



# I am pleased to present the Spring 2024 Edition of LGSC Ezine...

**The Commission continues to discharge its statutory functions and a wide range of non statutory support services as requested by Councils and the NIHE.**

We have engaged with and listened to colleagues in local government, the Northern Ireland Housing Executive and our partner organisations to develop our Management Plan which sets out the strategic priorities, along with details of the how we will discharge our statutory functions. In focusing on these activities, continuing to work with our partners and responding to stakeholder needs, the Commission aims to support and develop the HR capacity in Councils and the NIHE, thereby assisting to improve organisational effectiveness within the local government sector.

This Ezine has a focus on:

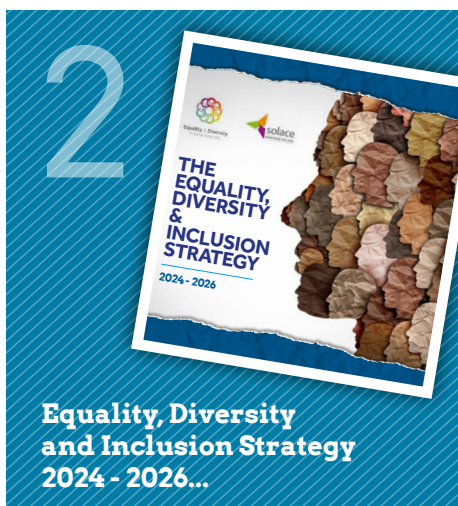
- *The Equality, Diversity and Inclusion Strategy 2024 - 2026.*

- *The Local Government Diversity Ambassador Programme.*
- *The Guidance for Trans Equality in Local Government.*
- *The Consultation on the Draft Model Disciplinary Policy and Procedure for Local Government Employees in Northern Ireland.*
- *The Outcomes of the Review of Performance Appraisal System for Council Chief Executives.*
- *Article from Money and Pension Services.*

The Commission would like to take this opportunity to thank Councils and the NIHE for your continuing support and if you have any questions in relation to the work of the Commission or services provided, or require further information, please contact Diana Stewart, Director of the Commission at [diana.stewart@lgsc.org.uk](mailto:diana.stewart@lgsc.org.uk)

**Bumper Graham  
Chairperson**

## Inside...



# Equality, Diversity and Inclusion Strategy 2024 - 2026...



Equality & Diversity  
in Local Councils

**The Local Government Equality and Diversity Group has reviewed how it sets out its ambitions and how best it can support local government to build an inclusive culture that has a positive impact on the communities we serve.**

The draft Equality, Diversity and Inclusion Strategy is currently out for consultation and the Equality and Diversity Group would welcome feedback on the vision for tackling inequalities, fostering good relations across our communities, and recognising the contributions that people from different backgrounds make to life across Northern Ireland.

The action plan within the Strategy sets out how the Equality and Diversity Group will support Councils to deliver these ambitions.

The Equality and Diversity Group members recognise that they can only deliver this Strategy by working together with all stakeholders. This is why we have developed this Strategy with partners, including the Diversity Ambassadors, the Equality Commission NI, and anyone else who provided comments. We are committed to work with our partners to enhance equality and fairness.

This updated Strategy and action plan is the next step on the journey to creating an inclusive local government sector, which works for all.

For more information, please contact Paula Hamilton at [paula.hamilton@lgsc.org.uk](mailto:paula.hamilton@lgsc.org.uk)



## Review of Performance Appraisal System for Council Chief Executives...

**A review of the performance appraisal system for Council Chief Executives has been completed. The Association for Public Service Excellence (APSE) was commissioned to conduct the Review on behalf of a Review Team led by the Commission.**

The Review involved a series of stages to establish current practice across all Councils in NI, including stakeholder engagement and insights from the Chartered Institute of Personnel and Development (CIPD). The findings were then compared to the

wider public sector with the aim to make recommendations concerning any improvements considered necessary.

The Review Team would like to thank all Elected Members, staff and representatives from NILGA, SOLACE and PPMA who took the time to share their views and experiences.

For more information, please contact Paula Hamilton at [paula.hamilton@lgsc.org.uk](mailto:paula.hamilton@lgsc.org.uk)

# The Local Government Diversity Ambassador Programme...

**The Local Government Equality and Diversity Group continues to prioritise and influence equality, good relations, diversity, and inclusion initiatives across the local government sector in Northern Ireland.**

The establishment of a network of Diversity Ambassadors to actively promote the equality and diversity agenda across the local government attempts to bring together best practice across the sector and in so doing, seeks to integrate the priorities of the Equality and Diversity Group with the ongoing work of individual Councils and NILGA..

The Commission's Vice Chair Bernie Kelly supported by the Commission Officers assisted by Equality and Diversity Group member, Bronagh Hinds supports the Diversity Ambassadors in their roles with a programme of events. A series of workshops have been held, including:

## **WORKSHOP 1**

**Equality, Diversity and Inclusion: Setting the Context** (See article in December's Bulletin)

## **WORKSHOP 2**

**Delivering for the Community: Equality, Diversity and Inclusion and Service Provision Diversity.**

This workshop was held on 21 March 2024 at Lagan Valley Island. This workshop focused on matching the Equality, Diversity and Inclusion programme opportunities with Council needs. This was an opportunity for Diversity Ambassadors to identify their Councils context needs and how they might champion change through the Equality, Diversity and Inclusion Initiative and requests for further information..

