



## Belfast City Council

<b>Report to:</b>	Shadow Strategic Policy and Resources Committee
<b>Subject:</b>	<b>District Council's Good Relations Action Plan 2015 – 2016</b>
<b>Date:</b>	<b>20th February 2015</b>
<b>Reporting Officer:</b>	Nicola Lane, Good Relations Manager; Ext: 6020
<b>Contact Officer:</b>	David Robinson, Good Relations Officer; Ext: 6020

<b>1</b>	<b>Relevant Background Information</b>
1.1	Members may be aware that the Council submits an annual Action Plan to OFMDFM every year in order to draw down funding for the Good Relations work of the Council. Correspondence has been received from OFMDFM advising that Action Plans must be submitted by 27 <sup>th</sup> February 2015 in order to be scored and assessed.
1.2	The purpose of this report is to seek approval for the content within the draft Action Plan for forwarding to OFMDFM for approval as this Action Plan will be delivered under the new Belfast Council after April 1 <sup>st</sup> 2015. The draft Action Plan is attached as appendix 1.
1.3	The Good Relations Partnership endorsed the Action Plan at its meeting on 9 <sup>th</sup> February 2015.

<b>2</b>	<b>Key Issues</b>
2.1	District Councils are identified within the Together; Building a United Community strategy as a key delivery agent. This delivery is through the District Council's Good Relations Programme which is 75% funded by OFMDFM.
2.2	Action Plans are to be based on an audit of Good Relations issues and need within the Council area. To that end, the Good Relations Unit have updated the audit that was carried out in January and February 2014, in order to incorporate those issues that have been identified in those areas coming into Belfast in April. The updated audit is attached as appendix 2.
2.3	Action Plans must be aligned with the Government strategy Together; Building a United Community, under the 4 key priority areas of: <ul style="list-style-type: none"><li>• Children and Young People</li><li>• Our Shared Community</li><li>• Our Safe Community</li><li>• Our Cultural Expression</li></ul>
2.4	It should be noted that the above themes are also reflected in the EU Peace IV programme. While the attached Action Plan only covers the 15/16 financial year and Peace IV covers 2014-2020, it is anticipated that information regarding the Good Relations audit and action plan will feed into the process of developing the Peace IV Action Plan thus providing complementarity.
2.5	The headline actions contained within the Plan include the Good Relations and St Patrick's Grant

	Aid Schemes, work on Decade of Centenaries, Interfaces, support for the Black Minority Ethnic Communities and development of an approach regarding bonfire management.
2.6	The attached Plan has been drawn up in accordance with the Council's estimates for 15/16. However, given the experience last year when Council was informed late in the year that the budget had been significantly reduced and that OFMDFM have advised that the initial indications of the Department's 15/16 budget suggest an opening position that is lower than their opening position last year, the Action Plan may have to be prioritised which may particularly impact on grant aid provision. Members will be aware that in the context of the current funding climate and the new areas being added to the Council, there is likely to be significant increase in requests for funding in 15/16.

<b>3</b>	<b>Resource Implications</b>
3.1	<b>Financial:</b> The Action Plan will be 75% funded by OFMDFM with the remaining 25% included in the Council's 2015/16 budget. The bid to OFMDFM totals £918,000 and an amount of £688,500 is being requested from OFMDFM – this has been included within the 2015/16 estimates. However, as outlined in point 2.6, last year the Council was only awarded £466,000 as a 75% contribution from OFMDFM and thus the programme had to be reprioritised and reduced accordingly. It should also be noted that funding for Sumer Intervention monies form part of a separate bid to OFMDFM and is paid at 100% from the Department.
3.2	<b>Human Resources:</b> Funding to support the delivery of the Action Plan supports a portion of some of the salaries within the Good Relations Unit.

<b>4</b>	<b>Recommendation and decision</b>
4.1	To approve for submission to OFMDFM, the attached Action Plan to be delivered during 2015 – 2016. Members are also requested to note that this Action Plan submission is subject to alteration and amendment during the assessing and scoring process that will be undertaken by OFMDFM. The Council will be notified of any changes in the final approved Action Plan.

<b>5</b>	<b>Equality and Good Relations Considerations</b>
5.1	The attachments contain information on the work of the Council in promoting Good Relations, tackling sectarianism & racism, and promoting cultural diversity. Therefore there are no negative equality and good relations implications within this submission.

<b>6</b>	<b>Decision Tracking</b>
6.1	Nicola Lane, Good Relations Manager, will be responsible for any actions arising out of this report.

<b>7</b>	<b>Key to abbreviations</b>
	OFMDFM: Office of the First and Deputy First Minister SEUPB: Special European Union Programmes Body

<b>8</b>	<b>Documents attached</b>
	1. Proposed Action Plan 2. Updated Good Relations Audit



## Appendix 1: Draft Good Relations Action Plan



# District Council Good Relations Action Plan Template

- The information within the **Action Plan** will be made available to other Departments and/or agencies for the purposes of audit, research and meeting statutory obligations.
- This form should be completed in typescript in black ink. All applications must be submitted in 'hard copy', with appropriate signatures and any other information requested.
- Applicants should not delete or include additional columns within the table. Please append any supporting information.

