



THE LOCAL GOVERNMENT STAFF COMMISSION FOR NORTHERN IRELAND

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Welcome to the November 2024 edition of LGSC Ezine...

This edition of the Ezine highlights some of the great work that is ongoing across the local government sector.

This Ezine has a focus on:

- BOOST Mentoring Programme
- BOOST II Mentoring Programme
- Diversity Ambassador Programme
- PPMA Rising Star Event
- Talent Management Academic Research Survey
- Talent Management Pilot Opportunities

Bumper Graham
Chairperson

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BOOST Mentoring Programme...

The BOOST Mentoring Programme launched in October 2023, aimed to support growth and development by pairing mentees and mentors from within Councils and local government.

A total of 21 partnerships were established from an array of Councils, the mentee and mentor match were thoughtfully matched from a range of Councils and different functional areas. Mentors were chosen for being slightly further along in their career than the mentees which offered valuable guidance and experience. The programme has recently concluded, culminating in a 'Wrap Up' event on Friday 25 October at Lagan Valley Island, Lisburn.



This event served as a gathering for mentors and mentees to:

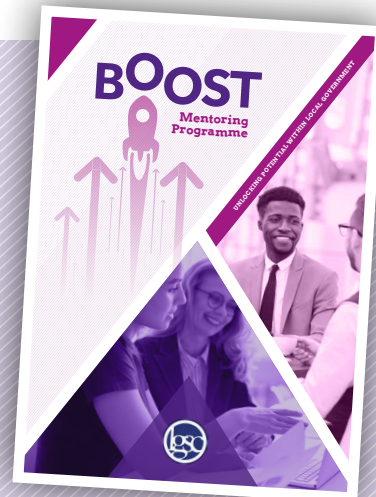
- *Share key takeaways and reflect on lessons learned*
- *Celebrate milestones and successes*
- *Opportunities for future networking between members*
- *Next steps*

Some of the key takeaways that mentees and mentors shared:

- *Enhanced self-awareness and confidence*
- *New perspective on problem-solving*
- *Clarity on career path and goals*
- *Networking*
- *Learning from mentee*
- *Satisfaction of giving back*

The event underscored the positive impact of mentoring, encouraging mentees to reflect on their achievements and consider their next steps.

For more information, please contact Paula Hamilton at paula.hamilton@lgsc.org.uk



BOOST II Mentoring Programme...

As part of the regional Talent Management Strategy, the Commission in partnership with Solace, and supported by the Local Government Training Group, has launched BOOST II Mentoring Programme for Directors. The programme has been designed to foster growth, knowledge sharing and career development.

The BOOST II Mentoring Programme is set to begin in November 2024 and will run for approximately 9-12 months. Key elements of the programme include:

- *One to one mentorship with an experienced professional*
- *Regular mentoring sessions of between 4 - 8 week intervals*

- *Opportunities to develop skills, expand networks and achieve personal and professional goals.*

The Commission is offering fully funded mentoring support for a number of Directors within each Council/NIHE. Information and an invite to participate has been sent to Chief Executive and Heads of HR in Councils/NIHE.

For more information, please contact Paula Hamilton at paula.hamilton@lgsc.org.uk



Diversity Ambassador Programme...



Equality & Diversity
in Local Councils



Local Government has an important role in promoting equality of opportunity, diversity, and inclusion. The regional Equality and Diversity Group, chaired by SOLACE, has responsibility for the development of the overall strategic direction for equality and diversity initiatives in local government. A key feature of the work of the Equality and Diversity Group is the establishment of the Diversity Ambassadors' Programme.

The objective of the Programme was to support the Elected Member and Officer Diversity Ambassadors with responsibility for diversity and inclusion in their organisations. Details of the Programme events rolled out by the Commission for all Diversity Ambassadors include:

WORKSHOP 3 **Equality, Diversity and Inclusion:** **Employability and Talent Management** **in Council and Community.**

The workshop, held on 19 June 2024 at Omagh Leisure Complex, centered on the theme of Employability and Talent Management - Addressing the Challenges.

A diverse lineup of speakers shared insights into their organisations' strategies for enhancing employability and talent management, as well as ways to overcome related challenges.

The speakers included:

- Aisling Quinn, NI Civil Service
- Clare Moore, Irish Congress of Trade Unions
- Christine Sheridan, Belfast City Council
- Emma Lyttle, Diversity Marker
- Patrice Hardy, Equality Commission NI
- Siobhan Casey, Age NI
- Susan Walker, AllState

The event was attended by Diversity Ambassadors from the following Councils:

- Armagh City, Banbridge and Craigavon BC
- Ards and North Down BC
- Belfast CC
- Causeway Coast and Glens BC
- Derry City and Strabane DC
- Fermanagh and Omagh DC
- Mid and East Antrim BC
- Mid Ulster DC
- Newry, Mourne and Down DC

Diversity Ambassador Programme... continued



Equality & Diversity
in Local Councils

In addition to Diversity Ambassadors, the workshop also attracted a number of HR representatives from various Councils, as well as a representative from NILGA, reflecting the shared commitment to advancing employability and talent management across the region.

WORKSHOP 4 Best Practice Workshop

The workshop, held on 10 October 2024 at the Seamus Heaney Home Place, served as a continuation of previous sessions by focusing on best practices. It provided Councils with the

opportunity to showcase examples of their excellence in several key areas, including:

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

This event highlighted the innovative approaches taken by Councils to strengthen their efforts in Equality and Diversity areas.

