



<b>Subject:</b>	<b>Gender Identity and Expression - Guidance and Information for Managers and Staff</b>
<b>Date:</b>	18th February, 2022
<b>Reporting Officer:</b>	John Tully Director of City and Organisational Strategy
<b>Contact Officer:</b>	Christine Sheridan, Head of HR

<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"/>

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

<b>1.0</b>	<b>Purpose of Report/Summary of Main Issues</b>
1.1	To present for approval the draft "Gender Identity and Expression - Guidance and Information for Managers and Staff" document.
<b>2.0</b>	<b>Recommendations</b>
2.1	The Committee is asked to approve the "Gender Identity and Expression - Guidance and Information for Managers and Staff."
<b>3.0</b>	<b>Main Report</b>
3.1	The development of the Gender Identity and Expression Guidance document is an action in both the Council's Gender Action Plan and the LGBT+ Action Plan. The attached draft guidance has been developed in consultation with transgender support groups and the Council's Joint Negotiation and Consultative Committee (JNCC).

3.2	The document provides guidance for managers and staff on gender identity and expression including information on what you can do to support a member of your team /colleague who is transitioning.
3.3	<p>The aim of this guidance is to make clear Belfast City Council's commitment to creating an inclusive workplace for transgender, trans, non-binary and gender diverse people, where:</p> <ul style="list-style-type: none"><li>• The dignity and respect for transgender, trans, non-binary and gender diverse people is protected and promoted.</li><li>• Transgender, trans, non-binary and gender diverse people feel safe and comfortable to express their gender identity.</li><li>• Transgender, trans, non-binary and gender diverse people can fulfil their potential and fully contribute to the workplace.</li><li>• All staff including line managers and managers generally better understand the needs of transgender, trans, non-binary and gender diverse staff and are empowered to support and meet their needs.</li><li>• Discrimination and harassment against transgender, trans, non-binary and gender diverse people whether by staff or third parties that BCC interacts with is not tolerated and any allegations thereof are dealt with in an effective manner.</li></ul>
3.4	<p>The Council has benefitted from engagement and consultation with transgender groups in NI over a number of years, in its efforts to increase awareness of transgender issues both within in the Council's workforce and in general across the city. The following groups were consulted for the development of the guidance:</p> <ul style="list-style-type: none"><li>• Transgender NI</li><li>• Focus The Identity Trust</li><li>• SAIL</li><li>• Stonewall</li><li>• Cara Friend.</li></ul>
3.5	The guidance was also circulated to the Council's LGBT+ staff network, Legal Services and management side of the Joint Negotiating and Consultative Committee as well as trade union side of the Joint Negotiating and Consultative Committee. Comments have been taken on board and incorporated into the guidance as appropriate.

3.6	<p>The Trade Union Group has confirmed that it is content with the document and content for it to be presented to JNCC at its meeting on 17th February for official agreement. The aim is to seek Council ratification in March and launch the Guidance as part of activities being planned to celebrate Transgender Day of Visibility on 31st March.</p> <p><b><u>Financial and Resource Implications</u></b></p>
3.7	<p>There are no financial implications to this report. The agreed Guidance will be communicated to all staff and awareness raising and training on this issue will continue to be delivered as part of the agreed LGBT+ action plan.</p> <p><b><u>Equality or Good Relations Implications/Rural Needs Assessment</u></b></p>
3.8	<p>This Guidance has undergone equality and rural needs screening and has been screened out.</p>
4.0	<p><b>Document Attached</b></p>
	<p>Draft Gender Identity and Expression - Guidance and Information for Managers and Staff</p>