

GENDER ACTION PLAN 2018 – 2021

Year 3 (Year 2020-2021)

WOMEN IN THE COUNCIL		
-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
Hold annual IWD event / celebrations for staff	HR IWD working group WNG	£6000
Deliver Women Leaders Programme (members and officers)	WSG HR External facilitator	£12000
Participate in NI Gender Diversity Charter assessment against annual targets and activities to obtain Silver accreditation	CX HR	£2500
Develop/ agree transgender guidance document for staff	HR LGB&T Network	Staff resources
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
Develop and agree Menopause guidance for staff	HR WNG	Staff resources
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
Retain ' platinum level' status of the Onus Domestic Violence charter by continuing to raise awareness of domestic violence and abuse issues, support staff experiencing domestic violence and abuse and ensure employees know what support is available	HR	£2000

Review, update and communicate maternity, paternity, and other parental-related guidance for staff as part of the review of the Work Life Balance Handbook	HR	Staff resources
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	£6500
Hold Transgender remembrance event	Head of HR LGB&T network	LGBT+ budget
Explore potential for mainstreaming Grow Lead Change programme with potential partners	HR Economic Initiatives	Staff resources
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		
Identify opportunities for pre-recruitment programmes targeted at females furthest removed from the labour market	HR	Staff resources
Identify employability partners to deliver employability/ outreach initiatives for women. (Link to City Deal proposals)	HR/OD Economic Initiatives	Staff resources
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. 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	£6,200
	Economic Development	£90,000

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		
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
Support the Raise your Voice Project against sexual harassment	HR Elected Members	Staff resources
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 future GAP
Work with City Partners on achievement of Onus Safe City status	BCC ONUS External partners	Staff resources

TOTAL APPROXIMATE COSTS - £ 30,000k for year 3 (excl ED funded initiatives)

N.B. Where ongoing COVID 19 restrictions limit planned activity, online / remote delivery will be explored and used where possible.