Summary of attendees and presentation topics:

Council	Presenter	Presentation Topic
Antrim and Newtownabbey BC	Lesley Millar <i>Head of OD</i> Ellen Boyd <i>Accessibility and Inclusion Officer</i>	Equality, Diversity and Inclusion
Armagh City, Banbridge and Craigavon BC	Mary Hanna <i>Equality and Diversity Manager</i>	Inclusive ABC Group
Belfast CC	Christine Sheridan <i>Director of HR</i> Catherine Christy <i>HR Manager</i>	Employability Outreach to People with Disabilities
Causeway Coast and Glens BC	Elaine McConaghie <i>Policy Officer</i>	PCSP Hate Crime Project
Derry City and Strabane DC	Angela Askin and Ciara Burke <i>Community Development Managers</i>	Good Relations Support for People from Ethnic Minority Backgrounds
Fermanagh and Omagh DC	Cllr Noeleen Hayes Joanne Campbell <i>Policy Officer</i>	Supporting and Raising Awareness of LGBTQIA+ Communities
Mid and East Antrim BC	Siobhan Fisher <i>Assistant Director of Citizen Focus</i>	Equality, Diversity and Inclusion Network
Mid Ulster DC	Ann McAleer <i>Policy Engagement and Equality Officer</i>	Mid Ulster Disability Forum
Newry, Mourne and Down DC	Colin Moffett <i>Head of Corporate Policy</i>	Implementing a Corporate Approach to Bilingualism

For more information, please contact Paula Hamilton at paula.hamilton@lgsc.org.uk

PPMA Rising Star Event...



The PPMA Rising Star event last held in NI in 2019 took place on 14th and 15th October 2024. This is a programme by the Public Services People Managers Association (PPMA), aimed at identifying and fostering future leaders within the HR and OD sectors of public services.

It targets professionals who have at least five years' experience in HR and are looking to advance to more senior roles. Participants engage in a series of challenges designed to assess and enhance their leadership potential, confidence, and resilience.

The event has a One to Watch category which has been designed for applicants at the early stage of their HR & OD professional career and to test personal qualities in a range of activities, whilst at the same time helping them to enhance their confidence and resilience.

The two-day event included individual and group assessment activities which involves practical tasks and training to build their skills further, presentations, and a masterclass on communication techniques.

All activities were overseen by a panel of coaches and judges, which were:

Coaches

- *Pauline Greer, Lead HR Manager, Antrim and Newtownabbey BC*
- *Mary McLaughlin, HR Advisor, Derry City and Strabane DC*

Judges

- *Pam Parkes, President of PPMA*
- *Rosemary McCullough, Chair of PPMA NI*
- *Niamh Shannon, Member of LGTG*
- *Cllr Alison Bennington, President of NILGA*

PPMA Rising Star Event.... continued



The following HR Professionals participated in the event.

- Denise McGill, Antrim and Newtownabbey BC
- Laura McDonald, Antrim and Newtownabbey BC
- Emma Gunning, Causeway Coast and Glens BC
- Tracy Tomlinson, Derry City and Strabane DC
- John Scott, Fermanagh and Omagh DC
- Lauren Gallagher, Fermanagh and Omagh DC
- Luke Morton, Fermanagh and Omagh DC
- Helen McElroy, Newry, Mourne and Down DC

PPMA are thrilled to announce this year's Rising Star winner, **Emma Gunning from Causeway Coast and Glens BC**, and One to Watch, **Lauren Gallagher from Fermanagh and Omagh DC**.



The event was supported by:



Local Government Training Group

Talent Management Academic Research Survey...

The Commission, working in partnership with the Local Government Association (LGA), Academic Researchers from the University of Sunderland and linked to CIPD, is undertaking a programme of academic research to explore and analyse talent management approaches within local government throughout the UK.

The research aims to provide insights into current practices, identify challenges, and propose recommendations to enhance talent management strategies within local government.

Talent management in local government continues to be a challenge due to a combination of budgetary constraints, recruitment and retention difficulties, workforce diversity and inclusion barriers, skills gaps, succession planning complexities, and workforce wellbeing concerns.

By providing insights and recommendations into current practices, challenges, and opportunities in talent management, the research will inform policy and practice to improve workforce outcomes and organisational effectiveness within local government settings, proactively addressing these challenges.



This research programme will also contribute to the academic literature on talent management in the public sector, with a specific focus on local government throughout the UK.

An online survey has been distributed via individual HR departments, with a request to share it with all employees. The survey will remain open until 1 December 2024.

For more information, please contact Paula Hamilton at paula.hamilton@lgsc.org.uk

Talent Management Pilot Opportunities...

Councils recognise the importance of continuously exploring innovative approaches to address talent management challenges in local government.

As part of the Talent Management Strategy, the Commission provided funding opportunities for Councils to implement pilot programmes with consultancy support.

These pilot programmes were designed to focus on one or more of the following talent management themes:

- *Workforce Planning*
- *Succession Planning*
- *Leadership Development*

The following Councils availed of funding and launched pilot programmes in these areas:

- *Armagh City, Banbridge, and Craigavon BC*
 - *Workforce Planning*
 - *Succession Planning*
- *Ards and North Down BC*
 - *Workforce Planning*
 - *Succession Planning*
- *Fermanagh and Omagh DC*
 - *Leadership Development*
- *Newry, Mourne, and Down DC*
 - *Leadership Development*

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