

Appendix Two

Belfast City Council – LGBT+ Action Plan 2021-2024

Year 2

Expected Outcomes	Theme	Actions	2022/23	2023/24	Activity Lead	Indicative cost (year 2)
Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery.	<i>Training and Development</i>	<p>-Source and deliver LGBT+ inclusion and awareness training.</p> <p>Include a specific session designed for senior leaders every year.</p> <p>Source and deliver specific training in relation to Corp Procurement Team.</p>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p>	HR/ Network Chair	£1000
Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery.	<i>Training and Development</i>	<p>Source and deliver awareness training sessions focused specifically on non binary identities</p>	✓	✓	HR/Network chair	£350



Expected Outcomes	Theme	Actions	2022/23	2023/24	Activity Lead	Indicative cost (year 2)
Increased awareness specifically around Trans and Bi identities.	<i>Training and Development</i>	Source and deliver awareness training sessions focused specifically on Trans and Bi identities.	✓	✓	HR/ Network Chair	£650
Explicit commitment to LGBT+ inclusion.	<i>Training and development.</i>	Review corporate induction process – explicit statements to LGBT+ inclusion through a presentation from SMT including the referencing of Pride etc	✓	✓	HR	Staff Resource
Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery.	<i>Training and Development</i>	Develop Peer Mentoring and Reverse mentoring – Senior champion, Kate Bentley	✓	✓	HR/Senior Champion	Staff Resource
Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery.	<i>Training and Development</i>	Review Senior Management appraisal process to recognise Diversity and Inclusion leadership activity	✓	✓	HR	Staff Resource



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Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery.	<i>Training and Development</i>	Revise E&D training to ensure awareness of the impact or potential sanction of inappropriate or discriminatory behaviour on service users	✓	✓	HR	Staff Resource
Better mental health awareness.	<i>Training and Development</i>	Allocate 5 places each year on Mental Health First Aider course to Proud members and offer spaces to the wider organisation.	✓	✓	HR	Need to check cost
		Participate in LGBT+ Awareness Week each year	✓	✓	HR	£300
Reducing any perceived/realised bias experienced by LGBT+ individuals	<i>Training and development</i>	Source and offer unconscious bias training to relevant staff e.g. HR chairs/recruiters/Customer Hub	✓	✓	HR	£1000
Inclusive policies with appropriate language.	<i>Promoting positive attitudes and behaviours</i>	Review any relevant existing policies in terms of language, terminology and gender neutrality and inclusion including an effective consultation mechanism for all staff	✓	✓	HR	Staff resource



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Inclusive policies with appropriate language.	<i>Promoting positive attitudes and behaviours</i>	Revise TOR. Make explicit openness to <u>all</u> LGBT groups especially the most marginalised	✓	✓	HR	Staff resource
Guidance for employees and managers around Trans issues and identities. Increased awareness and understanding of issues affecting Trans individuals and service users. Better service delivery	<i>Promoting positive attitudes and behaviours</i>	Produce FAQ document to supplement Gender Identity Guidance	✓	✓	HR	Staff Resource
Increase Proud Membership Improve awareness and accessibility to Network Senior leaders engaged in promoting equality and participation	<i>Visibility and Network Growth</i>	Continue to use online and Intranet as channels to promote Proud activities and membership. Provide promotional materials e.g. pens, lanyards and reusable water bottles for example.	✓ ✓	✓ ✓	Network Chair All	Staff Resource £200
Awareness of BCC as an inclusive employer to potential new	<i>Visibility and Network Growth</i>	Distribute relevant posts and revised application info to NI LGBT+ organisations for wider	✓	✓	HR	Staff Resource



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<p>applicants at the application stage.</p> <p>Attract a wide and diverse range of applicants.</p>		<p>circulation and dissemination.</p>				
<p>Collaborate with other Diversity Networks in BCC to promote the wider Diversity and Inclusion message</p>	<p><i>Visibility and inclusive growth of all Networks</i></p>	<p>Joint event (online or physical) addressing a cross-sectional issue or event e.g. Disability or Race issues</p>	<p>✓</p>	<p>✓</p>	<p>Network Chairs</p>	<p>£300</p>
<p>Fully participate in Belfast Pride demonstrating BCC as an inclusive service provider and employer in the community</p> <p>Visible and practical support for local LGBT+ charity/organisation. Communication of positive impacts</p>	<p><i>Community engagement and visibility</i></p> <p><i>Community engagement and visibility</i></p>	<p>Participate in Belfast Pride including BCC vehicles and staff as part of the official parade. Internal comms and Interlink article to promote. Flying of LGBT+ flag on City Hall. Build participation with Network members and wider workforce.</p> <p>Hold a fundraiser internally to support LGBT+ organisations bake sale or sponsored event. Internal comms and Interlink piece to promote. Social media platforms. Feedback from charitable cause on how the</p>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>ALL</p> <p>ALL</p> <p>Network Chair</p>	<p>£1000</p>



