

Good Relations Plan

2007



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Background

Belfast City Council is the largest of the 26 District Councils in Northern Ireland. It spends more than £140 million each year providing a range of services, which help to improve the quality of life of our citizens and visitors by making Belfast a better place to live in, work in or visit. The Council has more than 2,600 employees in over 100 operational sites throughout the city.

The 51 elected councillors represent the nine electoral areas in the city and play a key role in representing the interests of their constituents and electoral areas. The elected members of council ensure that the views of the people of Belfast are reflected in the decisions that the council takes and in the way services are delivered.

We acknowledged at an early stage that social decisions in Belfast were deep-rooted and that it would require a joint approach from a number of agencies, both statutory and voluntary, to effect change in society. We have co-operated with other public and private agencies in the City in examining the issues that cause division and exclusion and addressing related wider policy issues in terms of good relations.

Our Good Relations Steering Panel, set up in 2002, is made up of one elected Member from the six main political parties on the Council, plus representatives from the wider community of the churches, trade unions, business sector, minority ethnic groups and Community Relations Council. The Steering Panel directs our work in good relations, making recommendations for action to the Policy and Resources Committee.

Equality and Good Relations

Our approach to good relations is underpinned fundamentally by our commitment to the promotion of equality of opportunity. Both the promotion of equality of opportunity and the promotion of good relations are statutory obligations, as required under Section 75 of the NI Act 1998.

Our Equality Scheme details how we will fulfil our obligations regarding the promotion of equality of opportunity; a fundamental part of that Scheme was the development of a Good Relations Strategy, which we prepared and adopted in February 2003.

We are committed to the principles of equity, diversity and interdependence and have agreed that these should be firmly anchored and integrated within our policies and programmes. These are defined as follows:

- “equity is about ensuring that all sections of society have equal opportunities to participate in economic, political and social life through redressing inequalities arising independently from people’s choices
- diversity is about acknowledging how our differences as individual human beings and as members of groups can improve the quality of our lives
- interdependence is about recognising that we are shaped by our relationships and that our potential as human beings and as a society is dependent on the quality of our relationships with one another.”¹

¹ Future Ways Programme, The Equity, Diversity and Interdependence Framework: a Framework for Organisational Learning and Change, University of Ulster and International Fund for Ireland Community Bridges Programme, January 2002

A Shared Future

The government's *Shared Future* document, published in March 2005, signalled a significant shift in approach by declaring for the first time that a shared society in Northern Ireland was a central goal of public policy. The *Shared Future* paper sets out the government's policy and strategic framework for good relations in NI, with the aim of establishing over time "a shared society defined by a culture of tolerance: a normal, civic society, in which all individuals are considered as equals, where differences are resolved through dialogue in the public sphere and where all individuals are treated impartially".

The *Shared Future* report outlines the scale of the challenge realistically, stressing that the divisions in Northern Ireland are costly, both socially and economically. It states clearly that "adapting public policy here simply to cope with community division holds out no prospect of stability or sustainability in the long run". The Secretary of State has emphasised this position in a number of recent speeches.

Objectives of A Shared Future

The policy states that the government's objectives are to:

- eliminate sectarianism, racism and all forms of prejudice to enable people to live and work without fear or intimidation
- reduce tension and conflict at interface areas
- facilitate the development of a shared community where people wish to learn, live, work and play together
- promote civic-mindedness via citizenship education through school and lifelong learning
- protect members of minorities (whether for example by religion, race, or any other grounds) and mixed marriages from intimidation and ensure perpetrators are brought to justice

- ensure that all public services are delivered impartially and guided by economy, efficiency and effectiveness
- shape policies, practices and institutions to enable trust and good relations to grow
- encourage understanding of the complexity of our history, through museums and a common school curriculum
- support cultural projects which highlight the complexity and overlapping nature of identities and their wider global connections
- support and learn from organisations working across ethnic divides for reconciliation, including those operating on a north-south basis
- ensure voice is given to the diverse victims of violence in Northern Ireland, including via archives and victim-centred reconciliation events
- encourage communication, tolerance and trust across Northern Ireland, but particularly in areas where communities are living apart
- promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

The policy is to be taken forward at three levels – central government, regional and local. At central government level, the promotion of good relations will be placed at the heart of policy practice and the delivery of public services. At regional level, an enhanced and more broadly representative Community Relations Council, independent of government, will have a specific challenge function and development support role. At local level, the new councils, post Review of Public Administration (RPA) will have a central role in the implementation of *A Shared Future* and increased responsibility for the promotion of good relations.

A Shared Future - Council Responsibilities

The policy envisages the following in relation to councils:

- The current District Council Community Relations Programme will be replaced with an enhanced, permanent Good Relations Challenge Programme; the current programme will be phased out by March 2007 or in line with changes resulting from the Review of Public Administration (RPA)
- Councils will develop three-year local good relations action plans, which link to both internal community development and support plans and community safety plans, as well as the government's triennial action plan, with reporting arrangements to the Assembly and Westminster
- These good relations plans are to be approved by the Office of the First Minister and Deputy First Minister (OFMDFM) and reviewed annually to ensure satisfactory progress against agreed targets
- The revamped Community Relations Council will provide training and development, support, advice, and guidance.

Public consultation exercises conducted by the council have consistently highlighted the issue of good relations as a priority for the citizens of the city and Belfast has begun to address such issues in recent years. Its own Good Relations Strategy, adopted in February 2003, prefigured many of the central elements in *A Shared Future*. As the Belfast Strategy is explicitly recommended as a model to other district councils in the *Shared Future* report, Belfast's response will be significant for the whole new Challenge Programme.

As the capital city of Northern Ireland, Belfast has a regional, as well as a city-wide focus. In the proposed reorganisation of local government, Belfast's status will be the least changed and the city will remain the

most significant location for innovative good relations practices.

A Shared Future envisages that, given their democratic authority and representative role, district councils will be able to demonstrate effective civic leadership and gain political and administrative agreement on local policies and plans for good relations in their areas. The political composition of the council, which reflects the demography of the city as a whole, has meant that all political parties have learned to work together for the common good of the citizens of Belfast.

Format of the Plan

A Shared Future also calls on public bodies to "set the pace on movement towards a shared society and ... lead by example". To meet this challenge and fulfil our responsibilities as the first city and regional driver for NI, we have prepared this first Good Relations Plan for Belfast in advance of any guidance from the Office of the First Minister and Deputy First Minister.

The Good Relations Plan incorporates relevant council activities with those planned by the other major statutory agencies in the city of Belfast. It is evident that the public sector in general is increasingly aware of the nature and scope of good relations and making real efforts to encourage and support positive interactions.

The format of the Plan follows that of the Shared Future Triennial Plan and sets out actions by priority area.

The current Review of Public Administration (RPA) will result in many changes in structures, boundaries and functions and for some agencies, long-term planning is difficult at this stage. This initial Good Relations Plan therefore covers only the period January – December 2007. Future plans will cover a three year period, in due course, as required under the policy and will be more detailed.

