



BELFAST CITY COUNCIL

PEACE III

1.1 - Building positive relations at the local level

PEACE & RECONCILIATION ACTION PLAN

2007 - 2010

FINAL DRAFT – 31st August 2007

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Outline of Consultation Process

QUESTIONS to be considered during the CONSULTATION PROCESS

We are undertaking a consultation exercise in association with the Community Relations Council, to ensure that the contents of this Plan are well communicated to all relevant organisations in the city. We want to know:

- Do you agree with the profile of Belfast outlined in the draft Peace Plan?
- What are the main issues to be addressed to achieve the vision?
- Does the draft Peace Plan cover all the main issues?
- What needs to be changed or added to the Peace Plan?
- Who should be involved in the delivery of the Peace Plan?
- Do you agree with the proposed allocation of the budget?

Some elements of the Plan have already been pre-determined by the SEUPB and we are not in a position to alter them. These include:

- the cross cutting themes
- the indicative measures and indicators
- the specific headline outputs, results and impacts
- the 30% cross border requirement
- the proposed target beneficiaries
- the weighting elements to be used in assessment and selection.

Responses should be sent to:

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or by e-mail to:

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If you require any further information or clarification, please contact Marie Craig on 9032 0202 ext 6025 or DDI 9027 0663. A copy of the draft Peace Plan is available on our website: www.belfastcity.gov.uk/goodrelations

The deadline for final responses is **30 November 2007**. This is shorter than our normal consultation period, but we are aiming to meet the schedule outlined by the Special European Union Programmes Body (SEUPB).

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.

We will publish a summary of all responses on our website www.belfastcity.gov.uk/goodrelations unless specifically requested not to do so.

1. Preface

1a. Statement of purpose for the planning process

The purpose of this plan is to show how *Theme 1.1: Building Positive Relations at the Local Level* of the Peace III programme will be managed and delivered within the Belfast City Council area.

The planning process is based on the principles of participation, openness, shared ownership, representation and mutual respect. The Council will ensure that these principles also underpin the implementation of the resulting Peace Plan.

1b. Statement of the geographical area

In view of its population size (268,000), the boundary for the Belfast City Council area will be the geographical area for this Plan. Where appropriate and practical, we will work closely with neighbouring Councils and those bodies with a regional remit who work in Belfast.

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.

1c. Lead Partner

Belfast City Council will be the only Council and lead partner in this Peace Plan. We will work closely in collaboration with other local statutory agencies and our social partners in the development and implementation of this Plan including, where appropriate, neighbouring Councils.

Belfast is the largest of the 26 District Councils in NI with over 2,600 staff and 51 elected Members, representing 6 political parties. This political composition reflects the make-up of the city as a whole, being around 50/50 unionist/nationalist. It is the largest of the District Councils with a fully accountable system of corporate governance and financial management. Its gross expenditure in the last financial year was in excess of £140m.

The Council's own commitment to proportionality principles is now well established and firmly embedded in our internal procedures. We have an Equality Scheme and our business is managed through formal Standing Orders, a Scheme of Delegation and a range of financial procedures. We have our own Internal Audit Service and comply fully with all the requirements of the Local Government Auditor.

The Council acknowledged at an early stage that social divisions 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. The Council has co-operated with other public and private agencies in the City, most recently through

the Peace II-funded Conflict Transformation Project¹, in examining the issues that cause division and addressing related wider policy issues in terms of good relations.

1d. Statement of Endorsement

A Partnership Contract is attached as Appendix C, this is signed by all the partners that are key to the implementation of this plan.

¹ This project is funded by Belfast Local Strategy Partnership through the EU Peace II Programme

2. Executive Summary

This draft Peace and Reconciliation Action Plan (Peace Plan) has been drawn up in accordance with detailed guidelines issued by the SEUPB and represents Belfast City Council's bid for funding under priority 1.1 of the EU Peace III Programme - "*building positive relations at the local level*".

The Peace Plan gives a profile of the Belfast City Council area, an analysis of the local situation and the Council's vision for the city in terms of good relations.

The draft Peace Plan is firmly based on the current Good Relations Plan for Belfast, which the Council developed in association with the other major statutory agencies in the city. The 4 major objectives identified in the Good Relations Plan will be carried forward and used in the Peace Plan; these are:

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

The Council will act as an intermediary funding body to disburse Peace III funding to enable delivery by other agencies. The Plan outlines the proposed mechanisms and principles envisaged, along with proposals for an enhanced small grants programme.

To manage the arrangements, the Council will lead a partnership made up of elected Councillors along with representatives from local statutory, community and voluntary agencies and other social partners. An elected Member of Council will chair this to ensure effective information flow and continuity.

The draft Plan is based on a bid for a total amount of £12 million or €18 million; the SEUPB may of course decide to allocate a smaller sum to Belfast.