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		<p>fundraising is used to improve LGBT+ lives.</p> <p>Organise networks own Pride celebration i.e. family walk</p>	✓	✓	Network chair/HR	
<p>Increased awareness of issues specifically affecting Transgender community. Celebration of LGBT+ contributions.</p> <p>Visible and tangible support for Trans community.</p>	<i>Community engagement and visibility</i>	<p>Continue hosting the annual Transgender Day of Remembrance event in November each year. Use of City Hall for the event. Flying Trans flag to demonstrate support.</p> <p>Celebrate and promote Transgender Awareness Week internally and using external BCC social media to promote relevant local events and programmes.</p> <p>Celebrate Transgender Day of Visibility Light City Hall on Transgender Day of Visibility in March each year including flying the Trans flag. Internal comms and external social media.</p>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>HR/Network Chair</p> <p>Network</p> <p>Network</p>	<p>£600</p> <p>Staff Resource</p> <p>£600 + Staff Resource</p>
Explore option for expansion of gender neutral	<i>Visible inclusivity in the workplace and as a service provider.</i>	Determine if feasible to expand existing provision.	✓		HR/Facilities/F&R	Existing PMU budgets



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facilities in BCC buildings.		Comms around APUs around Belfast as they are gender neutral and designed for users with disabilities (could cross with Disability Network)				
Improved visibility, networking and learning.	<i>Social Networking and community engagement.</i>	Contribute to an event facilitated by local LGBT+ service providers and other Networks across NI	✓	✓	Network Chair	£600
Improved knowledge of workforce mobility and demographics	<i>Monitoring/Organisational analysis</i>	Carry out a voluntary monitoring exercise for all staff when feasible.	✓	✓	HR	Staff Resource/ Comms
Attracting talent and diversity	<i>Diversity and Inclusion</i>	Ensure relevant information on benefits of working for Belfast City Council communicated effectively using appropriate channels.	✓ ✓	✓ ✓	HR	Employee Resourcing
Attracting talent and diversity	<i>Diversity and Inclusion</i>	Include non binary option in BCC application forms	✓		HR	Employee Resourcing
Understand reasons employees (including LGBT+) depart the organisation	<i>Monitoring/Organisational analysis</i>	Develop an exit interview process		✓	HR	Staff Resource
Position in national benchmarking			✓	✓	HR/Chair/BCC Project Team	£2500/



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exercise with peers which provide a framework for continuous improvement	<i>Organisational analysis/Continuous Improvement</i>	Annual Membership in Stonewall Diversity Champions Programme Stonewall Equality Index - prepare for submission in Sept each year and participate in Stonewall Staff Survey using previous feedback to make improvements across each area	✓	✓		Staff Resource to complete and document submission and staff survey.
Better engagement and visibility with LGBT+ and allies	<i>Community Engagement/Communications</i>	Explore feasibility of a Proud Instagram page to share relevant info/events/messages	✓	✓	Corp Comms/Network Chair	Staff Resource
Better engagement and visibility with LGBT+ and allies	<i>Community Engagement/Communications</i>	Ensure regular communications on Allies, how important they are, how to become an ally etc	✓	✓	Corp Comms/Network Chair	Staff Resource
Understanding needs of LGBT+ community and service users.	<i>Clients, customers and service provision.</i>	Explore opportunities for collaboration with suppliers on Employability and Diversity issues i.e. Matrix, Bryson, OH/EC	✓	✓	HR	Staff Resource
Understanding needs of LGBT+ community and service users.	<i>Clients, customers and service provision.</i>	New Customer Hub – main customer interface. Provide both general awareness and specific and relevant training in relation to bias.	✓ ✓	✓	Network Chair/HR Network/Chair	£600



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		<p>Engage with hub in relation to monitoring service use and customer satisfaction and Service User Journey.</p> <p>Use BCC social media more to promote BCC as an inclusive service provider. E.g. Pride/TDOR/TDOV/LGBT+ History month (profile local LGBT+ Champion).</p>	✓	✓	Corp Comms/Network Chair	<p>Staff Resource</p> <p>Staff Resource</p>
					Total	£9700