Methodology and consultation

The Good Relations Steering Panel had commissioned Dr Mike Morrissey in 2004-05 to conduct an audit of good relations activities in Belfast to inform its future work. At that time, *A Shared Future* was published and the Steering Panel requested Dr Morrissey to carry out additional research and develop a framework for Belfast's response to the document by proposing some of the elements of a Good Relations Action Plan.

The Good Relations Steering Panel agreed that the paper produced by Dr Morrissey provided a valuable starting point for framing discussion around difficult issues and dealing with challenges the council faces as a political organisation. The Steering Panel agreed that his ideas should be fed into the political process to raise debate within the council about how best to determine practical ways of moving this process forward.

The Morrissey paper was intended to stimulate debate and was discussed within the council at political level, within each of the six party groups. It was also discussed at officer level, within departmental management teams. Both politicians and officers expressed general support for the framework and the fundamental principles and values proposed and comments made were incorporated into this plan.

Elements of the plan

The Good Relations Plan must address the very real issues that have given rise to bad relations in Belfast, to be comprehensive and realistic. The plan therefore includes the following elements:

- a brief account of the problems that it is designed to address;
- the values on which the plan is based;
- the various groups and agencies that need to support the plan;
- how the good relations plan will link to existing strategies and plans; and
- the actions to be taken over its life span.

This plan includes council actions along with those planned for Belfast from:

- the relevant health board, health trusts and hospitals
- Belfast Education and Library Board
- Belfast Institute for Further and Higher Education
- Department for Social Development
- NI Housing Executive
- Police Service for Northern Ireland
- Belfast Local Strategy Partnership.

The actions planned for Belfast should be read alongside those planned for NI as a whole contained in the government's own *Shared Future Triennial Action Plan*.

Problems that need to be addressed in Belfast

For more than three decades, the political contest in Northern Ireland, known as 'the Troubles', found its most intensive expression within Belfast. The city suffered disproportionately from the years of violence, with a resulting impact on residential segregation, mutual suspicion and fear; the diseconomies of division; the interplay of sovereignty, security, equality and pluralism issues; all complicated by emerging racism.

- Between 1969 and 1999 Belfast, with less than a fifth of the population of Northern Ireland, suffered more than two fifths of all security-related fatalities and a proportionate share of security-related injuries.
- Over the past decade, while the number of security-related fatalities has substantially declined, injuries have actually increased particularly for civilians and members of the PSNI. Information provided by the PSNI indicates that over this period, the share of all security-related injuries in Northern Ireland occurring in Belfast averaged 50%.
- The most obvious effect of this violent history has been increasing residential segregation as people seek the safety of their own kind. This has increased to the point where more than half of the city's population now lives in wards that are either 90% Protestant or 90% Catholic community background.
- In its most extreme form, segregated neighbourhoods live cheek-by-jowl on either side of interface walls or boundaries. These are frequently flashpoints for inter-community violence. However, as *A Shared Future* reminds us: 'violence in certain places is also the result of wider social tensions which are shared by others and often emanate from beyond the interface'. Solutions, therefore, cannot be found exclusively within such locations, but have to be city-wide.
- Community attitudes are insular and defensive. Successive results for the Northern Ireland Life and Times Survey point to the ways in which political developments (good and bad) have a substantial impact on how one community views the other. There is substantial evidence in local research (eg The Institute for the Study of Conflict, The University of Ulster, The Belfast Interface Project and Counteract) of mutual fear and suspicion. Identities are asserted defensively and via exclusion rather than openly and via engagement. Historical evidence suggests that no one community has a monopoly of grievance or grief while conflict resolution theory

points to the need to think about constructing the future rather than holding onto the past.

- Apart from the main division within the city, there has been a growth in ethnic or racially-motivated incidents. As the city becomes more diverse, it is increasingly important that race relations issues are addressed within an overall strategic good relations agenda.
- The development of Belfast as the region's capital city is inhibited by what might be called the 'diseconomies of division'. Conflict and division affect the city's image as an investment location. Considerable resources applied to deal with security issues could be devoted to social need or urban regeneration. Public services and amenities face the extra cost of delivering to divided communities. The segmentation of housing and labour markets reduces the efficiency of the operation. In short, there are significant economic, as well as human and social, costs in a divided city.

Although there are substantial good relations problems in Belfast, there is also a considerable volume of good practice. Much of this has been sponsored by the Community Relations Council or, indeed, by Belfast City Council itself, through its Good Relations Unit and other sections of the council eg Culture and Arts and Community Services. Our own audit of organisations engaged in good relations activities points to substantial and diverse practice. As a result of the Peace Programmes, more than 1,000 projects have been funded in Belfast by the Partnership Board and Local Strategic Partnership or Intermediary Funding Bodies. All have attempted to address one or more of the problems specified above.

The crucial choice for us and the other major public bodies in Belfast is whether our ambition is to continue to manage disorder or to transform the relationships amongst the communities. To make a real difference, interventions by major agencies should concentrate on good relations impacts as a central concern.

It is clear that although Belfast faces serious good relations problems, there is a substantial volume of innovative practices, capacity and capability directed at tackling them. If civic leadership is exercised with energy and commitment and resources focused on inter-agency co-operation, a city-wide good relations programme led by the council could result in significant improvements in the quality of life for the citizens of Belfast.

Values of Good Relations

A Shared Future is based on a general set of principles; Belfast requires a set of values that are specifically relevant to its own particular context and circumstances.

Our own Good Relations Strategy states that we “will encourage and support good relations between all citizens, promoting fair treatment, understanding and respect for people of all cultures”. The principle of equality of opportunity underpins our approach to all good relations issues; there can be no good relations without equality.

We are committed to supporting the principles of equity, diversity and interdependence in a pro-active manner and aim to mainstream these concepts into all of our activities, policies, structures and procedures. Recognising that diverse groups are interdependent and basing relationships amongst them on agreed principles of fairness and equality is an essential combination and must underpin the values in a good relations plan.

We have agreed that in the absence of a shared moral or political consensus a ‘public values’ approach could be adopted. The values considered particularly relevant to Belfast are consent, the rule of law, inclusion, diversity and pluralism. Widespread acceptance of these values as the basis for a plan would directly address the good relations problems in Belfast.