A range of speakers discussed their organisation's approach to delivering for the community, contributors included:

- *Belfast Trust and Social Care Trust*
- *Inter Ethnic Forum*
- *Disability Action*
- *Northern Trust and Social Health Trust*
- *Rainbow Project*
- *Rural Community Network*
- *WOMEN'S Tec*



Diversity Ambassadors from, Antrim City, Banbridge and Craigavon Borough Council, Ards and North Down Borough Council, Belfast City Council, Derry City and Strabane District Council, Fermanagh and Omagh District Council, Lisburn and Castlereagh City Council, Mid and East Antrim Borough Council, Mid Ulster District Council, Newry, Mourne and Down District Council and NILGA attended together with a representative from the Equality Commission NI and a representative from the Committee on the Administration of Justice NI.

## **DIARY DATE: FUTURE DIVERSITY AMBASSADOR EVENT**

### **WORKSHOP 3**

**Equality, Diversity and Inclusion: Employability and Talent Management in Council and Community.**

This workshop will be held on 19 June 2024 at Omagh Leisure Complex and will focus on Employability and Talent Management - Addressing the Challenges.

### **WORKSHOP 4**

**Best Practice Event**

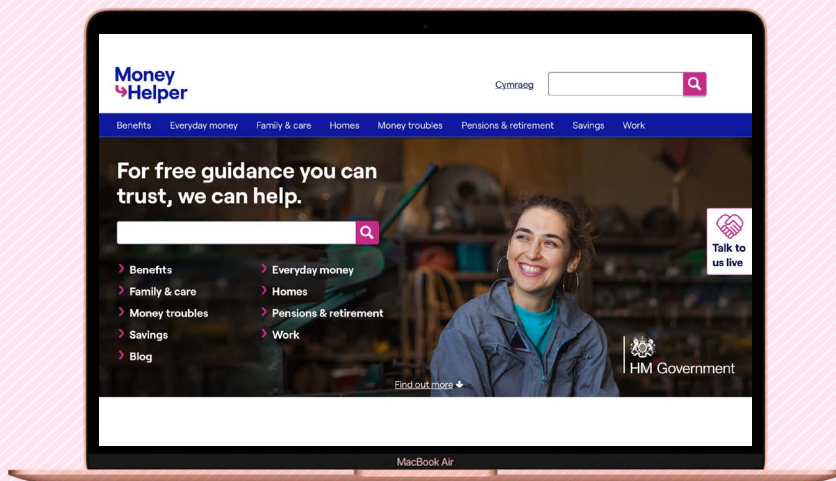
This workshop will be held on 10 October 2024 at the Seamus Heaney Home Place. To supplement the three-stage programme this best practice event will showcase examples where Councils have demonstrated excellence in:

- *Sharing Information*
- *Networking*
- *Securing Internal Support*
- *Developing Education and Training Programmes*
- *Engaging Wider Audience*

# Money Helper...

**MoneyHelper is a Government website and is uniquely placed to empower of their choices and improve their financial wellbeing. MoneyHelper offers free, impartial money and pensions guidance, that cuts through financial jargon and complexity, to help build knowledge and confidence, and reduce anxiety in all types of money matters.**

We would like platform the new Money Midlife MOT **Money Mid Life MOT** which is a tool to help assess your current financial situation and help plan for the future. The tool asks a series of questions, (5 minutes to complete) around money, pensions and planning for the future. The information you provide will be kept completely anonymous, but you can download your results. After completing the questions, it produces a personalised report which will inform you what areas you could perhaps prioritise. It will also link to guidance on how to improve your financial wellbeing, from midlife through to retirement. You won't need any documents or extra information to use the tool.



You can use this tool to:

- *Identify actions to improve your finances, according to your priorities help you plan for the future and make sure you stay on track to achieve your goals.*

This tool works best for people:

- *Between the ages of 45 and 65 however it will support people under 45 years also.*
- *Living and planning to retire in the UK.*

**If you're under 45 years and would like to improve your financial wellbeing - MoneyHelper has a series of money topics, to help you make the most of your money for example:**

- *Everyday money*
- *Family and care*
- *Budget Planner*



*This article has been provided by the Money and Pension Services.*

## Money Helper



## Consultation on the Draft Model Disciplinary Policy and Procedure for Local Government Employees in Northern Ireland

The policy is currently out for consultation and there are a number of key questions that the Commission would be keen to receive feedback on. The consultation period will close on Tuesday 18 June 2024.

Consultation feedback survey  
<https://forms.office.com/e/OsgitcmMD8>

For further information, please contact Paula Hamilton at [paula.hamilton@lgsc.org.uk](mailto:paula.hamilton@lgsc.org.uk)

## Guidance for Trans Equality in Local Government

Following consultation on the Trans Equality Policy all feedback has now been reviewed.

Responding to the consultation feedback this document has now been issued as Guidance to allow Councils to adapt to their own requirements.

For more information, please contact Paula Hamilton at [paula.hamilton@lgsc.org.uk](mailto:paula.hamilton@lgsc.org.uk)



## Contact details for Commission Officers...



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