



Subject:	Belfast Pride Parade- employee participation
Date:	21 April 2017
Reporting Officer:	John Walsh, City Solicitor
Contact Officer:	Catherine Christy, Human Resources Manager

Restricted Reports	
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"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

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

1.0	Purpose of Report or Summary of main Issues
1.1	This report is to ask Committee to agree to interested council employees participating annually in the Belfast Pride Parade with initial participation in the 2017 event on Saturday 5 August 2017.
2.0	Recommendations
2.1	The Committee is asked to: <ul style="list-style-type: none">• Agree to interested employees participating annually in the Belfast Pride Parade, with initial attendance at the 2017 event being held on Saturday 5 August 2017.

3.0	Main report
3.1	<p data-bbox="256 259 408 293"><u>Key Issues</u></p> <p data-bbox="256 309 443 342">Belfast Pride</p> <p data-bbox="256 360 1461 595">Belfast Pride, a major city event, is embraced by many people who support the lesbian, gay, bisexual and transgender (LGB&T) community. It attracts audiences of up to 50,000 people each summer. Belfast City Council has, through the Community Festivals Fund which is match funded by the Department for Communities, regularly supported the Belfast Pride festival.</p>
3.2	<p data-bbox="256 663 695 696">Equality and Diversity Network</p> <p data-bbox="256 714 1477 1043">The council's Equality and Diversity Network champions and steers the council's strategy on matters relating to diversity and equality in both service delivery and employment and in particular feeds into the development of the council's diversity action plans. An LGB&T sub-group of the Equality and Diversity Network is tasked with assisting the council address key issues around promoting positive attitudes, respect; and inclusion of people from the LGB&T community relating to our workforce and our customers. It also is tasked with the revision and development of our LGB&T action plan.</p>
3.3	<p data-bbox="256 1117 1134 1151">Lesbian, gay, bisexual and transgender (LGB&T) staff network</p> <p data-bbox="256 1169 1394 1352">In addition, as part of our LGB&T action plan, an LGB&T employee network was established last year. It brings together, across all areas of the council, individuals who identify as belonging to the LGB&T community, along with their allies and other supporters, to meet and share ideas and also to feed into the LGB&T action plan.</p>
3.4	<p data-bbox="256 1426 1485 1606">Both the sub-group and the employee network are keen that, as part of our LGB&T action plan going forward, council employees participate in the annual Belfast Pride Parade, either by entering a walking group or a float i.e. using a council vehicle along with an accompanying walking group.</p>
3.5	<p data-bbox="256 1680 743 1713"><u>Financial & Resource Implications</u></p> <p data-bbox="256 1731 1453 1848">It is not anticipated that the associated costs (i.e. entry costs and promotional material to include the council logo) will exceed £1000. These costs will be met from the organisational development budget.</p>

3.6	<u>Equality or Good Relations Implications</u> Participation in the event will be viewed positively as it will demonstrate the council is an inclusive organisation embracing diversity and supportive of the LGB&T community and its LGB&T staff.
4.0	Appendices – Documents Attached
	None