- Consent – the principle of consent can have a local as well as constitutional significance. It signifies that change of any kind must take place peacefully and via persuasion, rather than through coercion. Most of all, it conveys to minorities of all kinds that they will not be driven down a particular path against their will. It thus embodies the notion of individual security as a human right.
- Rule of law – complementing the principle of consent is the principle of the rule of law, an acceptance of the legal framework and the institutions that enforce it. In the final analysis, the guarantee of individual security cannot be perpetually enforced by the actions of the security forces alone. Their role is to intervene when the rule of law is flouted by individuals or institutions. Security ultimately depends on the widespread acceptance of the rule of law. The rule of law is made real when each individual is treated as equal before the law, when individuals have legal redress if wronged and when there is community consensus around the law and its implementation. Even in an international context, this is widely recognised as a fundamental basis of civic society. The World Bank, for example, cites the rule of law as a key base for the development of social capital.
- Inclusion – the principle of inclusion is important in two senses. The first concerns the ways in which social exclusion and marginalisation feed political grievance and intensify community division. The second accepts that there are multiple sources of community and civic leadership – everybody can get onboard – past activities, no matter how murky, should not prevent participation. It also accepts that there should be no single source of community leadership to which others are subordinate.
- Diversity – the principle of diversity compels us to recognise that difference is not necessarily a threat and that the ability to bond only with others like ourselves is a brake on both personal development and community cohesion. It demands that we respect difference without affirming a purely relative world of tolerance for everything. For example, we want to rule out such practices as the abuse of children or the subordination of women or the practice of hate crime.

In this vein, the Community Cohesion Programme in Britain suggests that a cohesive community is one where:

- o there is a common vision and a sense of belonging for all communities;
 - o the diversity of people's different backgrounds and circumstances are appreciated and positively valued;
 - o those from different backgrounds have similar life opportunities, and;
 - o strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods.
- Pluralism – the principle of pluralism is diversity for the political arena. It recognises the reality that individuals and parties with different, even antagonistic, political aspirations can work together across agreed, and sometimes very limited, political agendas. The key, in a situation where no single group has overall dominance, as within the current council, is negotiation and persuasion. Importantly, where there are no permanent majorities, individual political aspirations can only succeed to the extent that they are convincing to those who do not share them.

These values are complemented by two other core ideas:

- o the importance of developing a common citizenship for the diverse citizens of Belfast, with a civic rather than an ethnic identity;
- o the sustaining and expansion of public spaces, accessible to all, from which no citizen feels excluded and through which all citizens can travel freely,

When these values are applied, a 'vision' of what Belfast could be like can be produced. The essential claim is that Belfast becomes one city where people are connected via the medium of citizenship. It should also be:

A Shared City

Belfast is a city where every citizen knows that they belong and can participate together in the life of the city. The test of fairness and equality lies in how the city treats its weakest communities, groups and citizens.

A Peaceful City

There are real differences of aspiration and experience. Belfast is committed to change through dialogue and exclusively non-violent means, in which all views are considered. Everyone is treated fairly by the law and the law is respected by everyone.

A Welcoming City

We come from different backgrounds and traditions, each of which has a place. There is a collective responsibility to make sure there is a place in the city for identities other than our own.

An Open City

The public places of the city and its institutions should be accessible to and trusted by all of those who live and work in the city.



Building support for Good Relations values

We are aware that producing an effective Good Relations Plan is more than listing a set of interesting ideas. It needs to build support and authority for these ideas and show that they provide positive benefits for the diverse range of constituencies.

A good relations vision for the city has to be 'authorised' if it is to become practical and be translated into reality. We will therefore engage with a number of different constituencies to achieve our good relations objectives:

1. The citizens of Belfast will have to be convinced that this vision is serious, fair and will produce benefits for them. We will have to continue to build trust amongst the city's various communities, behaving with fairness and integrity, in order to be able to drive a good relations agenda.
2. The elected politicians or members of council play a key role. A vital test for a good relations strategy lies in its capacity to interface with the political process. The recent Incore survey of politicians' attitudes to community relations revealed substantial interest and commitment to tackling the divisions that affect our society. Politicians are the thread that connect people to all kinds of public agencies and are thus the key link in building wider support.
3. Our staff have to buy into this agenda. A *Shared Future* talked about a good relations plan for both staff and citizens. Ensuring that staff are fully on board is both a signal of 'good housekeeping' and a guarantee that all our interventions will be good relations 'proofed'. The internal good relations training programme being developed should assist here.
4. The other major agencies around the city are important because we cannot transform the city alone. There must be a renewed emphasis on the council fulfilling its responsibility for civic leadership and beginning to build a coalition of interest around the improvement of good relations. The central message is that by acting collaboratively, city institutions can make real gains in delivering their own agendas for example:
 - the PSNI in preventing, containing and managing violence
 - the NIHE in managing a segregated housing stock
 - the health trusts, whose staff face real obstacles to the delivery of important care because of where they are located or are able to go
 - the education board, facing a long-term decline in the number of children in the city and presented with many challenges in managing its capital stock.Division and segregation bring real diseconomies that will not be tackled by the Review of Public Administration alone. A substantive improvement in good relations can, in effect, generate efficiency gains and this is the business case for a good relations agenda.
5. The final constituency consists of Community Relations Council and the Office of the First Minister and Deputy First Minister (OFMDFM), which, together, control the regional resources for good relations plans. We have good links with both and are serious about transforming the city, with both the ideas and tools to do so.

Context of the plan

Any Good Relations Plan must fit within and link to our existing plans and strategies.

We are currently undertaking internal work related to our improvement agenda. We commissioned our own 'Fit for Purpose Review' specifically focusing on our capability to meet the challenges of managing the city. While recognising our many accomplishments, that review pointed to a number of issues we still need to address:

- the need to improve corporate working
- the need to orchestrate and streamline our decision-making process
- the need to rationalise and streamline our multiple partnership activities
- the need to develop unity of purpose around change and continuous improvement, and
- the need to strengthen our capacity to deliver organisational change.

This list neatly encapsulates the capabilities for developing good relations that might be summarised as being able to:

- integrate this agenda into all our activities
- develop internal commitment to a good relations agenda
- make strategic choices and take action for longer-term change
- focus on partnership formation that can best deliver the required outcomes
- adapt to delivering continuous improvement.

We have already begun work on the development of an embryonic community plan, in preparation for our increased responsibilities, as anticipated post-RPA. This Good Relations Plan will therefore become, in time, one strand of the overall Belfast community plan.

Council goals

We will endeavour to find ways to sustain broad strategic changes while paying close attention to the details of quick wins at local level and measuring change. We will focus on a series of banner-headline goals that can capture the imagination and build the momentum for good relations.

We will have four broad goals:

- securing shared city space
- transforming contested space
- developing shared cultural space
- building shared organisational space

Our actions and those from the major public agencies in Belfast are set out in the attached Action Plan under these four headings and will be rolled out around this framework.

Securing Shared City Space

Although social divisions are prevalent throughout Northern Ireland, they are most evident within Belfast, often expressed in physical form, for example murals and flags. One of the most pernicious effects of residential segregation is that many of Belfast's citizens feel they have access only to limited parts of the city. A key element of a successful good relations plan would be to open access to all parts of the city.

This plan incorporates actions which are designed to:

- remove or replace aggressive murals
- take steps to secure the city centre as an integrated space
- support areas that are currently mixed to prevent further polarisation
- secure a protocol on the flying of flags within the city.

Some of this work has already begun.

