of City and Organisational Strategy stated that it might prove beneficial to discuss the matter at the next meeting of the Chief Officers' Management Team and prior to the proposal being presented to the Strategic Policy and Resources Committee for its consideration.

Chairperson

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