**Completed forms should be returned to:**

The District Council Good Relations Programme  
OFMDFM  
Good Relations Funding and Delivery Branch  
E 3.19  
Castle Buildings  
Stormont Estate  
Belfast  
BT4 3SL

You should mark your envelope "District Councils Good Relations Programme Application".

**Children and Young People.**

***Aim: to continue to improve attitudes amongst our young people and to build a community where they can play a full and active role in building good relations.***

***Strategic Outcomes: 1.1 Improving attitudes of children from different backgrounds; 1.2 Young people engaging in bringing the community together.***

<b>Outcome</b> including local outcomes identified by GR Audit	<b>Good relations indicators/ measures</b>	<b>Actions /Project</b> to deliver Outcome (ranked in order of priority)	<b>Budget and resources</b>
<p>Tackling sectarianism and racism among young people.</p> <p>GR Audit Section 2.2 (iii) p.5</p> <p>Improved attitudes amongst young people towards people from different backgrounds.</p>	<p>% of children (age 16) who think relationships between Protestants and Catholics are better than they were 5 years ago</p> <p>% of children (age 16) who think relations between Protestants and Catholics will be better in 5 years time</p> <p>% who are favourable towards people from the Catholic community</p> <p>% who are favourable towards people from the Protestant community</p> <p>% who are favourable towards people from the Minority Ethnic Community</p>	<p>1</p> <p>Supporting up to 50 local community and voluntary organisations in developing good relations programmes at neighbourhood level to bring young people together from different backgrounds to participate in Good Relations programmes.</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Supporting groups to develop links</li> <li>- Facilitating engagement between groups, particularly groups from hard to reach areas</li> <li>- Providing challenge to groups to develop meaningful programmes</li> <li>- Supporting groups of low capacity in project planning and development</li> <li>- Assessing grants and managing contracts</li> </ul>	<p>£50,000 grants programme to support projects and activities for young people at a local level</p> <p>£20,000 to commission a suitable organisation to deliver a targeted programme to young people at interface areas.</p> <p>Good Relations staff, BCC grants staff, Community and voluntary organisations.</p> <p>Procurement of external assistance.</p>

<p>Improving attitudes amongst young people to become active players in Good Relations work. GR Audit Section 2.2 (i) and (v) p.5</p> <p>Young people are actively engaged in Good Relations activities.</p>	<p>% of young people who regularly socialise or play sport with people from a different religious community.</p> <p>% of young people who have done projects with pupils from other schools; used or shared sports facilities or equipment</p> <p>% who thinks sharing is a good idea.</p>	<p>2</p>	<p>Supporting up to 50 local community and voluntary groups in involving young people in programmes to promote active citizenship in the context of Good Relations.</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Supporting groups to develop links</li> <li>- Facilitating engagement between groups</li> <li>- Providing challenge to groups</li> <li>- Assessing grants and managing contracts</li> </ul>	<p>£50,000 of overall grants programme to support projects and activities for young people. Good Relations staff, BCC Grants staff, Community and voluntary organisations.</p>
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### Our Shared Community

***Shared Aim: to create a community where division does not restrict the life opportunities of individuals and where all areas are open and accessible to everyone***

***Strategic Outcomes: 2.1 Increased use of shared space and services;***

***2.2 Shared space accessible to all***

<p><b>Outcome</b> including local outcomes identified by GR Audit</p>	<p><b>Good relations indicators/ measures</b></p>	<p><b>Actions /Project</b> to deliver Outcome (ranked in order of priority)</p>	<p><b>Budget and resources</b></p>
<p>Supporting the inclusion and participation of migrant and minority ethnic communities in the civic life of the City. GR Audit. Section 2.3 (i) (ii) (iii) (iv) p.6</p> <p>Ensure that migrant and minority ethnic</p>	<p>% who would define the neighbourhood where they live as a shared space</p> <p>% who would prefer to live in a neighbourhood with people of only their own religion, or in a mixed-religion neighbourhood</p>	<p>1</p> <p>Provide support to migrant and minority ethnic organisations seeking to increase the participation and inclusion of migrant and minority ethnic residents within the community.</p> <p>Deliver a series of projects and events to</p>	<p>£90,000 of the overall grant aid budget to community groups from the migrant and minority ethnic sector.</p> <p>£20,000 to commission suitable external partners in</p>