Transforming Contested Space

The key sites for inter-community conflict within Belfast are the interface areas where several programmes are already operating. Nevertheless, we could play a major role in bringing together other agencies and projects and developing an integrated regeneration programme for the interfaces.

This might focus on preventing and managing disorder; social and economic regeneration; and inter-community engagement. The various components of this programme would be carried out by existing specialist agencies. Our primary role would be to offer a mechanism for coordinating effort and to make sure that our own specialist functions 'fit' with a wider vision.

Developing Shared Cultural Space

We have both initiated and supported a range of cultural diversity events, which introduce the concept of difference and confer a civic place for different cultural backgrounds; that will remain an important commitment. The council has made genuine efforts to open up the City Hall for use by all communities within Belfast and as the city's population becomes more diverse, the validity of different cultures must be affirmed.

The treatment of cultural symbols is equally interesting and efforts will be made to transform these from seeming apparently 'threatening' to 'interesting' examples of a city with diverse cultures.

Building Shared Organisational Space

Here the emphasis will be on creating a new collaborative governance within the city involving a commitment to power-sharing and consensus building in advance of the implementation of the proposals for the Review of Public Administration. Our commitment to proportionality and the use of the d'Hondt principle is now well established and firmly embedded in our procedures and standing orders.

This will be underpinned by strategic management and resource allocation of the good relations agenda together with a focus on performance management and customer focus. This is already underway as part of the focus of our improvement agenda.

This will be complemented by a good relations training strategy with the full involvement of political representatives; the framework for this council-wide learning and development strategy is already agreed.

Monitoring and Evaluation

Monitoring and evaluation is a key part of the Good Relations Plan process, to ensure proper implementation and continuous improvements in the light of emerging evidence.

The Government has recognised that developing policy and interventions to challenge attitudes of sectarianism and intolerance are complex and challenging areas.

The Shared Future Triennial Plan outlines a number of indicators which can be used in an evaluation framework to assess the impact of that policy has

over time. These indicators will monitor change and developments in community and race relations and also allow ongoing analysis and enhancement of the policy itself.

Obviously the Council should use the same indicators where they are available for Belfast. Some are already collected by the other agencies associated with this Good Relations Plan – for example statistics collected by the NI Housing Executive, the PSNI, or by regular surveys such as the NI Life and Times Survey. New indicators may need to be developed to monitor other aspects of the Plan as they arise.

It is proposed to use the following indicators, which are currently available:

Securing shared city space	
% of people who felt intimidated/annoyed by republican/loyalist murals, flags or kerb painting in the last year	NI Life & Times Survey
No. and type of sectarian/racial incidents and hate crimes recorded in Belfast	PSNI statistics
% of people who would define their main shopping area as a 'shared/neutral' space	NI Life & Times Survey
Transforming contested space	
No. of interface areas in Belfast	NI Housing Executive
No. of vacant houses at interface areas	NI Housing Executive
Proportion of population living in mixed/segreated ¹ areas	Census data
No. of contentious parades as a % of parades notified by type	Parades Commission Annual Report
Developing shared cultural space	
% who believe racial prejudice in NI is on the increase/decrease	NI Life & Times Survey
% of people who have friends of a different religion	NI Life & Times Survey
Building shared organisational space	
% of people who are willing to work in a mixed religion workplace	NI Life & Times Survey
% of people who believe the government is actively encouraging shared communities where people of all backgrounds can live, work, learn and play together	NI Life & Times Survey

¹segreated if more than 70%, 80% or 90% of population in a Census Output Area is either from a catholic or protestant community background

Equality impact

Equality legislation

Section 75 of the Northern Ireland Act 1998 requires the Council, in carrying out all its functions, powers and duties, to have due regard to the need to promote equality of opportunity between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; between men and women generally; between persons with a disability and persons without; and between persons with dependants and persons without.

The Act also requires the Council, in carrying out its functions, to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Council's Equality Scheme, which details how the Council will fulfil its duties, was approved in April 2001. A fundamental part of that Equality Scheme was the production of a Good Relations Strategy. The Council's Good Relations Strategy was prepared and adopted in February 2003; it was commended as a model of good practice in the *Shared Future* document by the Office of the First Minister/Deputy First Minister.

Consideration of available data and research

This Good Relations Plan is based on the information returned in two audits – internal and external. It includes a summary of actions, current and planned, which the major local statutory agencies feel will contribute to better relations in Belfast.

Consultation carried out to date

The Council ensured that its major public consultation surveys included specific questions to gauge public perceptions of the state of community relations in Belfast. The public surveys have consistently indicated sound support for the Council taking a more pro-active role in the promotion of community relations in the City.

Recent consultation with the statutory agencies in the city indicates growing interest by all major public bodies in the area of good relations.

Assessments of impact

The Council's research and consultation shows there is evidence that the negative effects of current divisions in the community impact differentially on a number of groups covered in Section 75, particularly on people of different religious belief, political opinion and racial group.

It is our view that the policy proposals contained in this paper should not have any negative impact on equality of opportunity for any of the groups. In fact, the reverse is the case and the Plan has positive consequences for aspects of good relations in terms of all nine equality dimensions.

As these recommendations are based on Section 75(2), the Plan is focused on the three dimensions associated with this Section and, since it aims to promote good relations positively between people of different religious belief, political opinion or racial group, is likely to have a differential but positive impact in terms of all three dimensions.

The Council believes that the promotion of good relations between all its citizens will assist in attaining its vision of a stable, tolerant, fair and pluralist society, where individuality is respected and diversity is celebrated, in an inclusive manner.

Consideration of mitigating measures or alternative policies

The Council is of the opinion that this Plan contributes directly to the promotion of equality of opportunity and good relations and, since there should not be any adverse impact, has not considered it necessary to consider mitigation measures.

Consultation and review

The Council now seeks views on the equality and good relations impacts of the proposals in the Plan.

As with all Council policies, the Plan will be monitored and reviewed in due course.

Action plan

Underpinning values

Belfast city is one city

It is:

A shared city

Belfast is a city where every citizen knows that they belong and participate together in the life of the city. The test of fairness and equality lies in how the city treats its weakest communities, groups and citizens.

A peaceful city

There are real differences of aspiration and experience. Belfast is committed to change through dialogue and exclusively non-violent means, in which all views are considered. Everyone is treated fairly by the law and the law is respected by everyone.

A welcoming city

We come from different backgrounds and traditions, each of which has a place. There is a collective responsibility to make sure there is a place in the city for identities other than our own.

An open city

The public places of the city and its institutions belong to, should be accessible to, and are trusted by all of those who live and work in the city.

Good Relations Plan Objective: Securing Shared City Space

To secure and expand the public places of the city, from which no citizen feels excluded and through which all citizens can travel freely and safely.

