

# Corporate Responsibility (CR) Action Plan 2019



Focus Area	Strategic planning & objectives	Policy & processes	Activities & engagement	Targets & measurement	Reporting
<p><b>Our Employees</b></p> <p><b>Specific Projects</b></p>		<p>CR Policy</p> <p>Charity and Community policy</p>	<p>Engagement and Wellbeing Programme</p>	<p>i) Development of department engagement plans to be reviewed every 4 months by HRM and MD</p> <p>ii) Overall engagement and H&amp;WB plan to incorporate department plans based on improvements in Leadership, Communication and Inclusiveness</p> <p>iii) 2019 focus on Mental Health</p> <p>iv) Engagement survey 2019</p>	<p>Thrive CSR – record activity, numbers, feedback, photos,</p> <p>Social Media - number of tweets sent in relation to community engagement activities</p>
<p><b>Our Employees</b></p> <p><b>Core Projects</b></p>	<p>Belfast International Airport values their employees and has developed an engagement and wellbeing plan to support the achievement of its key objective in this area.</p> <p>BIA is committed to: <i>Developing, valuing, safeguarding and engaging a workforce where there is mutual trust and respect in line with our Vision and Values</i></p> <p>CORE Key areas:</p> <ul style="list-style-type: none"> <li>• People Development</li> <li>• Health and Wellbeing</li> <li>• Equality, Diversity and Inclusion</li> </ul>	<p>Engagement Journey</p> <p>Engagement and Wellbeing programme</p> <p>Employee Engagement Survey</p> <p>Performance and Development programme</p>	<p>Health and Wellbeing</p> <p>Employee Up-skilling programme</p> <p>Staff Volunteering</p> <p>Celebrate successes</p> <p>Employee Communication</p>	<p>i) Host 1 Health Fair</p> <p>ii) At least 50% of employees on shift to attend</p> <p>i) Maintain current level</p> <p>ii) Regular evaluation of participants progress and development</p> <p>i) Increase by 10% on 2018</p> <p>i) Host 4 events to celebrate and reward achievements and successes</p> <p>i) Enhance interaction with MyBFS and CP9 screen</p>	<p>Highlight the activities on MyBFS</p> <p>Website – activities drafted into case studies and placed on Belfast International Airport website</p> <p>Promotional posters in social areas</p> <p>Coverage in local press achieved through press releases</p>

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Our Educational Activity Specific Projects			<b>Little Women</b>	<b>i) Work with Little Women on bespoke events at BIA</b>	
Our Educational Activity Core Projects	<p>Belfast International Airport is committed to mentoring and supporting young people in our community. Our programme of activities and our passionate volunteers have the same purpose – to encourage young people to aspire to their very best</p> <p>BIA is committed to: <i>Maintaining strong mutually beneficial relationships with local education providers</i></p> <p>CORE Key area:</p> <ul style="list-style-type: none"> <li>Strategic Educational partnerships and activities</li> </ul>	<p>CR Policy</p> <p>Charity and Community policy</p> <p>Performance and Development programme</p>	<p>Time to Read (TTR). Volunteers to spend 1 hour per week in the academic year supporting P5 children to read from two schools - St Comgalls and Greystone</p> <p>Provide employee mentors for students from one of our partnered school, Belfast Boys Model</p> <p>Provide work placements and work shadowing for Year 12 students from various schools across Northern Ireland through Charter Work Inspiration</p> <p>Bespoke support with our partnered schools, Belfast Boys Model, St Genevieve’s</p>	<p>i) Support at least 8 children through the TTR Programme</p> <p>ii) Arrange Airport visits for children from each of the primary schools</p> <p>i) Support at least 10 students through the mentoring programme</p> <p>ii) Employee mentor to commit 1.5 hours per month during the academic year</p> <p>iii) 90% of students to feel the mentoring was worthwhile</p> <p>i) Maintain current level</p> <p>ii) 75% of students to feel more informed of the skills/qualities expected in the workplace</p> <p>iii) 75% of students to feel the placement is valuable</p> <p>iv) 75% of students to feel the Placement will help inform their career choice</p> <p>i) Women in STEM event (St Gen’s)</p> <p>ii) Bespoke workshops:</p> <ul style="list-style-type: none"> <li>Travel and Tourism</li> <li>Hospitality</li> </ul>	<p>Thrive CSR – record activity, numbers, feedback, photos,</p> <p>Social Media - number of tweets in relation to community and charity engagement activities</p> <p>Highlight the activities on MyBFS</p> <p>Website – activities drafted into case studies and placed on Belfast International Airport website</p> <p>Promotional posters in social areas</p> <p>Coverage in local press achieved through press releases</p>



Support University and  
College students

- Public Services
- Business Studies
- iii) Career information evenings
- iv) Mock Interview sessions
  
- i) Offer specific site visits and  
bespoke programmes on request
- ii) Offer two University placements
- iii) International Student welcome  
programme