<p>communities feel that their community is a safe and welcoming place to access services and spaces</p>	<p>% who would prefer a workplace with people of only their own religion, or a mixed religion workplace</p> <p>Reduction in the number of racial incidents and crimes recorded</p>		<p>promote participation of migrant and minority ethnic communities in the public sphere</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Supporting groups to develop links</li> <li>- Facilitating engagement between groups and between groups and service providers</li> <li>- Providing challenge to groups to engage in meaningful programmes</li> <li>- Assessing grants and contract management</li> </ul>	<p>the delivery of appropriate projects and events on themes such as employability, advice information, participation and volunteerism.</p> <p>Statutory partners (NIHE, Health Trust), Community partners (GEMS, Law Centre) Trades Unions, Community groups.</p>
<p>Provide an outlet for the City to mark the Decade of Centenaries GR Audit Section 2.3 (vi) p.6</p> <p>Celebration of our Shared History</p>	<p>% who think that the culture and traditions of the Catholic community add to the richness and diversity of Northern Ireland society</p> <p>% who think that the culture and traditions of the Protestant community add to the richness and diversity of Northern Ireland society</p>	2	<p>To deliver a series of events to mark the Decade of Centenaries</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Developing links with various bodies such as Universities, libraries and historians</li> <li>- Facilitating engagement between people on suitable events</li> <li>- Providing challenge to citizens through events and activities</li> <li>- Managing financial elements of events</li> <li>- Development of specifications and</li> </ul>	<p>£20,000 for at least 4 events to mark the key centenary events in this coming year.</p> <p>£50,000 to deliver a large scale exhibition on events from 1916</p>

			contract management elements	
Deliver a number of civic events GR Audit Section 2.3 (ii) p.6	% who think that the culture and traditions of the Catholic community add to the richness and diversity of Northern Ireland society % who think that the culture and traditions of the Protestant community add to the richness and diversity of Northern Ireland society	3	<p>Deliver at least 5 events throughout the year to mark key events such as Holocaust Memorial Day, International Women’s Day, International Peace Day, Intercultural Day, Refugee week, Community Relations week and others as appropriate.</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Developing links with various bodies and interest groups</li> <li>- Facilitating engagement on suitable events</li> <li>- Providing challenge to citizens through events and activities</li> <li>- Managing financial elements of events</li> <li>- Development of specifications and contract management elements</li> </ul>	<p>£20,000 for at least 5 events throughout the year on the themes listed.</p> <p>Cultural groups, minority ethnic groups,</p>

**Our Safe Community;**

*Shared Aim: to create a community where everyone feels safe in moving around and where life choices are not inhibited by fears around safety*

*Strategic Outcomes: 3.1 Reduce the prevalence of hate crime and intimidation;*

*3.2 A community where places and spaces are safe for all*



Outcome including local outcomes identified by GR Audit	Good relations indicators/ measures	Actions /Project to deliver Outcome (ranked in order of priority)	Budget and resources
<p>Engage with and support communities living at interface barriers GR Audit Section 2.4 (i) (ii) p.7</p> <p>To reduce physical markings GR Audit Section 2.4 (iii) p.7</p> <p>Support host communities in tackling racism GR Audit Section 2.4 (v) p.7</p> <p>Reductions in racist and sectarian hate crime</p>	<p>% of people who felt intimidated by republican/loyalist murals, kerb-paintings or flags in the last year.</p> <p>Reduction in the number of racial and sectarian incidents and crimes recorded</p> <p>Reduction in the number of people presenting as homeless as a result of intimidation.</p>	<p>1</p> <p>Work with up to 20 local groups and organisations to develop engagement programmes, consultation events and Good Relations activities to look at the issue of interface barriers.</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Supporting groups to develop links</li> <li>- Facilitating engagement between groups from interface communities</li> <li>- Providing challenge to groups to develop meaningful programmes</li> <li>- Supporting groups of low capacity in project planning and development</li> <li>- Assessing grants, procurement and managing contracts</li> </ul>	<p>£110,000 of overall grant aid budget to support engagement activities with residents living at interface areas across Belfast.</p> <p>BCC GRO staff, Community and voluntary organisations, Elected Members</p>
<p>To reduce physical markings GR Audit Section 2.4 (iii) p.7</p> <p>To create a community that is safe and welcoming</p>	<p>% of people who see town centres as safe and welcoming places for people of all walks of life.</p> <p>% who would feel safe going to events held in, for example, an orange hall, a GAA club, a protestant secondary school, a catholic secondary school.</p>	<p>2</p> <p>To support communities in the transformation of aggressive murals, to engage on local related issues and to support, where appropriate, engagement activities on interfaces and other issues of physical demarcation.</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Supporting groups to engage with their</li> </ul>	<p>£20,000</p> <p>BCC GRO staff, Community and voluntary organisations, Elected Members</p>

