



**Present**

**Members:** Councillor Peacock (Chair)  
Alderman Knight-McQuillan (Vice Chair), Baird, Boyle  
Councillors Callan, Chivers, C McShane, Schenning

**Officers:** Democratic and Central Services Manager

<b>Agenda No.</b>		<b>ACTION</b>
1.	<b>Apologies</b>  Alderman S McKillop Councillors McGurk, MA McKillop	DS
2.	<b>Declarations of Interest</b>  None	
3.	<b>Update on arrangements for International Women's Day 2022</b>  The Democratic and Central Services Manager provided an update to the WG on an event to mark IWD delivered by the Good Relations Team and the Mayor's Office. A further update was provided on events/initiatives Council is involved in related to the promotion of women's issues. Details were presented and are attached at Appendix A.  During discussion Members raised the following:  <b>Exhibition history of women in local politics</b> Consider delivering an exhibition highlighting history of women in local politics. Members asked officers to engage with Museum Service, local history groups, local community to develop. Also consider secondary schools' involvement.	DCS

Agenda No.		ACTION
	<p><b>Open Swim Event</b>  Deputy Mayor confirmed that the Mayor would host hospitality following an Open Swim Event in Portrush to mark IWD. Officers will share information on the time, date and location of the event with Members and Officers.</p> <p><b>NOTED:</b> the information presented in Appendix 1 to mark International Women's Day 2022 (IWD) and other initiatives focused on the promotion of women currently being delivered by Council services areas.</p> <p><b>AGREED:</b> to extend an invitation to Kim Spragg, Business &amp; Corporate Development, Northern Ireland International Air Show to a future meeting of the working group to present the group with information relating to the Airshow STEM 'village' sponsored by PULSAR who are focused upon getting women into STEM employment.</p> <p>Members noted their satisfaction with the initiatives currently under way within Council to promote women's issues but <b>AGREED:</b> that the Group is keen to develop a key project or policy which demonstrates CC&amp;GBC's commitment to women's issues.</p>	Mayor's Office  DCS  DCS
<b>4.</b>	<b>Any Other Relevant Business</b>	
	<p><b>AGREED:</b> that consultations which deal with women's issues, legislation which affect women are included as a standing item on future agendas so that the WG may consider and respond if required.</p> <p>Councillor Callan drew the WG's attention to 'Sex for Rent' Lords Amendments to the PCSC Bill. On 12 January 2022, the House of Lords voted to support amendments to the Police, Crime, Sentencing and Courts Bill to protect renters from predators who seek to exploit them for sexual acts in return for a roof over their heads. The Lords amendments will now be considered by the Commons. DCS undertook to share information with Elected Members on the Amendments to the Bill.</p>	DCS

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	<p><b>AGREED:</b> liaise with Platinum Jubilee Working Group in terms of projects highlighting women in public service.</p> <p><b>AGREED:</b> DCS to update group on the Notice of Motion re Violence Against Women and Girls which Council supported.</p> <p><b>AGREED:</b> following discussion on barriers to women entering politics to bring a report to a future meeting detailing what financial support is already available to officers and Elected Members in terms of childcare (other caring responsibilities). DCS to liaise with Finance and ODHR.</p> <p><b>AGREED:</b> to check if NILGA or NAC have any specific provision for women's issues either in terms of training, working groups, initiatives.</p> <p><b>CONDOLENCES:</b> The Chair extended condolences on behalf of the group to the family, friends and colleagues of Mr Christopher Stalford MLA who had died suddenly at the weekend.</p> <p>Responding, Councillor Callan thanked the Chair for her kind remarks.</p>	DCS  DCS  
5.	<b>Date of Next Meeting</b>	DCS
	To be confirmed.	

