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| <b>Subject:</b>           | <b>Diversity Action Plans</b>                            |
| <b>Date:</b>              | 20th November 2020                                       |
| <b>Reporting Officer:</b> | John Tully, Director of City and Organisational Strategy |
| <b>Contact Officer:</b>   | Christine Sheridan, Head of Human Resources              |

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| <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> |   |
| <b>After Committee Decision</b>                          | <input type="checkbox"/>  |
| <b>After Council Decision</b>                            | <input type="checkbox"/>  |
| <b>Sometime in the future</b>                            | <input type="checkbox"/>  |
| <b>Never</b>   | <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 or Summary of Main Issues</b>  |
| 1.1        | To agree the proposed activity within the Gender Action Plan (GAP) and LGBT+ Action Plan for 2020-2021 and agree resources to deliver the plans.  |
| <b>2.0</b> | <b>Recommendations</b>  |
| 2.1        | The Committee is asked to agree the GAP Year 2 (2020-21) and LGBT+ Action Plan (2020-21) and agree the necessary resources to deliver the plans.  |
| <b>3.0</b> | <b>Main Report</b>  |
|            | <b>Background and context</b>   |
| 3.1        | Our Equality and Diversity Framework runs from April 2017 to March 2021 and outlines how we will tackle inequalities and promote diversity in our city. It is built around four key priorities: |

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|     | <p>A. Leadership, partnership and organisational commitment</p> <p>B. Understanding our communities through data and consultation</p> <p>C. Delivering services accessible to all</p> <p>D. Developing a skilled and diverse workforce</p>   |
| 3.2 | <p>The Framework includes a series of actions to be delivered to help achieve these priorities and under Priority A, Leadership, Partnership and Organisational Commitment, the Council has committed to developing and delivering a Gender Action Plan, LGBT+ Action Plan and a Race Action Plan.</p>   |
| 3.3 | <p>In May 2018, the Women’s Steering Group (WSG) agreed a three year GAP for delivery between April 2018 to March 2021 Refinement of the 2020/21 action plan by WSG has been delayed as a result of the initial response to the Covid 19 pandemic and ongoing recovery. However, a pared back plan for 20/21 has now been agreed with WSG and is being presented to CMT for approval before it is presented to Strategic Policy and Resources Committee.</p>   |
| 3.4 | <p>Some actions from the 19/20 plan not yet delivered, have been carried forward into this year, most notably the joint senior officer and elected member leadership development programme. In addition, an event to bring together both male and female employees to discuss gender issues in the workplace jointly and how these might be addressed, which was originally scheduled for March this year, is also included.</p>   |
| 3.5 | <p>While some activity planned for the early part of the year has not happened because of Covid 19, it is hoped that it can now be progressed, and where feasible, be delivered remotely. The actions and the resources required to deliver them are set out in Appendix 1.</p>  |
|     | <p><b>LGBT+ Action Plan</b></p>  |
| 3.6 | <p>Likewise the development of an LGBT+ Action Plan for 2020/21 was also delayed because of Covid 19. A draft plan has now been developed, in conjunction with the staff network “Proud”, (see Appendix 2), and is also being presented, with costs, for approval. Actions include continued participation in the Stonewall Workplace Equality Index, more LGBT+ awareness raising training and other activity to increase awareness around LGBT+ issues, visibility and support in the workplace.</p> |

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| 3.7  | <p><b>Disability Action Plan</b></p> <p>The Committee should also note that under Section 49 of the Disability Discrimination (NI) Order 2006, we are required develop and submit a Disability Action Plan (DAP) to the Equality Commission for Northern Ireland (ECNI). Development of the plan is led by the Equality &amp; Diversity Unit within Legal and Civic Services. The new Disability Action Plan 2019-22 was approved by SP&amp;R in October 2019 and sets out the key actions relating to disability.</p>  |
| 3.8  | <p><b>The People Strategy</b></p> <p>One of the key themes in the emerging People Strategy will be Diversity and Inclusion and it is hoped that a more strategic approach to the management of our people and workforce development planning will ensure a that our diversity and inclusion activity is fully aligned to our corporate priorities and delivery of the Belfast Agenda, in particular our Inclusive Growth Strategy. A key action in the draft strategy is the development of a workforce minority ethnic inclusion plan and this will be progressed in coming months.</p>  |
| 3.9  | <p><b>Financial and Resource Implications</b></p> <p>The cost of delivery of the proposed Gender Action Plan actions is estimated at £30,000. The cost of delivery of the LGBT+ Action Plan is £5,900. Both plans will be met from the existing Organisational Development budget. It should be noted that social distancing restrictions, should they continue, will impact on delivery of some activity, for example delivery of some may not be feasible or will only be feasible on a smaller or remote basis. It is envisaged that this may reduce costs overall. The plan also identifies the role that individual business units and departments have in delivery of the plan.</p> |
| 3.10 | <p><b>Equality or Good Relations Implications/Rural Needs Assessment</b></p> <p>The delivery of the Gender and the LGBT+ Action Plans will result in positive outcomes. The promotion of equality and diversity entails more than the elimination of discrimination, it requires proactive action. The actions contained within both plans will not only impact on internal operations but also have a positive impact externally on women and men and the LGBT+ community in our city area.</p>  |
| 4.0  | <p><b>Documents Attached</b></p>  |
|      | <p>Appendix 1 – GAP Year 3 (2020-21)<br/>Appendix 2 - LGBT+ Action Plan (2020-21)</p>   |