			<p>local community on potential projects</p> <ul style="list-style-type: none"> <li>- Facilitating engagement within communities, particularly hard to reach areas</li> <li>- Providing challenge to groups to develop meaningful programmes</li> <li>- Supporting groups of low capacity in project planning and development</li> <li>- Assessing grants and managing contracts</li> </ul>	
<p>To assist in the reduction of community tensions during key times of heightened tension GR Audit Section 2.4 (iv) p.7</p> <p>Reduce hate crime and intimidation at interface areas during times of heightened tension</p> <p>To make progress on the range of issues that exist with regard to interfaces GR Audit Section 2.4 (ii) (iii) (iv) p.7</p> <p>To support communities in the transformation of interface areas</p>	<p>Reduction in the number of racial and sectarian incidents and crimes recorded</p> <p>% of children (age 16) who think relations between Protestants and Catholics will be better in 5 years time</p> <p>Reduction in the number of racial and sectarian incidents and crimes recorded</p> <p>% of people who see town centres as safe and welcoming places for people of all walks of life.</p>	3	<p>Provide a human resource, where appropriate for communities and individuals to positively engage with the Council and other statutory partners to reduce tensions and build better relationships.</p> <p>Deliver targeted training in migrant and minority ethnic awareness. Complementary with the DoJ, provide resources towards the delivery an interfaces strategy for Belfast, focussing on the safety and needs of communities closest to the interface.</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Supporting groups to develop links</li> <li>- Facilitating engagement between groups, particularly groups from hard to reach areas</li> </ul>	<p>£20,000 for emerging initiatives and training programmes. Staff time</p> <p>GRO Staff time facilitating meaningful dialogue on local difficult issues through instigating engagement and challenge</p>

			<ul style="list-style-type: none"> <li>- Identifying training needs within communities</li> <li>- Providing challenge to groups to engage in difficult conversations</li> <li>- Supporting groups of low capacity in project planning and development</li> <li>- Procurement and contract management</li> </ul>	
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**Our Cultural Expression.**

***Aim: to create a community which promotes mutual respect and understanding, is strengthened by its diversity, and where cultural expression is celebrated and embraced***

***Strategic Outcomes: 4.1 Increased sense of community belonging;***

***4.2 Cultural diversity is celebrated***

<b>Outcome</b> including local outcomes identified by GR Audit	<b>Good relations indicators/ measures</b>	<b>Actions /Project</b> to deliver Outcome (ranked in order of priority)	<b>Budget and resources</b>
<p>Supporting the positive expression of cultural heritage. GR Audit Section 2.5 (i) p.8</p> <p>A community which promotes mutual respect and understanding, strengthened by its diversity where cultural expression is celebrated in a positive manner</p>	<p>% who think that the culture and traditions of the Catholic community add to the richness and diversity of Northern Ireland society</p> <p>% who think that the culture and traditions of the Protestant community add to the richness and diversity of Northern Ireland society</p> <p>% who think that the culture and traditions of the Minority Ethnic community add to the richness and diversity of Northern Ireland society</p> <p>% of Protestants who think that their cultural identity is respected by society</p> <p>% of Catholics who think that their cultural identity is respected by society</p>	<p>1 Deliver a programme on bonfire management – supporting communities to better manage bonfires and transform them into safe, non-contentious events. Work with other relevant agencies (including Community Safety) to develop a collaborative approach to bonfires.</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Supporting groups to participate in a programme</li> <li>- Facilitating engagement with groups</li> </ul>	<p>£100,000 to support the Good Relations elements of an overall Council-wide programme. This will be determined following an agreed Council approach to this topic.</p> <p>BCC departments, partner agencies such as the PSNI, NIFRS, NIHE, DRD, NIEA,</p>

			<p>from hard to reach areas</p> <ul style="list-style-type: none"> <li>- Providing challenge to groups to develop meaningful and culturally sound programmes</li> <li>- Supporting groups of low capacity in project planning and development</li> <li>- Assessing grants and managing contracts</li> </ul>	community groups.
<p>Support local groups in developing local projects to promote positive cultural expression. GR Audit Section 2.5 (i) p.8</p>	<p>% who feel a sense of belonging to their neighbourhood.          % who feel a sense of belonging to Northern Ireland as a whole.          % who think that the culture and traditions of the Minority Ethnic community add to the richness and diversity of Northern Ireland society          % of Protestants who think that their cultural identity is respected by society          % of Catholics who think that their cultural identity is respected by society</p>	2	<p>Work with up to 20 local groups and organisations to develop engagement programmes, consultation events and Good Relations activities on cultural expression.</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Supporting groups to develop links</li> <li>- Facilitating engagement between groups, particularly groups from hard to reach areas</li> <li>- Providing challenge to groups to develop meaningful programmes</li> <li>- Supporting groups of low capacity in project planning and development</li> <li>- Assessing grants and managing contracts</li> </ul>	<p>£60,000 of overall grant aid budget to support engagement activities on cultural heritage and identity.</p> <p>Community and voluntary groups, Cultural Groups, Somme Societies, Historical groups, BCC GRU staff</p>

