

LGBT+ Action Plan 2020-21

Theme - Training and Development				
Outcomes	Actions required	Timing	Lead	Indicative costs
Increased awareness of LGBT+ bias	Source and deliver inclusion and awareness training	2020-21	HR/ Network Chair	£1000 total For 3 sessions
	Source and deliver awareness training on Trans and Bi issues	2020-21	HR/ Network Chair	£700 total For 2 sessions
LGBT employees feel comfortable to be their whole selves Line managers understand key issues and their responsibilities	Deliver revised diversity induction training to ensure LGBT+ issues covered with all new staff and managers	2020-21	HR	Staff Resource
Better mental health	Deliver Mental Health First Aider course	2020-21	HR	LGTG funded programme

Theme – Promoting positive attitudes				
Outcomes	Actions required	Timing	Lead	Indicative costs
<p>All relevant policies are inclusive and use gender neutral language where possible</p> <p>Clear processes in place for staff to raise issues around discrimination/bullying/harassment based on gender and sexual orientation</p>	Review staff policies.	2020-21	HR	Staff Resource
<p>Guidance available for trans employees and their managers and for staff delivering services to the trans community</p>	Agree Transgender policy / guidance	2020-21	HR	Staff Resource

Theme – Promotion and ensure visibility of Network including senior champions				
Outcomes	Actions required	Timing	Lead	Indicative costs
Increased awareness of and participation in network	Promote Proud via Interlink/ Email	2020-21	Network Chair	Staff Resource/ Comms
Increased awareness about staff network and senior support	Articles profiling senior champion and allies	2020-21	Chair / Network	Staff Resource/ Comms
	Continue to distribute promotional material	2020-21	Network	n/a
Potential applicants aware BCC is an employer that values and supports equality and diversity	Ensure up to date info on external website, job info to potential applicants, press releases etc.) Send all external job opportunities to NI LGBT+ organisations for circulation	2020-21	HR Comms Staff network	n/a
Visibility/Collaboration with other Networks	Joint Webinar involving all 3 Networks and their aims	2020-21	HR/Network	Staff Resource

Theme – Community Engagement				
Outcomes	Actions required	Timing	Lead	Indicative costs
Bigger and better participation in Pride and more visibility of BCC support for LGBT+ community	Virtual participation in Pride - to be agreed how	2020-21	Network	n/a
	Build participation with network members and staff	2020-21	Network	Staff Resource
Visible support for LGBT Community	Fundraiser for Pride – possible collaboration with WNG and Disability Network	2020-21	HR/Network	Staff Resource
	What does Pride mean to me? – visual display via pictures and videos of what Pride means to Network members	2020-21	Network/Chair	Comms/Staff Resource
Increased awareness of issues faced by Trans community and awareness of need for remembrance	Hold annual Transgender Day of Remembrance event if possible or mark on line if necessary.	2020-21	Network/HR	£600
Improved awareness of issues faced by Trans Community	Celebrate Transgender Day of Visibility Light City Hall on Transgender Day of Visibility in March 2021	2020-21	Network/HR	£300
Theme – Social Networking				
Outcomes	Actions required	Timing	Lead	Indicative costs

Improved visibility, learning and positive outcomes	Facilitate an event between NI Stonewall organisations	2020-21	Network	£800
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Theme – Employee Lifecycle / Organisational Analysis				
Outcomes	Actions required	Timing	Lead	Indicative costs
Feedback from staff re LGBT issues	Carry out voluntary monitoring exercise for all staff (when feasible)	2020-21	HR	Staff Resource/ Comms
Position in national benchmarking exercise	Annual Membership in Stonewall Diversity Champions Programme Stonewall Equality Index - While Index not happening in 20/21 due to Covid 19 - take the opportunity to get familiar with new criteria and action plan for improvement	2020-21	HR and Staff network	£2500
Areas for improvement identified	Consider 19/20 Stonewall feedback and action plan for improvement	2020-21	HR / Network	Staff resource
Ensuring comprehensive info on staff is available and up to date.	Carry out voluntary monitoring exercise for all staff (when feasible)	2020-21	HR	Staff resource
	Update application monitoring forms	2020-21	HR	Staff resource

Theme – Inclusive Workplace				
Outcomes	Actions required	Timing	Lead	Indicative costs
Gender neutral facilities for staff	Consider feasibility of gender neutral toilet in city centre offices.	2020-21	HR/Facilities Mgt	Corporate Maintenance Budget approval if work necessary
			Total	£5900