**This being all the business the meeting closed at 16:45.**

From	Item
Good Relations Team/Mayor's Office	<p><b>Celebrating Women / International Women's Day Networking Event</b>            Women's networking lunch to celebrate International Women's Day at <b>12 noon on Tuesday 8th March 2022</b> in <b>The Bann Gallery</b>, Cloonavin.            Include photographs incorporating 'Break the Bias' symbolism.  <b>This is a networking opportunity for women within the Borough to come and have lunch together in celebration of the social, economic, cultural and political achievements of women.</b>            Nandi Jola and Johann Muldown (MBE) will be speaking of their experiences as women at the event.            Nandi, one of BBC's 2021 Writer's room, Hothouse chosen writers, is an award winning poet, storyteller and playwright who was born in South Africa. Growing up under the apartheid regime, resiliently and defiantly, Nandi started writing poetry at the age of fourteen. She founded the 'nandijproject' in 2010 with the vision of tackling women trafficking and sexual exploitation. Now living most of her life in Belfast her work involves creating a platform for woman to speak about the issues women face today. Nandi is highly praised in Northern Ireland and internationally.            Johann is an architect, a university lecturer, tutor, business mentor, keynote speaker, has established and led numerous business, is the wife of a dairy farmer and mother to 3 young children. She is one of Causeways recently named 100 Famous Sons and Daughters. A multi-award-winning, globally recognised individual she feels immense gratitude for gaining awards for not only her professional contribution, business acumen, inspiring, leading, employing, promoting and inspiring women but also an MBE making history as the youngest and first female architect in Ireland to receive this accolade.  <b>Networking will begin at 12 noon, with lunch served at 1pm. We look forward to welcoming you on 8<sup>th</sup> March.</b>  <i>This project has been organised as part of Causeway Coast and Glens Borough Council's Good Relations Programme which receives financial support from The Executive Office through the District Council Good Relations Programme.</i></p>
Mayor's Office	Hosting Kilrea Women's Institute on 8 <sup>th</sup> March (3pm) which coincides with IWD.
	Exploring options for <b>hospitality at an activity based event(s) for female elected members and female members of staff. Timing to be confirmed.</b> Officer involvement would likely be to promote the event; register attendees and possibly some H&S/risk assessment issues,