<p>Promote the linguistic diversity of the City, specifically focusing on the Irish language and Ulster Scots. GR Audit Section 2.5 (ii) p.8</p> <p>Increased sense of belonging amongst residents</p>	<p>% who feel a sense of belonging to their neighbourhood.          % who feel a sense of belonging to Northern Ireland as a whole.          % who think that the culture and traditions of the Catholic community add to the richness and diversity of Northern Ireland society          % who think that the culture and traditions of the Protestant community add to the richness and diversity of Northern Ireland society          % who think that the culture and traditions of the Minority Ethnic community add to the richness and diversity of Northern Ireland society</p>	<p>3</p>	<p>To deliver at least two flagship events to highlight the linguistic diversity within the City</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Developing links with various bodies and interest groups</li> <li>- Facilitating engagement on suitable events and programming</li> <li>- Providing challenge to citizens through events and activities</li> <li>- Managing financial elements of events</li> <li>- Development of specifications and contract management elements</li> </ul>	<p>£10,000 for 2 key events.</p> <p>Irish language and Ulster Scots sectors. GR staff. BCC facilities staff.</p>
<p>Promote the inclusion of all communities in events around St. Patrick's Day GR Audit section 2.5 (iii) p.8</p> <p>Cultural diversity is celebrated and people have a sense of belonging</p>	<p>% who feel a sense of belonging to their neighbourhood.          % who feel a sense of belonging to Northern Ireland as a whole.          % who think that the culture and traditions of the Catholic community add to the richness and diversity of Northern Ireland society          % who think that the culture and traditions of the Protestant community add to the richness and diversity of Northern Ireland society</p>	<p>4</p>	<p>Deliver a small grants programme targeting at least 70 groups with small amounts of funding to run an event in a community setting</p> <p>Role of Good Relations Officers in the delivery of this Action:</p> <ul style="list-style-type: none"> <li>- Supporting groups to develop programme proposals</li> <li>- Supporting groups of low capacity in project planning and development</li> <li>- Assessing grants and managing contracts</li> </ul>	<p>£28,888</p> <p>GRO staff and Community and voluntary groups throughout the City</p>



## Supporting Programme

*Please include any areas of proposed work that does not fall within the four key priorities of the Together: Building a United Community strategy.*

Outcome including local outcomes identified by GR Audit	Good relations indicators/ measures	Actions /Project to deliver Outcome (ranked in order of priority)		Budget and resources
Professional and effective staffing in the delivery of the Action Plan GR Audit. Section 2.6 (iv). P.9.  Delivery of an Action Plan which is properly resourced with capable and effective staff, to ensure effective delivery, in compliance with the requirements of OFM/DFM	Effective delivery of the Action Plan  Contribution to the achievement of all of the national Good Relations indicators as set out under the 4 themes above	1	1 Senior Good Relations Officer, 3 Good Relations Officers plus 1 Good Relations Assistant plus addition staffing support in finance and administration	1 x PO 6 3 X PO 4 1 X PO 1 1 X Scale 3(50%) £249,112
Promote the place of Good Relations in the City's civic leadership. GR Audit section 2.3 (iii) p.6	Increased capacity and confidence of members in the understanding and promotion of Good Relations within the City Increased civic leadership in directing the Good Relations agenda for the City Improved confidence in members support for Good Relations	2	To run a monthly Good Relations Partnership, bringing together members from all of the political parties together with external representatives to promote and guide the Good Relations agenda for Belfast, receiving expert advice where necessary	

### 100% Total bid:

1. **Children and Young People:** £120,000 (£100,000 in small grants and £20,000 towards programme activity)
2. **Our Shared Community:** £200,000 (£90,000 in small grants, £110,000 towards programme activity)
3. **Our Safe Community:** £150,000 (£110,000 in small grants, £40,000 towards programme activity)
4. **Our Cultural Expression:** £198,888 (£88,888 in small grants, £110,000 towards programme activity)
5. **Supporting Programme Actions:** £249,112 (towards staffing costs)

Total grants budget: £388,888  
 Total programme budget: £280,000  
**100% Total programme: £668, 888**

**100% Total staffing bid: £249,112 (1X Senior GRO, 3 X GRO and 1 X GR assistant plus 50% Scale 3 admin)**

**100% Total cost of the plan £918,000 (75% = £688,500)**

***District Council Good Relations Organisational Response.  
Good relations delivery by Department / Service level Unit.  
Supporting Programmes and actions not directly funded by OFMDFM***

Department / Service Unit	Good Relations Actions	Good relations Outcomes/ Impacts
Health and Environmental Services Dept/Community Safety Unit	Supporting intervention programmes in interface areas for young people at risk of becoming involved in conflict	Improved attitudes of children and young people. Safer communities. Improved interface areas. Reduction in the number of recorded incidents of hate crime.
Health and Environmental Services Dept/Community Safety Unit	Delivery of tension monitoring and community impact assessments at interface areas and across communities	Safer communities, able to respond to tensions, rumour and conflict. People see areas as safe and welcoming to people from all walks of life.
Urban regeneration	Working in partnership with Good Relations officers in developing plans for the regeneration of interface areas	Shared communities, safer communities, improving the attitudes of children and young people. Reduction in the number of recorded incidents of hate crime.
Parks and Leisure Department	Supporting intervention programmes for communities within Council facilities.	Improved attitudes and engagement amongst young people. Safer communities.
Parks and Leisure Department, Sports Development Unit	Midnight soccer programmes	Supporting diversionary activities for young people at risk of becoming involved in conflict leading to improved attitudes and engagement amongst young people. Safer communities. Reduction in the number of recorded incidents of hate crime.
Development Department, Community Services	Summer schemes	Improving the attitudes of children and young people in an intercultural setting. More young people who are more favourable in their attitudes towards people from a different community to theirs.
Development Department, Children and Young People's Unit	Youth Forum	Providing an opportunity for young people from all backgrounds to contribute to the decisions of the Council and promote collective civic leadership. Increase in young people who socialise with people from a different community. Increase in the numbers of young people who have done projects with young people from different school backgrounds.



