



# Welcome to the December 2023 edition of LGSC Ezine...

**The focus on this Ezine is on:**

- *Equality and Diversity in Local Councils - Diversity Ambassadors Programme*
- *Update from the Local Government Training Group*
- *Update from the Commission*

The Commission Members and Staff wish you all a peaceful and Happy Christmas and we look forward to working with you in 2024.

**Bumper Graham,  
Chairman**



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# Equality and Diversity in Local Councils...

**Roger Wilson has been nominated by SOLACE to succeed Jacqui Dixon MBE as the chair of the Equality and Diversity in Local Councils Group. The Commission look forward to working with and supporting Roger in this role.**



## Diversity Ambassadors Programme

The Equality and Diversity in Local Councils group prioritises and influences equality, good relations, diversity and inclusion initiatives. The Group attempts to bring together best practice across the sector and in so doing, seeks to integrate the priorities of the Group with the ongoing work of individual Councils.

A major implementation element identified by the Group was the creation of a network of Diversity Ambassadors to actively promote the equality and diversity agenda in Councils and it was agreed that a programme of best practice events and information sessions/networking events to learn from each other and subject experts would be organised.

The Commission along with the assistance of Equality and Diversity group member, Bronagh Hinds and Bernie Kelly, Vice Chair of the Commission, looks to support the Diversity Ambassadors in their roles with a programme of events.

The Diversity Ambassadors Programme has been designed to host 4 workshops over a 12-month period, the facilitated workshops are as follows:

### WORKSHOP 1: Equality, Diversity and Inclusion: Setting the Context

This workshop was held on 29 November 2023 at Craigavon Civic and Conference Centre. This workshop focused on the opportunities of the Equality, Diversity and Inclusion initiative and the role of the Diversity Ambassadors.



## Equality & Diversity in Local Councils

The Equality Commission delivered a presentation on Equality Laws in Local Government. Eighteen Diversity Ambassadors and a representative from NILGA attended the workshop and the Commission would like to thank them for their input in making the event a success.

### WORKSHOP 2: To be held on 21 March 2024

This workshop will be focusing on matching the Equality, Diversity and Inclusion programme opportunities with Council needs. This will be 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.

### WORKSHOP 3: To be held on 20 June 2024

This workshop will be a participative exercise, working in small groups to identify the main issues to be considered by the Diversity Ambassadors. These issues will be prioritised by individuals to form an outline action plan. It is anticipated that progress of these individual action plans could be considered at future meetings of the Diversity Ambassadors.

### WORKSHOP 4: Best Practice Networking Event - To be held on 10 October 2024

To supplement the three-stage programme an annual best practice event will be held which will showcase examples where Councils can demonstrate excellence in:

- *Sharing information*
- *Networking*
- *Securing internal support*
- *Developing education and training programmes*
- *Engaging wider audience.*





UPDATE

## ... from the Commission



### Draft Trans Equality Policy

The Draft Trans Equality Policy was issued for consultation on 27 October 2023, with a closing date of 19 January 2024 for comments and feedback.

For a copy of the Draft Trans Equality Policy or for further information, email Paula Hamilton, Senior HR Officer at paula.hamilton@lgsc.org.uk

### Local Government Code of Procedures on Recruitment and Selection

The Commission has been reviewing the Code of Procedure for Recruitment and Selection to ensure that it remains fit for purpose. It is anticipated that

the amended Code of Procedures will be issued for consultation in January 2024.

### Model Disciplinary Policy and Procedure for Local Government Employees

The Commission has been working on a Model Disciplinary Policy and Procedure for local government employees. The policy will be issued for consultation in due course.

*If you would like to be added to our consultee list, email Paula Hamilton, Senior HR Officer at paula.hamilton@lgsc.org.uk*

# Local Government Training Group...



**The Local Government Training Group continues to be a valuable resource in supporting the Councils' training requirements through the LGTC framework which has 35 different training courses for Councils to avail of.**

### Learning Management System

A procurement exercise has been completed for a Learning Management system provider, the award letter has been issued with a contract start date of the 11 December 2023, providing all the mandatory information is submitted. Further correspondences will be circulated to Councils.

### Coaching framework

The Local Government Training Group Practitioners have agreed to extend the Coaching Framework until January 2025 with the option to extend for a further period of 12 months.

### Frontline development programme

The Local Government Training Group Practitioners have agreed to extend the Frontline Development Programme until December 2024 with the option to extend for a further period of 12 months.

*For further information on any of the items mentioned please contact the Training Group.*



# Health and Wellbeing Group...

**This group, which comprises representatives from all 11 Councils, the NI Housing Executive and a representative from the Stay Well Portal provider meet quarterly. The group work together on health and wellbeing initiatives for employees, elected members and local communities.**

For December's meeting, the Commission facilitated a webinar hosted by the Department of Communities on Suicide Awareness and Prevention. Mental Health Champions from each Council and NI Housing Executive were also invited to this webinar.

The Stay Well Hub portal, which provides online health and wellbeing tools and events to support the



## Stay Well

wellbeing of our employees, contract is due to expire on 31 March 2024. A formal procurement exercise will be carried out by the Commission in January 2024, currently 10 out of the 11 Councils and the NI Housing Executive avail of this portal.

*Further information will be circulated to Councils in January.*

# PPMA Working Group...

**The Commission facilitated a webinar hosted by Ciara Fulton, a partner in Lewis Silkin's Employment, Immigration and Reward division on 16 November 2023 to provide guidance to the members of the PPMA and ALGFO group on the recent Supreme Court decision on the PSNI Holiday pay case.**



# Statutory Duty Network Group...

**This group, which comprises the Equality Officers of all 11 Councils and the NI Housing Executive, meet quarterly and meetings are attended by a representative from the Equality Commission. The Group work together on all Section 75 related issues and other issues that arise within Councils in relation to equality.**

For December's meeting, the Commission facilitated a workshop hosted by the Education Authority called "Beyond the Lanyard", the workshop explored the practicalities of creating an inclusive workplace which welcomes and supports workers identifying as LGBTQ+.





# Talent Management Group...

**This group, which comprises the HR Managers of all 11 Councils and the NI Housing Executive, meet quarterly to work on the Talent Management Strategy.**

For December's meeting, the Commission facilitated a webinar hosted by Oracle on Digital Transformation and how Digital Transformation transforms the employee experience.



**Do you have an article that you'd like to publish in this newsletter?**

We hope to publish this newsletter quarterly. If you would like to have an article published, please contact Paula Hamilton, Senior HR Officer at [paula.hamilton@lgsc.org.uk](mailto:paula.hamilton@lgsc.org.uk)

## Contact details for Commission Officers...



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