<b>PR</b>	Information on all events/initiatives for IWD and promotion of women's issues available on Council's website. Promotion of all events/initiatives during IWD (week) Promotion in Staff News Liaison re photocalls/PR.
<b>Sport &amp; Wellbeing</b>	<p>Free sanitary products in Council's main leisure/sports centres was introduced in March 2021 – we have 12 machines across 6 sites dispensing free products.</p> <p>In partnership with external organisations Council delivers a number of programmes in Limavady (Roe Valley Leisure Centre) designed to target women and their specific needs/issues. Camilla Lowry is the lead officer for those programmes and she has listed a few activities below.</p> <ul style="list-style-type: none"> <li>• Women would be a key KPI for any funded programmes via Dfc/PHA/WHSCT. We deliver to women in house via Council staff and coaches and then specialised facilitators on issues such as menopause/ nutrition/ mental wellbeing (all specifically defined and costed in Action Plan's agreed and set out by myself and the health sub group/ community groups).</li> <li>• We specifically target women in NR areas, as well as borough wide participants who can access the majority of sessions.</li> <li>• Setting up the breastfeeding welcome here scheme in RVLC and officer delivering is qualified in breastfeeding support. We host a buggy walk weekly for mothers who freely feed in the centre if need be.</li> </ul>
<b>Equality – Policy</b>	<p><b>Breastfeeding Policy.</b> All centres are now open to breastfeeding mothers and families. All reception staff have been provided with virtual training on the policy.</p> <p>Link to the presentation:  <a href="https://1drv.ms/p/s!An_EYaA7jApfbtRLww1BUOLj9S8?e=9UqPiY">https://1drv.ms/p/s!An_EYaA7jApfbtRLww1BUOLj9S8?e=9UqPiY</a></p> <p>Link to the policy:  <a href="https://1drv.ms/w/s!An_EYaA7jApfbSX-1fmCfuZWFeU?e=OMZTzk">https://1drv.ms/w/s!An_EYaA7jApfbSX-1fmCfuZWFeU?e=OMZTzk</a></p> <ul style="list-style-type: none"> <li>• It could be said that women and women carers have benefitted from working from home and therefore the new <b>Agile Working Policy</b> will also be an improvement.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Domestic Abuse Training</b> which may also impact women. (some individuals may have detrimentally been impacted by working from home so it's the flip side of the same coin and attempts have been made by OD/HR in conjunction with the Domestic Abuse lead officer to cover both sides)</li> <li>• The Town and Village Management Officer has set up a project group to purchase and prep the installation of 2 new <b>Accessible Mobile Changing Units</b> which will also have a positive impact on female carers (Its open for people to view tomorrow between 11am and 2pm if any of your members want to come and take a look or tweet about it that would be excellent)</li> </ul>									
<b>ODHR Training opportunities</b>	<p><b>Women's leadership course</b> - training which was specifically addressed to women.</p> <p><b>Menopause Awareness Training</b> this year (open to all) however mostly women attendees.</p> <p><b>Domestic Abuse Training</b> which may also impact women. (some individuals may have detrimentally been impacted by working from home so it's the flip side of the same coin and attempts have been made by OD/HR in conjunction with the Domestic Abuse lead officer to cover both sides)</p>									
	<p><b>LGSC- Pink Ladies/Pink Panther Awareness Sessions – Open to All Staff &amp; Elected Members</b></p> <p>In conjunction with the Local Government Mental Health and Wellbeing Strategy and Action Plan - (ASK); the Local Government Staff Commission are providing a number of upcoming awareness sessions for Councils and the NIHE in relation to Prostate and Ovarian/Cervical Cancer. These are being delivered by the Pink Ladies (Ovarian and Cervical Cancer) and the Pink Panthers (Prostate Cancer) Support Group, and Causeway Coast and Glens have been allocated 5 seats per session, on a first come, first served basis.</p> <p>The session content will enable attendees to have information on specific cancer types, giving them knowledge to be aware of changes and to look out for signs and symptoms and what to do if any changes are found.</p> <p>Details below in relation to the Online Awareness sessions.</p> <table border="1"> <thead> <tr> <th>Cancer Awareness Subject</th> <th>Date</th> <th>Time</th> </tr> </thead> <tbody> <tr> <td>Prostate</td> <td>03 March 2022</td> <td>1.00pm – 2.00pm</td> </tr> <tr> <td>Ovarian/Cervical</td> <td>10 March 2022</td> <td>1.00pm – 2.00pm</td> </tr> </tbody> </table>	Cancer Awareness Subject	Date	Time	Prostate	03 March 2022	1.00pm – 2.00pm	Ovarian/Cervical	10 March 2022	1.00pm – 2.00pm
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		<b>Prostate</b>	<b>24 March 2022</b>	<b>1.00pm – 2.00pm</b>
		<b>Ovarian/Cervical</b>	<b>31 March 2022</b>	<b>1.00pm – 2.00pm</b>
<b>Please note that the LGSC are not using event brite for this event, therefore, if you wish to book onto one of the sessions please email <a href="mailto:training@causewaycoastandglens.gov.uk">training@causewaycoastandglens.gov.uk</a> no later than Wednesday 23<sup>rd</sup> February 2022. Remember these spaces are being offered on a first come, first served basis.</b>				
<b>Economic Development</b>		<p>Council only currently plans to directly support the following, female-specific programme as from our monitoring report.</p> <p>Previous Programmes include Yes You Can , which included pre-start and early stage support, pitching competition.</p> <p><b>Causeway Chamber - Celebration of Enterprising Women 9<sup>th</sup> March – Registration details (see picture below)</b></p> <p><b>Enterprise Causeway – International Woman's Day 9<sup>th</sup> March 7pm (see picture below)</b></p> <p><b>Causeway Chamber and/or Enterprise Causeway may shortly be applying for support for an International Women's Day event on or near 8<sup>th</sup> March.</b></p> <p><b>NI Women's Enterprise Challenge Support funding</b></p> <ul style="list-style-type: none"> <li>• The Northern Ireland Women's Enterprise Challenge (NIWEC) is a new collaboration between the 11 Councils, Invest NI and Women in Business NI.</li> <li>• Project includes one to one support, a series of networking initiatives and start up boot camps, and a final conference</li> <li>• Local targets set for various project elements.</li> </ul> <p><b>Other programmes</b> that already support women but are not exclusive to women include</p> <ul style="list-style-type: none"> <li>• Go For It – council supported but not delivered</li> <li>• Alchemy – Invest NI supported and Council delivered</li> <li>• Digital Causeway - Invest NI supported and Council delivered</li> <li>• Enterprise Fund – Council funded and delivered.</li> </ul>		