The Plan gives details of the additional staffing that we will need to manage the new Peace III Programme, both to support organisations in developing suitable projects on peace and reconciliation issues and to ensure compliance with the strict financial standards set by the SEUPB.

This draft Plan was approved by our principal Committee, the Strategic Policy and Resources Committee, in September 2007. We are going to have a 2-month consultation period on the contents of the Plan during October and November 2007 and intend to submit a final version to the SEUPB in early 2008.

We have engaged a team of facilitators from the Community Relations Council's select list to ensure that the consultation process around the Plan will be as open and transparent as possible. The Plan reflects local needs and we hope that many organisations in Belfast will take part in the public consultation process and respond positively to our proposals.

3. Introduction

3a. Development of the Plan

This Peace & Reconciliation Action Plan (Peace Plan) has been drawn up in accordance with the guidelines from the SEUPB and outlines Belfast City Council's proposed partnership arrangements and activities for the delivery of the Peace III programme for the period 2007-2010.

As the democratically elected body within the city, the Council is committed to demonstrating civic leadership and working in partnership with a range of public, private, voluntary and community organisations for the well-being of its citizens.

The Council supports the overall objective of the Peace III programme which is "to reinforce progress towards a peaceful and stable society and to promote reconciliation" since this is very much in line with our own aims for our good relations work. We support proposals that address peace and reconciliation, peace-building and conflict resolution and seek to promote the normalisation of social and economic life and community cohesion. We expect to build on the success and experience of the previous Peace programmes with a renewed emphasis on reconciliation, specifically focusing on acknowledging and dealing with the conflict, building positive relations and contributing towards a shared society.

The objective of Theme 1.1 of Peace III, *building positive relations at the local level*, is "to challenge attitudes towards sectarianism and racism and to support conflict resolution and mediation at the local community level".

This Peace Plan is Belfast's response to this challenge. We have consulted with the Community Relations Council in the development of this Peace Plan and will continue to engage regularly with our social partners in its implementation, to maximise the contribution towards the Programme objectives, stated outputs and results.

3b. Description of the Partnership

The Council has substantial experience of successful partnership working, at local, regional and European levels and is well placed to influence existing alliances and work with new networks, working together to resolve common issues.

Previous Peace programmes and other initiatives have facilitated increased engagement and building peace and reconciliation between the two main communities. We will build on the lessons learned from the District Partnerships and LSPs which have helped to establish a good foundation for future work.

For the past 5 years, we have had a Good Relations Steering Panel, comprised of political and external representatives, which deals with issues around equality, good relations, sectarianism, racism and cultural diversity. We are currently re-focusing the work of this Steering Panel and will revise its membership to be as inclusive, open and effective as possible and to demonstrate our commitment to maximise the effect of the Peace III funding. The newly re-titled Good Relations Partnership will continue to carry out its existing work along with the new Peace III responsibilities.

In establishing a new Good Relations Partnership to guide our work on Peace III, we will engage with a wide range of relevant organisations and social partners in a fair and open manner and seek appropriate nominations from the following sectors through representative sectoral bodies:

- elected Councillors – 6: one each from six political party groups on the Council
- voluntary and community sector – 4 nominees
- other statutory agencies – 2 nominees from the Belfast Chief Executives' Group
- trade unions – 2 from ICTU
- private business sector – 2, one each from CBI and Belfast City Centre Management
- churches – 2: one each from the Protestant and Catholic churches
- minority ethnic and/or faith groups – 2 nominees from appropriate organisations.

It is our experience that this size of committee allows for both adequate representation and efficient conduct of business.

A membership list is attached as Appendix D.

This revised membership is in line with the recommendations of a review report by Futureways² and agreed by the Council in October 2006.

A partnership agreement which outlines the Partnership's composition, the respective responsibilities of the various partners and a commitment to empowerment in relation to those partners and the voluntary/community sector in Belfast is attached as Appendix C. The Partnership will be bound by the Council's existing Codes of Conduct, revised as appropriate for Partnership members and including reference to declarations of conflict of interest.

As the Good Relations Partnership will in effect be a Working Group of the Strategic Policy and Resources Committee, the Chairman of the Partnership will be an elected Member of Council, to ensure effective information flow and continuity.

To ensure an appropriate balance in terms of geographical representation, gender, political opinion and religious belief, the Council reserves the right to make a final decision on the composition of the revised Good Relations Partnership, reflecting the diversity of the city. We also reserve the right to co-opt individuals with appropriate expertise to provide advice and guidance on specific matters, as required.