Organisation	Project	Aim	Summary of activity
Belfast City Council	Graffiti removal scheme	Speedy removal of racist and sectarian graffiti	Working with communities to remove aggressive and offensive graffiti
Belfast City Council	Bonfire Management Programme	To improve the management of bonfires including Good Relations aspects	The project works with communities to: enhance the cultural identity element of bonfires; remove paramilitary trappings; remove sectarian trappings associated with bonfires. Partners include: Community Relations Council; Groundwork NI; NIHE; PSNI; NI Fire & Rescue Service, DRD and DOE.
Belfast City Council	Mural removal/replacement/programme	To identify opportunities for the removal and replacement of aggressive murals with public art	Working with communities to remove/replace aggressive and sectarian murals. Bid made to Re-Imaging Communities Consortium, led by Arts Council Partners: NIHE/BRO/ CRC/ DRD/ BELB/ H&SSTs
Belfast City Council	Renewing the Routes Project	To progress a programme of Public Realm/ Environmental Improvement Schemes in targeted areas across Belfast	To take forward a programme of work on key Arterial Routes which link communities to Belfast City Centre. Partners include: DSD; Northern Ireland Housing Executive; and Belfast Area Partnership Boards.
Belfast City Council	Implementation of Local Economic Development Plan	To implement a range of programmes and initiatives to address market failure within the Belfast Economy. Key initiatives include business development, employability initiatives, community economic regeneration programmes.	To address issues of market failure in Belfast we work actively with a wide range of organisations. We assist with improving community relations through our funding of activities through the Local Area Partnership Boards and through the Neighbourhood Economic Development Programme.

Belfast City Council	Development of a Masterplan for the North Foreshore site, which incorporates the Giant's Park.	To ensure the development of the Giant's Park (the northern 200 acres meets the needs of the community). An application was made to the Big Lottery Living Landmarks programme for £25 m to develop the park element of the project.	The Council will consider proposals for engaging with the local community groups in north Belfast, to ensure that the final plans for the Giant's Park meet the needs and aspirations of the local community groups (also a requirement of the Big Lottery team). Partners include: North Belfast Partnership Board, representatives of Statutory Bodies, Community Groups and Special Interest Groups. A consultative panel of community representatives will be set up.
Belfast City Council	Friends of Woodvale Park and Dunville Park – Neighbours in Europe project	To bring groups from different cities in Europe together to look at issues that affects them. To identify common themes and look at the ways these are worked on.	Opportunity for friends groups to explore common ground and work together to represent Belfast in this project that looks at how a number of issues effect different cities and cultures. Partners include: Probation Board NI; North and West Trust; and European partners
NI Housing Executive	Flags and emblems	To improve environmental quality in residential areas	In collaboration with the community and other agencies, establish a programme of work to remove kerbstone painting, murals, flags and graffiti in public housing estates.
NI Housing Executive	Re-imaging Communities Programme	To promote positive public art in local communities.	Led by the Arts Council, this programme is delivered through the Shared Communities Consortium; partners include OFM/DFM, Community Relations Council and DSD.
NI Housing Executive	Shared housing	Identify opportunities to promote and maintain mixed estates in Belfast.	To implement the recommendations of the Institute of Conflict Research's report into 'Shared Living' where applicable. Identify with local stakeholders one or more Shared Future housing scheme where it is practicable, desirable and safe.
Police Service of Northern Ireland (PSNI)	Tackle incidents of hate crime	To address the causes of hate crime and hate incidents, as well as support the victims and monitor levels of the crime motivated by hate	In partnership with other agencies diminish the fear of crime motivated by hate and protect minorities in the city. Implement the Hate Incident Practical Action Scheme for the victims of Hate Crime; partners include NIHE and NIO
PSNI	Flags Protocol	To work with authorities, agencies and communities to operate the joint flags protocol in order to reduce illegal flag-flying.	To reduce the number of illegal/ offensive flags
Department of Social Development	Funding programmes	Provide a range of strategic funding programmes in support of the voluntary and community sector across Northern Ireland which integrate and add value in supporting the development of communities through Neighbourhood Renewal.	Ensure support for community development work will be conditional on a good relations dimension and will be more closely aligned with District Council good relations plans

Department of Social Development	North Belfast landmark regeneration projects	To ensure the delivery of good relations outputs as part of the Crumlin Road Gaol and Girdwood re generation projects.	To ensure major landmark projects optimise good relations potential
Department of Social Development	Major public realm capital schemes	Implement development schemes to improve the physical, social and economic well-being of towns and cities and to promote shared and neutral space.	To implement Phase One of the public realm improvement strategy for Belfast City Centre which aims to promote the concept of shared space, including the Victoria Square Community and Business Opportunity Plan 'Shared Space' action.

Good Relations Plan Objective: Transforming Contested Space

To reduce inter-community tensions and conflict and to support the integrated regeneration of those communities at the interface, having dealt with the legacies of conflict.

Department	Project	Aim	Summary of activity
Belfast City Council	Inter-departmental working group on Interface issues.	To assist in development of Interface Regeneration and co-ordinate Council services and programmes at the interface.	To work in partnership to improve quality of life in some of most deprived areas of city
Belfast City Council	Underpinning areas to stop/decelerate polarisation	Early-warning mechanisms in fragile areas and co-ordinated support to isolated communities	To work with partners in the NIHE, DSD and other relevant organisations.
Belfast City Council	Good Relations Fund Grants Scheme	To support appropriate projects which promote good relations between people from different backgrounds.	To provide financial and other support to a range of voluntary and community groups in approved community relations and cultural diversity activities
Belfast City Council	Good Relations Steering Panel discussions	Issues of importance and contest in the city	Facilitated dialogue on key good relations issues such as parades and protests; flags and emblems; and St. Patrick's Day.
Belfast City Council	Community Awareness - Neighbourhood Officer Scheme.	To empower young people in the community to work together to discuss their concerns and issues regarding a range of environmental issues.	The Community Awareness Team manages a cross community initiative through the Neighbourhood Officer Scheme. One officer works in South Belfast (Short Strand, Markets/Lower Ormeau) and one in East (Lower Woodstock, Albertbridge/Newtownards Roads).
		To provide young people in this area with leadership skills to enable them to address environmental issues that affect them.	The Neighbourhood Officers work with 2 youth groups from the two main religious communities in their areas to develop a cross community scheme focussing on environmental issues.
Belfast City Council	Holyland Wardens Scheme	To contribute to a better quality of life for all living in the Holyland area of south Belfast	Partners include: NI Housing Executive (co-funder of the scheme); Short Strand Community Forum, Archway Youth Club, St John Vianney Youth Club and Lower Albertbridge Road Group.
			The Wardens scheme seeks to address the rising levels of anti-social behaviour; crime, environmental damage and deterioration in public order within the Holyland area through high visibility patrols and development work.
			This initiative aims to reduce crime, fear of crime and anti-social behaviour; and in doing so improve the quality of life for residents, students and the private sector alike. It also serves to increase feelings of safety and have wider benefits for the local economy, community relations and the health of the area.
Belfast City Council	Alley-gating	To work in 5 pilot neighbourhoods to install up to 200 alley-gates to reduce domestic burglary, anti-social behaviour and fear of crime.	Installation of up to 200 gates throughout the city to tackle issues of anti-social behaviour, crime and fear of crime. These schemes have also allowed communities to reclaim previously unused space for more positive purposes and helped to generate community capacity and ownership.