## PCSP Complementarity 2015/16

### Good Relations Action Plan / Policing Community safety Partnership Complementarity guidance notes: 2015-2016

1. When demonstrating complementarity between PCSP and the GR programme provide detail that clearly explains how these actions support the other plan, that no duplication of activity or funding occurs and how you ensure overlaps of provision do not occur. Clear identification of potential risk of duplication is required.
2. Where local PCSP activity is currently undefined within themes / objectives that are complementary to the GR programme please note unknown at this time.

#### PCSP Complementarity

Corporate theme/ Organisation/ GR theme	PCSP Activity
<p style="color: blue;">DCGRP Actions (1) 2015-2016</p>	<p style="color: blue;">(Please illustrate how the PCSP programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PCSP Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)</p>
<p><b>Children and Young People</b></p>	<p>The Belfast DCPSP delivers a Youth Engagement Programme which is an intensive intervention programme for at risk young people who may be involved in interface conflict. This complements the Council’s Action Plan by providing focussed one-to-one interventions to complement the Good Relations general intervention and resilience programme.  <a href="http://www.belfastcity.gov.uk/community/communitysafety/youthengagement.aspx">http://www.belfastcity.gov.uk/community/communitysafety/youthengagement.aspx</a></p> <p>Community Safety also support areas with high levels of students:  <a href="http://www.belfastcity.gov.uk/community/communitysafety/students.aspx">http://www.belfastcity.gov.uk/community/communitysafety/students.aspx</a> This work complements the Council’s work on the inclusion and participation of migrant and minority ethnic communities, particularly in the Holylands area of the City.</p> <p>Both the Community Safety and Good Relations Units will collaborate on funding programmes to ensure that resources are being maximised and that there is no duplication of funding.</p> <p>Both Units are now part of the same Department within Council with the same Director.</p>
<p><b>Our Shared Community</b></p>	<p>Both the Community Safety and Good Relations Units will collaborate on funding programmes to ensure that resources are being maximised and that there is no duplication of funding.</p> <p>Both Units are now part of the same Department within Council with the same Director.</p>

<p><b>Our Safe Community</b></p>	<p>The Community Safety Unit has an initiative on hate crime, encouraging reporting of hate crime. <a href="http://www.belfastcity.gov.uk/community/communitysafety/hatecrime.aspx">http://www.belfastcity.gov.uk/community/communitysafety/hatecrime.aspx</a></p> <p>The Community Safety Unit also has a Human Trafficking section on its website: <a href="http://www.belfastcity.gov.uk/community/communitysafety/students.aspx">http://www.belfastcity.gov.uk/community/communitysafety/students.aspx</a></p> <p>This work complements the Good Relations initiatives on engagement, participation and inclusion of migrant and minority ethnic communities throughout the City.</p> <p>The Community Safety Unit's Tension Monitoring strategy also supports the work of the Good Relations team around interface areas.</p> <p>Both the Community Safety and Good Relations Units will collaborate on funding programmes to ensure that resources are being maximised and that there is no duplication of funding.</p> <p>Both Units are now part of the same Department within Council with the same Director.</p> <p>Both the Community safety and Good Relations Units will jointly establish an interdepartmental working group on interfaces, under the chairmanship of the Departments Director to collaborate and instigate actions on interfaces.</p>
<p><b>Our Cultural Expression</b></p>	<p>Both the Community Safety and Good Relations Units will collaborate on funding programmes to ensure that resources are being maximised and that there is no duplication of funding.</p> <p>Both Units are now part of the same Department within Council with the same Director and Units work closely on the issue of bonfire engagement.</p>

## **Appendix 2: Updated Good Relations Audit**

### **Addendum to 2014 – 2015 Good Relations Audit**

In January 2014 Belfast City Council commissioned Blueprint Development Consultancy Ltd to undertake an audit of Good Relations within the City and to assist in the development of a Good Relations Action Plan for the period 2014 – 2015 to address the issues arising from the audit. Council's are required to undertake an audit every three years to inform their Good Relations Action Plans.

The audit was conducted within the policy framework of OFMDFM's Strategy: "Together; Building a United Community" and Belfast City Council's Corporate Plan. As the "Together; Building a United Community" Strategy is being delivered under four priorities, Belfast City Council's audit and action plan for 2014 - 2015 was developed under these themes as follows:

- Our Children and Young people;
- Our Shared Community;
- Our Safe Community;
- Our Cultural Expression.