3c. Consultation and participation

The statutory introduction of community planning will require Councils to consult their residents in the future about local issues and encourage participation in decision making. In Belfast, the Council already consults on a regular basis with its citizens

² *A New Shape for One of the Oldest Professions? Politics and Civil Society, the Good Relations Task in Belfast City Council, a Review of Good Relations Steering Panel, Futureways Programme, August 2006*

on a variety of issues and will be undertaking another major public consultation exercise in the autumn of 2007. The findings of this resident's survey will be available in October 2007 and relevant results will be incorporated in the final version of this Peace Plan.

To ensure that the contents of this draft Peace Plan are well communicated to all relevant organisations in the city, we intend to carry out a robust and transparent consultation exercise, in association with the Community Relations Council. (See Appendix J for details)

The public consultation period will begin as soon as the draft Plan has been agreed through Committee and Council – i.e. from the beginning of October until the end of November 2007. All comments received will be considered.

The period of consultation is necessarily shorter than the Council's usual consultation period, due to the tight timescale outlined by the SEUPB. During the consultation stage, we will work with the Community Relations Council in raising awareness among local communities and the voluntary sector of the existence of the Peace Plan and in facilitating and encouraging participation, enabling people to make positive contributions towards the contents of the Plan. Our Equality Officer will assist in the consultation process, ensuring that we make particular efforts to involve S 75 groups and marginalised groups from areas of social deprivation, to promote social inclusion.

We will maintain consultation with the relevant local sectoral interests throughout the period of the Plan and intend to engage in ongoing discussions in the implementation phase in order to ensure openness and responsiveness and maximise the Plan's effectiveness.

3d. Overview of the Strategic Context

The Peace Plan is firmly based on our current Good Relations Plan for Belfast. To ensure full understanding of our work, this Peace Plan should be read in conjunction with other plans and policies of the Council, available on the website www.belfastcity.gov.uk. Our vision and strategy for the city are set out in full in the Corporate Plan, which also includes a profile of the city and Council services.

The Peace Plan will enable us to develop and enhance our own work on good relations and the actions in our Good Relations Strategy and Good Relations Plan, which build on our work on equality. A key element of our work is in facilitating networks and developing relationships that will proactively promote positive change both at an individual level and between communities.

The Peace Plan is also complementary to other broader government policies and strategic initiatives including *A Shared Future*, the *Racial Equality Strategy*, *Section 75 of the NI Act 1998*, the *Anti-Poverty and Social Inclusion Strategy*, current proposals under the Review of Public Administration (RPA) and neighbourhood renewal. It will also be closely linked to our wider involvement in other EU

programmes, such as INTERREG and URBACT and networks like Eurocities and Quartiers en Crise.

3e. Guiding Principles & Values

The Good Relations Plan is based on a set of agreed public values for Belfast. These values were discussed and agreed by the six political party groups on the Council and are consent, the rule of law, inclusion, diversity and pluralism.

Based on these values, a vision of Belfast was devised as one city where people are connected through the medium of citizenship. The Good Relations Plan has 4 general themes of a shared city, a peaceful city, a welcoming city and an open city.

The SEUPB guidelines name 5 cross-cutting themes:

- cross border co-operation
- equality
- sustainable development
- impact on poverty
- partnership

With the exception of the first, given our location, all these themes already underpin all our policies and procedures and are well mainstreamed into our operational work. We will continue to work closely with the Community Relations Council and Border Action and will develop links with Co-operation Ireland and other such bodies to maximise the number of cross-border contacts and activities but our principal task will be to continue to develop relationships within the deeply segregated city of Belfast.

4. Area Profile

4a. Key service providers

The Council's SNAP³ programme is currently undertaking a city-wide survey which will gather information on all the services being delivered in Belfast. It is anticipated that the results of this comprehensive survey will be available in late 2007 and these will be used in determining priority areas and strategic gaps in delivery.

4b. Audit of current policies and current service provision

The Good Relations Steering Panel commissioned Dr Mike Morrissey in 2004-2005 to conduct an audit of good relations activities in Belfast to inform its future activities. The survey being undertaken through the SNAP programme will provide initial updated information on those organisations undertaking Good Relations activities in Belfast.

Under the current Peace II-funded Conflict Transformation Project, we will further develop a database by undertaking a quantitative audit of good relations activities and initiatives in the city. It is anticipated that the final research report will be available in April 2008.

4c. Analysis of current economic, social and environmental situation

Belfast is in a period of dynamic change. Overall the data shows that Belfast is making good progress. In absolute terms the city has improved across the range of indicators.⁴ Over the last five years, Belfast has seen major retail and residential developments, an increase in the financial services sector and unemployment levels are at an all-time low. House prices across the city have increased significantly and following a sustained period of population loss, Belfast's residential population has begun to stabilise.⁵ On many measures of socio-economic performance there has been a narrowing of the gap between the Belfast region and UK averages, however on most measures a gap remains. The challenge facing Belfast is to ensure that all of its citizens are able to share the new opportunities and 'feel-good' factor; there are still many areas within the city where the change has been much slower and deprivation remains. Peace III will enable us to address some of these issues. The Council will lead in the development of this plan, but it needs the support of other public agencies and the contribution of our vibrant voluntary and community sector to make it a success.