Belfast City Council	Cross-community youth and adult projects	To facilitate a number of cross-community projects in and between a number of Council Community Centres across Belfast on a good relations theme. To enable various age groupings to have the opportunity to engage in workshops /discussions to address cultural identity, diversity, sectarianism, racism, prejudice reduction, and symbolism etc.	Participants have an opportunity to question others' views and perceptions, or confront the prejudice, distrust and fear of the other tradition. The programmes are designed, through the provision of opportunities for long-term contact, to promote reconciliation and mutual understanding between people and their communities. Our work motivates people to take responsibility to explore alternatives to prejudice through raising awareness of cultural identity, political difference, justice and equality. Partners include: NICHs, Scout Link.
Belfast City Council	A Good Relations strategy for the Finaghy Area inclusive of both communities.	To encourage Good Relations between both communities	To develop a Good Relations strategy for the Finaghy Area to tackle sectarianism, racism etc and develop a community charter to deal with issues of symbolism etc. Partners include: Falls Community Council, Finaghy CC, Benmore Community Development Association, Finaghy Community Development Association, Safer Neighbourhood Project, and Protestant Interface Network.
Belfast Education & Library Board	Community Relations Grant Schemes	Programmes designed to contribute to building equality and community cohesion through promoting 'A Shared Future' in community relations practice via the Schools Community Relations Programme and the Youth Service Community Relations Support Scheme.	Resources are provided on an annual basis to ensure the delivery of quality community relations experiences for young people throughout the city. The agency works in partnership with other relevant groups to enhance the development of community relations experiences for young people across the city.
Belfast Education & Library Board	Social Inclusion Initiatives	To support summer youth programmes in interface communities.	The purpose of the summer interface and social inclusion programme is to promote the social inclusion of young people within local areas throughout the city during the period July and August each year.
Department of Social Development and NI Housing Executive	Social and economic renewal	Address the wider context of social and economic renewal, the promotion of good relations for all communities and in particular, divided communities and those at interface areas.	Create the environment to allow timely and appropriate interventions for communities in transition a result of conflict. Secondly, to produce a profile report on Belfast Interface Areas
Department of Social Development	Neighbourhood Renewal Programme	Establish Neighbourhood Partnerships to develop a local vision and action plans that fully reflect the Shared Future agenda for the implementation of neighbourhood renewal	Through Neighbourhood Renewal Partnerships establish and encourage cross community engagement focused on meeting the needs of communities, within and between specific Neighbourhood Partnerships

Department of Social Development	North Belfast Community Action Unit – Key Interface Steering Group	To develop and agree a strategic action plan to address issues at interface areas. Specifically, action plans in regard to: Youth; Good relations; Regeneration	Together with representatives from communities across North Belfast & key statutory organisations to develop & agree a strategic action plan to address issues at interface areas.
NI Housing Executive	Community Cohesion Unit and Housing Support Network	Support relationship building through Community Cohesion Unit and the Housing Support Network	Led by North Belfast Community Action Unit. Other partners include: BCC, NIHE, BELB, NEELB, N'Abbey Council, Probation Board NI, CCMS, DSD, DENI, N&W TRUST, CRC, PSNI, North Belfast Partnership and over 40 community organisations.
Police Service of NI	Travellers' Project	To build trust and relationships between PSNI and Travelling Community in West Belfast	Support the Inter-Community Network to assist in delivery of NIHE Good Relations Strategy through its 5 themes - Flags & Emblems; Integration/Segregation; Race Relations; Interfaces; and Communities in Transition. A series of activity days and discussion sessions between PSNI and the Travelling Community.
Police Service of NI	Building relationships with local communities	To facilitate ongoing dialogue with local communities to build relationships and ensure effective community policing	In partnership with community representatives and political representatives.
Royal Group of Hospitals	Outreach Days	Information days in Sandy Row/Donagall Road areas	To build relationships and improve access to the hospital's services and facilities with the neighbouring communities. This included a workshop for local community to increase understanding and awareness about the overseas staff.
N&W Belfast HSS Trust	Support for voluntary groups	Work with and support voluntary and community groups on issues related to health issues arising from the legacy of the conflict.	The Trust has set up partnerships with community based organisations to provide a wide range of practical and psychological support to victims and survivors of the Troubles in North and West Belfast. This includes the provision of counselling services through the community; Trauma resource centre; commissioned research on impact of troubles; and suicide awareness programmes.
S&E Belfast HSS Trust	Community outreach	To work with a diversity of communities on issues related to minorities and the legacy of conflict.	Broad network of connections across communities including Interface Groups on general emergency planning processes; mobile phone support networks and crisis intervention. Specific initiatives for asylum seekers, older persons' groups (Engage with Age), minority ethnic groups and cross-community groups.
S&E Belfast HSS Trust	Community Care and Treatment Centres	To provide modern purpose built health and social service centres contributing to the regeneration of two inner city communities	The Centres were opened in the autumn and provide a range of services across a number of communities

Good Relations Plan Objective: Developing Shared Cultural Space

- To celebrate and give place to the different backgrounds and traditions of the citizens of Belfast, and build a collective responsibility to ensure there is a place for identities other than our own.

Department	Project	Aim	Summary of activity
Belfast City Council	Civic events	The purpose of the Events Unit is to ensure the effective co-ordination and delivery of major public events in a manner that adds to the positive profile of Belfast as a place to live and visit	Cultural diversity events which introduce concept of difference and confer a civic place for different cultural backgrounds in the city – building belonging and participation. All events are designed to be inclusive, welcoming and non-offensive to citizens and visitors.
Belfast City Council	Culture and Arts	<p>The Culture and Arts Plan has two objectives:</p> <ul style="list-style-type: none"> To develop cultural product in the city To regenerate the city using culture and arts as a tool <p>We fund arts and cultural organisations in order to further these aims, as well as carrying out a number of initiatives to build sustainability within the arts and heritage sector.</p>	<p>The Culture and Arts Plan has 6 themes; one is Good Relations.</p> <p>We aim to:</p> <ul style="list-style-type: none"> To widen access to cultural activities To encourage participation by building sustainable cultural infrastructure in areas of low cultural activity To promote positive impacts of the arts and heritage on Good Relations <p>'Good Relations' is one of our 5 core criteria for funding; we look for evidence of the following from applicants:</p> <ul style="list-style-type: none"> extending and enriching participation in arts / heritage activity widening access to cultural activities developing audiences for arts / heritage activities supporting Good Relations and celebrating cultural diversity a track record of demonstrating respect, tolerance and / or undertaking activities which are neither threatening or offensive engaging with communities and marginalised groups
Belfast City Council	Cross Community Cultural Diversity Projects	To facilitate a number of cross-community projects in and between Council Community Centres across Belfast on a good relations theme, using the medium of art, heritage and cultural identity.	<p>Our work motivates people to take responsibility to explore alternatives to prejudice through raising awareness of cultural identity, political difference, justice and equality</p> <p>Partners include: Barnardos, BELB Shankill Library; Art Unlimited; Wheelworks; Community Relations in Schools; and North Belfast Community Action Unit</p>
Belfast City Council	Sport Belfast	To develop a sports development strategy for the city of Belfast	<p>Sport is recognised as a very valuable medium for the promotion of good relations.</p> <p>Partners include: Sports Council, Queen's University, Community Sports Development Network, Coach NI and the Belfast Education & Library Board.</p>