	<p>New programmes include</p> <ul style="list-style-type: none"><li>• Activate – for those who have just gone through Go For It</li><li>• Digital Transformation programme</li></ul> <p><b>Report to LDC noted under</b></p> <p><b>“Industry, STEM, MoD and Sponsorship Coordinator Tasks to 31 March 2022</b></p> <p><i>Working on understanding and promotion of Women in STEM campaign.</i> <i>The guest speaker at the Air Show is Lindy Cameron, the CEO of the National Cyber Security Centre.</i> <i>Furthermore the STEM 'village' is sponsored by PULSAR who are focused upon getting women into STEM employment.”</i></p> <p>Kim Spragg, Business &amp; Corporate Development Northern Ireland International Air Show could attend future WWG to speak.</p>
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This event is brought to you by  
@Enterprisecauseway, Causeway  
Chamber and is supported by  
Causeway Coast and Glens Borough  
Council

Registration for this event will open  
early next week.

#breakthebias #IWD22



Enterprise Causeway 9<sup>th</sup> March 7pm



## Enterprise Causeway

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### Save the Date

This International Women's Day we are thrilled to announce an in-person, gathered-together, not a zoom screen in sight, event for enterprising women in the Causeway area.

We will be hosted by Sarah Travers and will be joined by a fantastic panel of local women from the world of politics and business.

Date: Wednesday 9 March

Time: 7-9pm

Location: Fidela Coffee, Coleraine

~~Cost FREE~~

### Julienne Elliott – HoS Town & Village Manager

This is additional info, if Corporate are wanting to research wider, for ideas etc.

This is probably information overload, although it covers everything across NI, not just what Council offers.

### Support for women in business

Support programmes available to business women in Northern Ireland

[Networks and mentors for women in business](#)

Local business networks and mentoring opportunities for women in business

[How entrepreneurial are women in NI?](#)

Overview of female entrepreneurship in Northern Ireland and support available to help women get started in business

[Women in Innovation Awards 2021/22](#)

Women with exciting, innovative ideas who will inspire others can apply for a £50,000 grant and bespoke business support

[Women in Innovation Awards 2021/22 briefing event](#)

Sign up for the event to find out more about the scope of the competition, the application process and the support available

[Menopause guidance for employers](#)

Useful guidance to help employers understand their responsibility to provide support to staff affected by menopause

[Start-up support for female entrepreneurs](#)

A guide specifically for female entrepreneurs with information and support developed to help women in business

[STEM gender equality webinars](#)

The Equality Commission are hosting a number of webinars to promote gender equality in the science, technology, engineering and maths (STEM) industries

[Menopause in the workplace: employer guidance](#)

Reasons why employers should address menopause in the workplace and how to support staff affected by menopausal symptoms

[How to become a successful female entrepreneur](#)

Tips, guidance and support for potential female entrepreneurs on taking the right steps when starting a business

[Starting a business as a female entrepreneur - DELI LITES](#)

Jackie Reid explains how she used her skills and expertise to develop her startup idea into a successful business

[Support for female entrepreneurs](#)

Support available for women who set up a business, including specific business advice and specialist organisations

[Equal pay and occupational pension schemes](#)

How equal pay provisions apply to employee rights and occupational pension schemes

[Starting a business: steps for female entrepreneurs](#)

A set of steps for potential female entrepreneurs to consider for tried and tested ways to start your business

[Equal pay for work of equal value](#)

The Equal Pay Act (Northern Ireland) 1970 (as amended) provides for equal pay between women and men in the same employment

[All-Island Female Entrepreneurs Conference 2021](#)

Women in Business event features inspiring speakers, motivational talks, uplifting performances and mentoring and networking opportunities

[Belfast City Council Global Entrepreneurship Week 2021](#)

A series of business events running from Monday 8 November to Friday 12 November from Belfast City Council

[Develop a business idea](#)

Support for female entrepreneurs to develop a well-defined product or service before launch into the market

[Equal pay law overview](#)

How domestic equal pay law protects the rights of employees to receive equal pay for equal work