The audit was conducted by reviewing all the existing documentation related to the Good Relations Action Plan 2013/14, including monitoring reports detailing outputs and outcomes achieved to date, and expenditure profiles. Documents related to Belfast City Council's PEACE III Plan were also reviewed for learning and issues emerging. A consultation exercise was undertaken with a range of stakeholders including: Good Relations Officers; Belfast City Council staff; representatives from organisations in receipt of Good Relations funding; the Good Relations Partnership and stakeholders drawn from the statutory, community and voluntary sectors.

In preparation for Local Government Reform, consultation was also undertaken with Castlereagh, Lisburn and North Down Councils to identify any issues emerging in the areas transferring to Belfast City Council under the headings of the Together; Building a United Community document.

Consultation was carried out using a mix of one to one interviews, telephone conversations and electronic questions and responses.

Subsequent to the 2014/2015 audit, staff within the Good Relations Unit have undertaken additional meetings with groups and organisations within the Lisburn and Castlereagh areas to identify the Good Relations issues and needs in their respective areas. This information is being added into the existing audit, in agreement with OFMDFM. The information in this updated audit will now form the basis of the next Good Relations Action Plan, for the new Council area for the year 2015 – 2016.

This addendum therefore seeks to incorporate the additional information from Lisburn and Castlereagh into the original audit. Therefore the following reflects the totality of the audit for the new Council area that the Good Relations Action Plan will be based on. The original audit information is enclosed below, with the additional information highlighted in red.

#### **2.2 Our Children and Young People**

Together; Building a United Community Aim: To continue to improve attitudes amongst our young people and to build a community where they can play a full and active role in building good relations.

The issues which emerged through the consultation exercise under this theme are summarised as follows:

- i. Young people can make a positive contribution to the City but they need to be engaged and listened to. There were some good examples of young people engaging through intergenerational work or by lobbying through social media, which have proved very effective and it was felt that these should be continued.
- ii. There is more work to be done in relation to improving young people's attitudes towards different communities in the City.
- iii. Successful examples were provided that demonstrated engagement of young people in developing a greater understanding of cultural differences, (Public Achievement project and a

range of interface projects) but there was a general feeling that much more of these interventions are required.

- iv. Specific interventions with young people during times of heightened tensions in communities have been very successful, again it was agreed that more of these interventions are needed to prevent young people getting into conflict.
- v. The importance of helping young people articulate their concerns, particularly within young people from the PUL community.
- vi. The Milltown area of Castlereagh will need significant interventions to support and develop youth provision, some work has commenced here but further assistance will be needed.
- vii. Areas of Lisburn such as Twinbrook, Poleglass and Lagmore would be affected by significant levels of anti-social behaviour amongst their youth population, particularly in terms of joy-riding or young people congregating in large numbers, causing a threat to residents in the area.
- viii. Interventions with young people requires real, ongoing contact with young people from the 'other' community.
- ix. Good Relations youth work requires new innovative approaches with regard to improving the social mobility and aspirations of young people for their futures – seen as the key to long-term reconciliation through contact

A series of strategic objectives are proposed to support Belfast City Council's Good Relations Unit to work to address these issues related to Our Children and Young People, as follows:

- To improve the attitudes of young people towards people from different backgrounds within Belfast.
- To support young people to become active in building good relations throughout Belfast.
- To support young people to have a greater appreciation of cultural differences;
- To prevent young people from interface areas from becoming involved in conflict during times of heightened tensions.
- To support programmes that provide for real, ongoing contact with young people which are forward looking and outward focussed
- To support programmes that engage young people on themes such as citizenship

### **2.3 Our Shared Community**

Together; Building a United Community Aim: to create a community where division does not restrict the life opportunities of individuals and where all areas are open and accessible to everyone.

The issues which emerged through the consultation related to this theme are summarised as follows:

- i. There is a need for greater engagement with and inclusion of migrant and minority ethnic communities in the Council's Good Relations work;
- ii. There is a need for more civic events to promote and engage citizens on issues related to cultural diversity.
- iii. The Good Relations Partnership needs to be revamped to ensure a wider and more inclusive membership including members of the BME community;
- iv. There is a need to strengthen and celebrate the ethnic diversity of the City;
- v. There is a need to encourage the active participation of migrant and minority ethnic communities in the civic and social fabric of the city;
- vi. There is a need to promote mutual respect and understanding of the shared history of the city, particularly in relation to historic centenaries;
- vii. The management of shared space remains an issue within Cregagh Park in the Castlereagh area.
- viii. In the Lisburn Council area, Dunmurry Cross-roads remains an area of interface and community tensions and will require ongoing intervention through good relations work.
- ix. There is evidence of a need to tackle underlying racist attitudes in some young people

A series of strategic objectives are proposed to address the issues identified under the theme "Our Shared Community" as follows:

- To improve the participation of migrant and minority ethnic communities in community life;
- To strengthen the ethnic diversity of the City as something to be celebrated and embraced;
- To support the active participation of all communities in the social fabric of Belfast;
- To create a community that promotes mutual respect and understanding with regard to our shared history;

- To engage citizens on cultural diversity issues and topics, and provide an outlet to mark significant events.
- To support groups in the development of programmes to tackle racist attitudes and behaviours and to promote cultural diversity

## 2.4 Our Safe Community

Together; Building a United Community Aim: To create a community where everyone feels safe in moving around and where life choices are not inhibited by fears around safety.