Belfast City Council	Leisure Centres	To provide appropriate sporting and recreational facilities in the city	Providing summer schemes in all areas of the city, with participants from local centres coming together for certain activities
Belfast City Council	Leisure Centres	To support initiatives for young people, particularly after-school and diversionary activities	Supporting individual initiatives e.g. night-time football projects at Avoniel and Whiterock Partners: Probation Board
Belfast City Council	Belfast Waterfront Hall - Trans/Urban Arts Academy	To provide a culturally neutral celebration in the summer months and to find common cultural ground and invest in the associated creative industries	A series of creative workshops highlighting themes on cultural diversity.
Belfast City Council	Diversity Programme (Community Safety)	To reduce the fear of crime amongst the most vulnerable To influence others to reduce the fear of crime To contribute to a reduction in the level of prejudice and hatred that leads to crime To reduce the incidents of crimes motivated by prejudice and hatred	Research on the causes and impact of crime motivated by prejudice and hatred Seed grants for community-based initiatives that aim to reduce prejudice and hatred that leads to crime. Partners on Belfast Community Safety Partnership (25+ members)
Belfast City Council	"Faith waste" project	To utilise different faiths/beliefs in Belfast, to promote the "Reduce, Reuse, Recycle" message and use the interfaith gallery to develop waste initiatives.	"Faith waste" project, funded through landfill tax credits to arrange, organise and facilitate initiatives amongst different faith communities. Partners include: Better Belfast, Sustainable Northern Ireland.
Belfast City Council	Opportunity Europe	To promote the opportunities (professional & recreational) available through language learning and celebrate the European culture that exists within the Province	Encourage population, particularly post-primary schoolchildren to continue language learning so that they can converse with people from other Member States – be it for social or professional purposes. Eg. a 2 day fair in St Georges Market which includes workshops on "taking languages higher", examples of professionals and well known personalities who utilise a second language, language tasters, eurocafe, dance, music and theatre; includes a Mock European Council debate, business seminar & Queens film theatre showing sub titled movies. Partners: European Commission Office (NI); British Council, ANIC, CILT, Queens, BIFHE, Education & Library Boards, Language Network NI and OFMDFM
Belfast Institute	English courses/ International Office	Provision of English as a Second Language courses and the establishment of a dedicated international office.	The Institute is involved in support for international students and is developing its international activity.

Belfast Institute	Inclusive Learning Culture	Continue to develop an inclusive learning culture for 16+, via a number of initiatives and general ethos	The Institute will continue to develop an inclusive learning culture for 16+, inclusive in terms of community background, gender, ethnic background, class and ability.
Police Service of NI	Public cultural celebrations	To facilitate ongoing dialogue with event/parade organisers to ensure the policing of events/parades is appropriate and proportionate.	In partnership with event/parade organisers, community representatives and political representatives.
Department of Social Development	Hate crime/intimidation	In collaboration with the PSNI and other agencies, take action to protect minorities and people of mixed marriages from intimidation.	Encourage victims to report incidents through the Report Incidents of Hate Crime in partnership with NIO and PSNI Develop protocols with key stakeholders to protect the victims of Hate Crime
Royal Group of Hospitals	Health awareness of Irish Traveller community among staff	To improve relationships with the Travelling Community and increase awareness within of staff on the relevant issues.	Actions include: the provision of an accredited course for eight Traveller women on health issues and services; information-sharing sessions between staff and the Travelling Community; and staff training on the issues faced by the Travelling Community.
Belfast City Hospital Trust	Catering services	To increase cultural awareness	Theme days in canteen – Chinese New Year/Indian etc. Offer kosher/halal food for patients and awareness of catering and spiritual needs for patients.
Belfast City Hospital Trust	Quiet Room	Provision of space for reflection.	Provision of a multi-faith room for prayer and reflection.
S&E Belfast HSST	Employment of an Ethnic Minority Community Development Worker	To foster stronger links and greater understanding between ethnic minority communities and the Trust	Support and involvement by the Trust in a broad range of multi-cultural events with a specific input on health information
S&E Belfast HSST	Establishment of an Ethnic Minority Forum	To create a forum for discussion on broad health related issues involving all the major ethnic minority groups in south and East Belfast	The forum members have decided to develop a city-wide focus. A sub group has been established to work on the development of a website for health and social service information for ethnic minority communities across the city

Good Relations Plan Objective: Building Shared Organisational Space

- To build and sustain institutions which are fair and accessible to all, are committed to change through dialogue, and in which every citizen knows that they are represented and can participate.

Department	Project	Aim	Summary of activity
Belfast City Council	Equality and Good Relations Learning and Development Strategy	<p>Four aims:</p> <ul style="list-style-type: none"> To raise awareness levels of staff through integrated Equality and Good Relations Training To develop internal capacity and build confidence and cohesion in addressing equality and good relations To establish and support the development of appropriate spaces for new and challenging dialogue around the themes of equality, sectarianism and racism To plan for and evidence continuous learning and critical reflection within the organisation in addressing issues of equality and good relations. 	<p>3 year Learning and Development Programme for Council staff and elected members. This will include bespoke training as well as to include equality and good relations messages in the following corporate training programmes:</p> <ul style="list-style-type: none"> Equal Opportunities Recruitment and Selection Management Development Programme Supervisory Development Programme Frontline development programmes
Belfast City Council/ major public bodies in Belfast	Conflict Transformation Learning Consortium	To promote learning on the principles of conflict transformation in public service delivery through an inter-disciplinary tiered learning and dialogue process across the city of Belfast.	<p>18 month programme for those in public service agencies in Belfast to promote ongoing inter-disciplinary dialogue and learning on the themes of conflict transformation and A Shared Future, in order that key agencies in the city are fit for purpose in terms of integrated good relations planning and the regeneration of a divided city.</p> <p>Will include conferences, seminars and meetings for staff at various levels, building up skills and developing good practice models</p>
Belfast City Council/ major public bodies in Belfast	Addressing Divisions Project	To influence and shape the policy and practice necessary for the process of supporting the transformation of a divided city.	<p>To develop an understanding of the diseconomies and impact of division, as well as models of good practice in addressing these within Belfast</p> <p>To develop and deepen inter-community and inter-sectoral relationships between statutory and community organisations</p> <p>To build confidence and capacity for future partnerships and collaborative working practices, in order to deliver objectives under A Shared Future and other key Government policies</p> <p>To develop recommendations for key agencies to assist in the integration of the principles of conflict transformation and 'A Shared Future' into corporate planning, Neighbourhood Renewal and shadow Community Planning process.</p>

