

Appendix 1

GENDER ACTION PLAN 2018 – 2021 (Year 2019-20)

| WOMEN IN THE COUNCIL | | | |
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| -to ensure that BCC organisational culture, policies and practices empower talent development at all levels, for elected members and officers and remove any form of discrimination | | | |
| Action | Who | Cost | Year |
| Hold annual IWD event for staff | HR IWD working group WNG | £6000 | 2 |
| Deliver 2 nd mentoring programme (men and women) | HR | £3000 | 2 |
| Deliver Women Leaders Programme (members and officers) | WSG HR External facilitator | £12000 | 2 (postponed from 18/19) |
| Deliver 2 nd work shadowing initiative with CX (linked to mentoring programme) | HR CX office | Staff resources | 2 |
| Deliver short modular personal development sessions for WNG members | HR | £3000 | 2 (c/f from Year 1) |
| Provide Lord Mayor and Deputy Lord Mayor work shadowing opportunities to youth forum members | Lord Mayors Unit Youth Forum | Staff resources | 2 (c/f from Year 1. |
| Participate in NI Gender Diversity Charter assessment against annual targets and activities | CX HR | £2500 | 2 |
| Commission and start delivery of unconscious bias training - to start with CMT | HR | £1000 | 2 |
| Continue to facilitate WNG, including Belfast Women in Tec Group | Digital Services/ WNG | Staff Resources | 2 |
| Develop/ agree transgender guidance document for staff | HR LGB&T Network | Staff resources | 2 |

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| Ensure effective promotion of BCC as an employer that values and supports equality and diversity (external website, job info to potential applicants, press releases etc.) | HR MarComms Staff network | Staff Resources | 2 |
| Hold event/ workshop for both male and female staff to jointly explore/ discuss gender issues and identify any issues to be addressed | HR Staff networks | £1000 | 2 |
| WOMEN IN THE COMMUNITY -with the purpose of increasing the representation of women in leadership positions throughout communities across Belfast by ensuring that processes are in place to increase women's involvement in decision making in communities | | | |
| Fund annual external IWD event. | Equality Unit | £6000 | 2 |
| Finalise baseline assessment of current engagement and activity in relation to gender | WNG Departments | Staff resources | 2 (c/f from Year 1) |
| Hold Transgender remembrance event | Head of HR LGB&T network | LBGT+ budget | 2 |
| Consider use of new exhibition space to further promote/ tell stories of female role models Explore the potential for City Hall tours based around women in the city | Director of Legal Services WSG WNG | Staff Resources TBC | 2 |
| WOMEN IN THE ECONOMY -to ensure all council policies and strategies influence and facilitate the active and fair participation of both women and men in the economy | | | |
| Hold a gender capacity building event for community planning partners | WSG HR Policy Unit | £1000 | 2 (c/f from Year 1) |
| Develop 'gender lens' ('equality lens') to build into future policy development – in conjunction with wider equality and diversity work to develop a diversity lens as part of Belfast Agenda Action Plan | EEDO HR Policy Unit | £3000 | 2 |

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| Identify employability partners to deliver employability/ outreach initiatives for women. (Link to City Deal proposals) | HR/OD Economic Initiatives | Staff resources | Ongoing as opportunities arise |
| Identify opportunities for pre-recruitment programmes targeted at females furthest removed from the labour market | HR | Staff resources | Ongoing as opportunities arise |
| The Northern Ireland Female Enterprise Challenge - A collaborative programme between the 11 Local Councils, Invest NI, and Women in Business NI (WIB) to promote and support female enterprise. . This programme also includes sponsorship for the WIB conference. | Economic Development | £6,200 | 2 |
| Enterprise and Employability support for underrepresented groups – Belfast City Council programme of support to enable underrepresented groups (including females) to overcome the barriers to starting a business or accessing employment opportunities. | Economic Development | £90,000 | 2 |
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| WOMEN IN THE CITY -to ensure that the needs of women across the city are identified and used to influence and impact upon the regeneration of the city including social infrastructure design and community facilities provision | | | |
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| As part of the ongoing baseline audit of all Council assets determine if Council assets are 'fit for purpose' in terms of the needs of all genders and that gender needs are looked at as part of the development of any new council asset | Property and Projects Department C&NS Place & Economy Dept | Staff resources Potential cost if additional works required | 2 |
| As part of the ongoing area working /place shaping work and the Physical Investment Programme look at opportunities of how the needs of women can be better met across the city | Property & Projects Department Place and Economy C&NS A Strategic Hub External stakeholders | Staff resources Potential associated costs for GAP 19/20 & 21/22 | 2 |
| Work with City Partners on achievement of Safe City status and retain ' platinum level' status | BCC ONUS External partners | £2000 | 2 |

TOTAL APPROXIMATE COSTS - £ 40,500k for year 2 (excl ED funded initiatives)