- i. Interfaces are still a major and complex issue in communities, there is a need for political leadership and a collaborative approach amongst agencies, government departments and other Council sections to support face to face contact with communities living at interfaces;
- ii. There is a need to engage with communities to develop community confidence around safety; regeneration; and relationship building to underpin and support progress at interfaces.
- iii. There is a need to support communities at interfaces to reduce the physical and territorial markings of barriers.
- iv. There is still a need for the provision of resources to assist communities living on interfaces particularly during times of heightened tensions.
- v. Localised racism remains a problem, the consultation identified a need to develop and support programmes to tackle this.
- vi. There is some conflicting evidence suggesting that 'dissident' groups are promoting an anti PSNI message amongst young people in some areas
- vii. There are strained relationships between community organisations and the PSNI in some instances

To address these issues a series of strategic objectives are proposed to assist Belfast City Council's Good Relations Officers, these are summarised below:

- To increase levels of engagement between residents on either side of physical barriers, and reduce interface tensions;
- To support communities in the transformation of interface areas;
- To create a community free from territorial markings;
- To provide support for communities seeking to reduce and minimise tensions during key times of the year;
- To support local communities to develop programmes and strategies to tackle localised racism;
- To directly engage with and support local communities in engagement with 'dissident' groups and on wider relationships with policing and politics

## 2.5 Our Cultural Expression

Together; Building a United Community Aim: To create a community which promotes mutual respect and understanding, is strengthened by its diversity, and where cultural expression is celebrated and embraced.

The issues identified through the consultation exercise related to the theme: "Our Cultural Expression" are summarised below:

- i. There is a need to support positive expressions of cultural heritage through events that are safe, welcoming, good quality and accessible to all. This includes engagement on issues such as bonfires, parades/protests and flags.
- ii. There is a need to promote and support the linguistic diversity of the City
- iii. A need was identified to promote and ensure the inclusion of all communities in events designed to celebrate St Patrick's Day within communities.
- iv. The management and coordination of Bonfires remains an issue in specific areas of Castlereagh despite interventions from the Council and an interagency Bonfire Group. In particular Cregagh Park where there have been some difficulties between residents and the bonfire group; Milltown, where the bonfire spills onto the road, and Clonduff where there have been difficulties with the bonfire structure and fly-tipping at the bonfire site.
- v. There have been issues with young people involved with ASB at 8<sup>th</sup> August bonfires in some areas of Lisburn

The strategic objectives developed to support and address these issues are proposed as follows:

- To improve the attitudes of young people and adults towards others' cultures and to create cultural activities and events that are safe, welcoming, good quality and accessible;
- To create a city that promotes mutual respect and understanding with regard to our shared heritage;
- To increase participation of residents in local events to mark St. Patrick's Day within communities.
- To incorporate new areas into the Council's existing Bonfire Management processes for both the 11<sup>th</sup> July and the 8<sup>th</sup> August

## **2.6 Supporting Programme Actions**

Together; Building a United Community Aim: To develop support programmes, at both Council and community level, to increase and improve leadership, capacity, organisation and capital building skills in order to support Good Relations outcomes

The issues identified within the consultation in relation to this theme pointed to the need to:

- i. Support local groups in the delivery of good quality Good Relations programmes, based on the strategic aims of the Together; Building a United Community strategy
- ii. Provide training and support for staff, elected members and community organisations in areas such as Good Relations awareness, migration awareness and cultural diversity
- iii. Monitor and evaluate projects and programmes within the Action Plan to ensure that the investment in Good Relations activity is fit for purpose and relevant to the needs of the City. Work with other Council departments and other agencies to ensure that there is no duplication of funding, and ensure that funding for Good Relations work is maximised.
- iv. Ensure that the Good Relations Unit is equipped with the resources and staffing required in order to fulfil the ambitions within the Action Plan
- v. A range of successful programmes were carried out in Lisburn Council area which might be transferrable to Belfast, these programmes were: Transition from Conflict; Face in History; Getting to know your Institutions.

The strategic objectives developed to support and address these issues are proposed as follows:

- Support local communities to develop safe, shared and diverse events at a neighbourhood level
- Support the capacity building of staff within the Council to deliver their services within a diverse City, through appropriate training
- Develop an appropriate monitoring and evaluation framework to ensure that the Action Plan is effective and achieving its purpose
- Continue with the current staffing complement within the Good Relations Unit
- Seek an increase in the staff complement and programme resources available for Good Relations work in order to ensure that the current level of service afforded within the current Belfast Council area, is made available to those groups coming into the new Council.