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Our Environment Specific Projects		Biodiversity Action Plan	<b>Ulster Wildlife membership</b>  <b>Airport Safety Week</b>  <b>Turnaround Project</b>	<b>Biodiversity Survey</b>  <b>Involve employees and third parties</b>  <b>Improvement of wooded area behind park and fly</b>	ARENA Benchmarking Survey
Our Environment Core Projects	<p>Belfast International Airport recognises that its business activities have environmental consequences and aims to continuously review environmental performance to seek to minimise and mitigate those effects.</p> <p>BIA is committed to: <i>Operating in an environmentally sustainable manner, in line with ISO14001, and continually striving to improve our impacts</i></p> <p>CORE key areas</p> <ul style="list-style-type: none"> <li>• Energy &amp; Transport</li> <li>• Resource Efficiency</li> <li>• Biodiversity</li> <li>• Noise</li> </ul>	<p>Environmental Policy</p> <p>Environmental Noise Action Plan</p> <p>CR Policy</p> <p>Environmental Action Plan</p>	<p>Energy use measurement</p> <p>Waste generation</p> <p>Noise</p> <p>Keep Northern Ireland Beautiful</p> <p>Rams Island balsam bash</p> <p>Partnership with Re:Store</p> <p>Plastic waste</p> <p>Irish Hare</p> <p>Carbon Emissions</p>	<p>Elec; gas and oil use stats Solar energy use data</p> <p>Waste data</p> <p>Publish Round 3 Noise Action plan Implement the SIGS (Sound Insulation Grant Scheme) Noise complaints</p> <p>FOD plod along the road verges leading to the airport (change location each year)</p> <p>Staff to attend annual event</p> <p>BIA to donate old furniture (desk, tables, chairs etc) to be upcycled/sold on by Re:Store</p> <p>Influence the catering outlets and staff to reduce plastics (removal of plastic straws) Cigarette bins / gum bins Review airside water fountain options</p> <p>Mood board (Ulster Wildlife)</p> <p>Airport Carbon Accreditation Scheme</p>	<p>Thrive CSR – record activity, numbers, feedback, photos,</p> <p>Website – activities drafted into case studies and placed on Belfast International Airport website</p> <p>Highlight the activities on MyBFS</p> <p>Customer social areas e.g. bathrooms, departure lounge notices and others</p> <p>Social media - number of tweets in relation to environmental activities</p>

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<p><b>Our Community and Charity</b></p> <p><b>Specific Projects</b></p>		<p>CR Policy</p> <p>Charity and Community policy</p> <p>Performance and Development programme</p>	<p><b>Charity Partnership 2019</b></p> <p><b>Seacourt Print Workshop partnership</b></p> <p><b>Book Trust (through A&amp;B)</b></p>	<p>i) <b>Friends of the Cancer Centre</b></p> <p>i) <b>Scoping out 2019 plan</b> ii) <b>Continue to promote Art Exhibition</b></p> <p>i) <b>promote the importance/ enjoyment of reading BBMS and St Gen's (Dan Freedman)</b> ii) <b>Competitions</b> iii) <b>Book list campaigns</b> iv) <b>Author events</b></p>	<p>Thrive CSR – record activity, numbers, feedback, photos,</p> <p>Social Media - number of tweets sent in relation to community and charity engagement activities</p> <p>Highlight the activities on MyBFS</p>
<p><b>Our Community and Charity</b></p> <p><b>Core Projects</b></p>	<p>Belfast International Airport is passionate about community engagement and will increase its activity in this area.</p> <p>BIA is committed to: <i>Maintaining strong mutually beneficial relationships with the local community.</i></p> <p>CORE Key area:</p> <ul style="list-style-type: none"> <li>Strategic Community Engagement</li> </ul>		<p>Individual Fundraising Request process</p> <p>Charity Committee</p> <p>Give As You Earn (GAYE)</p> <p>Employability events</p> <p>Muckamore Cricket and Lawn tennis Club</p>	<p>i) Promote and financially support at least 4 employees in their individual fundraising activities</p> <p>i) Charity Committee to meet quarterly to distribute funds donated by the company (2018 - £20,000/30 charities) ii) Guide Dogs for the blind</p> <p>i) Increase number of GAYE members by 10% (2017 – 26)</p> <p>i) Support and organise 2 events</p> <p>i) Consider funding youth academy for one year.</p>	<p>Website – activities drafted into case studies and placed on Belfast International Airport website</p> <p>Promotional posters in social areas</p> <p>Coverage in local press achieved through press releases</p>

Volunteering

- Outreach to local schools/community
- i) Work with Volunteering Now
  - ii) Participate in at least 2 events
  - iii) Increase number of employee volunteers by 10%

Accessible Travel for All


- i) Establishment of PRM Users forum with Consumer Council NI. Aim to hold two meetings per year
- ii) Development and publication of Autism Guide in association with Autism NI
- iii) Installation of Eagle hoist – to improve the service, safety and accessibility for passengers with reduced mobility.
- iv) Development of hidden disability lanyard scheme by improving communication to ensure a more effective use of service
- v) Changing rooms facility to be registered

Consultative Forum

- i) Hold at least two Consultative Forum meetings in a 12 month period.

Responsible Business

- i) Showcase each day during the week how BIA is a responsible business and promote our commitment to CR



Meet with Service  
Partners to share in  
CR plans and activities

i) Joint planning to maximise  
opportunities and impact