Belfast City Council/ major public bodies in Belfast	Towards a Shared City Project	To establish a Belfast Civic Strategy Forum, in partnership with the Community Relations Council and in collaboration with other key agencies	Comprehensive audit of good relations activities in Belfast Research project to explore concepts of local area community planning in a divided city, with particular reference to good relations To identify issues of local concern To identify future needs of city in terms of capacity and resources for the continued process of conflict transformation. To ensure compliance with all equality legislation and requirements
Belfast City Council/ all public bodies	Continued implementation of Equality Schemes	To ensure all employees understand their obligations in relation to equality and respond positively to all our customers or clients.	Internally focused on all staff within BCC. It will afford equality of opportunity for all and lead to increased employee well being.
Belfast City Council	Development and review of Employee Relations policies/ procedures	To develop policies/procedures that are relevant and effective and help managers to manage. To ensure fair and consistent application of the policies/procedures.	
Belfast City Council	Monitoring	Conduct monitoring surveys on a six monthly basis (G&H Audits); annual basis (AMR); and tri-annual basis (Article 55 Review). Analyse voluntary employee monitoring survey. Assist in mitigating problems/issues that are a barrier to a more representative workforce.	To audit a good and harmonious working environment within the Council; and to report Council statutory statistics to the EC for NI. To monitor the composition of employees' religious belief and racial group. To facilitate an internal issue based focus groups on equality themes. To continue to implement the Women in Non-traditional Sectors programme
Belfast City Council - Waterfront Hall	Access Policy (inc, workshop policy, studio hire policy and community ticketing scheme)	To provide access to the Waterfront Hall both as performers and audience for those for whom normal costs may prove prohibitive To use these pricing structures to encourage those from disadvantaged areas or minority groups to use the building	Provides access to ethnic minorities. Provides neutral space for cross community work free of charge Provides access to the most disadvantaged to high standards of diverse cultural activity Provides free space to fledgling ethnic minority groups and low cost hire of the studio space

Belfast City Council	Joint Youth Panel & Youth Forum	The Joint Youth Panel was set up as a networking mechanism as well as to address issues relating to the City Centre. More recently its focus has been on the establishment of the BCC Youth Forum.	The Youth Forum is undertaking a number of good relations themed discussions and training events.
Ni Housing Executive	Minority ethnic housing issues	To work with communities to identify issues relevant to ethnic minorities in relation to housing and ensure housing policies reflect their needs	Partners include: BELB, Youth Services, Youth Council for NI, PSNI, Youth-net, Door Project, NI Youth Forum, Children's Law Centre, Save the Children, YMCA, NICCY, Challenge for Youth, VSB, PBNI. Provide support for asylum seekers and victims of racist incidents; work with other partners to establish multi-agency approach to racist incidents; Incorporate race issues within research programme; provide housing/advice support packs for black and ethnic minority households; Engage with groups to ensure adequate consideration of cultural diversity awareness and establish better links between ethnic minority organisations, the Housing Community Network and the Housing Executive through the Consultative Forum.
Police Service of NI	Provide training for staff on hate crime	To address the causes of hate crime and promote understanding of the socio-demographics of minority communities in Belfast.	Train officers and student officers in hate crime policy, diversity issues and human rights awareness. Increase the clearance rate for hate crimes. Develop a specific hate crime investigation booklet.
Police Service of NI	Pro-active response to racist attacks	To work in partnership with hospital management to tackle an identified local problem	Ongoing programme providing advice and information to ethnic minority nursing staff on personal safety inside and outside the workplace; road shows on practical safety and crime prevention.
Belfast Education & Library Board	Training and Development	Staff Training Programmes: including 'My Contribution to A Shared Future – The Challenge'	Capacity building work carried out with schools, youth units, organisations and young people to build their capacity for engagement in community relations processes. Relevant and appropriate training and support is provided to enable the delivery of quality community relations programmes. Opportunity for staff to engage in personal and professional development in community relations/equity, diversity and interdependence training programme.
Belfast Institute	Codes of practice and training	To promote social inclusion and good relations	BIFHE has developed a series of Codes of Practice in order to promote cultural diversity awareness and training within the organisation for students and staff.
Eastern Health & Social Services Board	Co-ordinated training in Eastern Region	Good Relations Statement of Commitment	As part of the Race Relations Policy Training co-ordinated in which targeted managers, front line staff and TU reps
S&E Belfast HSS Trust	Managing Diversity training	To provide staff training on good relations-related issues	Managing Diversity part of core induction/training/refresher course. Training delivered in community development, anti-harassment, human rights and good relations.

N&W Belfast HSS Trust	Equality and Human Rights Group set up	To develop a Good Relations Strategy	Actions including: the establishment of a Good Relations Sub-Group and an Ethnic Minority Sub-group; Good Relations Training provided for staff; promotional campaign on racist attacks on staff; and a Good Relations statement of commitment.
N&W Belfast HSS Trust	Black and minority ethnic well-being project	To promote social inclusion and involve Black and Minority Ethnic communities	To take forward recommendations (report launched Sept 06) for the development of sustainable models for involving Black and Minority Ethnic communities in service planning and delivery.
Royal Group of Hospitals	Good Relations Training and Development	To provide staff training on equal opportunities and good relations/cultural diversity.	A Staff Diversity Group has been established to discuss relevant issues within the organisation.
Royal Group of Hospitals	Action in Partnership	A programme to promote good relations.	Actions include: commitment to promotion of good relations in annual management plan; development & implementation of 'Working Well Together' policy by Management & Trade Unions; Equal Opportunities Joint Forum for staff and TU reps; and launch of Good Relations Statement.
Belfast City Hospital Trust	Dedicated internal support mechanisms for overseas nurses	To promote social inclusion and good relations	Includes support group and use of internet to communicate back home
Belfast City Hospital Trust	Dignity at work policy and diversity statement	To promote social inclusion and good relations	Adapting previous harassment policy to proactive dignity at work policy and an organisational statement of commitment to diversity.
Belfast City Hospital Trust	Interpreting/translation services	To promote social inclusion and good relations	Provision of translation services for all patients.
Greenpark Trust	Good Relations Statement of Commitment	To establish an internal good relations group and to provide parallel training for senior managers/directors to commence October.	The trust has adopted the CRC Framework for Good relations and working with CRC on good relations plan.

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We are committed to making sure that our services are available to all sections of the community. We will consider providing this document in other formats where practical.