However, as the Northern Ireland Poverty and Social Exclusion Survey noted, exclusion remains a fact of life for a large section of the regional population with Belfast containing more than its proportionate share. This is explicitly recognised in

³ SNAP = Strategic Neighbourhood Action Programme

⁴ Professor M. Parkinson CBE "Where Is Belfast Going?", European Institute for Urban Affairs, Liverpool John Moores University (July 2007) pp1

⁵ Professor M. Parkinson CBE "Where Is Belfast Going?", European Institute for Urban Affairs, Liverpool John Moores University (July 2007) pp2

the Northern Ireland Anti-Poverty Strategy launched in 2006. About 48% of the Belfast population live in the most deprived Super Output Areas in Northern Ireland.

The Income Scale shows that there are 82,986 people in Belfast Local Government District experiencing income deprivation, while the Employment scale shows that a total of 30,119 people in Belfast Local Government District experience employment deprivation.

On the Average Super Output Area Rank measure Belfast Local Government District has a rank of 4 out of 26. On the Income Scale measure Belfast has a rank of 1 out of 26, the lowest rank.⁶

Economic inactivity and unemployment continue to be issues in Belfast. On Census Day, in Belfast Local Government District looking at the population aged 16-74:

- 56.9% were economically active, 43.1% were economically inactive; and
- 5.4% were unemployed, of these 42.6% were long-term unemployed.

A detailed area profile is included as Appendix E.

The Council is currently undertaking a residents' survey of 1500 households. The initial findings of this survey will be available in October 2007 and will be used in the determination of priority areas. The most recent residents' survey (2004) confirmed that they believed that good relations should remain a top priority for the Council.

4d&e. Issues with greatest impact and trend analysis

The social divisions that exist in Northern Ireland are most evident in Belfast and segregation defines many aspects of life in our city. Although the Council has begun work to address these divisive issues, we will appreciate the substantial additional funding offered under Peace III to support our efforts and effect major change in our society.

During the conflict of the past 30 years, Belfast was the seat of the most intensive violence in NI and suffered disproportionately as a result. Problems of security, crime, community relations and racist incidents, are particularly acute in Belfast and have had a consequent impact on mutual suspicion and fear.

The impact of violence results in multiple costs for communities. Belfast contains the highest number of sectarian interface areas in Northern Ireland where segregation remains high and inter-community tensions and violence is ongoing; inter-community relations are correspondingly poor. In these areas social and economic development has been inhibited by the conflict and problems of exclusion and marginalisation persist, illustrated by low levels of income, skills and qualification. Many disadvantaged areas suffer the effects of physical dereliction as a direct consequence of the conflict.

⁶ The lower the rank, the more deprived the area.

Between 1969 and 1999 Belfast, with less than 20% of the population, suffered more than 40% of all security-related fatalities and a disproportionate share of security-related injuries in NI. The most obvious effect of this violent history has been increasing residential polarisation. More than 50% of the city's population now lives in segregated wards that are either 90% Protestant or 90% Catholic community background. Segregation in public housing is virtually complete in Belfast.

There is evidence to suggest that individuals forego employment opportunities and access to services, including social services, in areas which they perceive to be dominated by the 'other'.⁷ This serves to further isolate and marginalise communities which are in many areas already seriously disadvantaged.

Levels of tolerance are low and community attitudes are insular. Successive survey results⁸ indicate how political developments (good and bad) have a substantial impact on how one community views the other. Local research⁹ highlights mutual fear and suspicion, with identities asserted defensively and via exclusion rather than openly and via engagement.

The demography of Belfast has become more diverse very rapidly in recent years, particularly since the accession of new states to the EU in May 2004, when the citizens of 8 central and eastern European countries gained the right to work in the UK. Between 2005 and 2006 population growth due to migration was the highest ever observed in NI and for the first time was more than natural growth; about a third of all migrants have come to Belfast.¹⁰

This new migration has been generated by our growing economy and a demand for workers which cannot be met from the local population. A conservative estimate puts this figure at around 7,500 migrants for the period 2004-06. Most new migrants to Belfast come from Poland, followed by Slovaks, Filipinos, Indians and Czechs. There are considerable variations by employment sector, with health sector employees predominantly Filipinos, Indians and Malays.¹¹

While Belfast is the capital city and regional economic driver of NI, it is worth bearing in mind some of the key challenges that it faces:

- declining population (30% in 30 years)
- high levels of long term unemployment and economic inactivity (35% economic inactivity)
- a high proportion with no qualifications (41.8% of citizens aged 16-74)

⁷ *A Policy Agenda for the Interface*, C. O'Halloran, P. Shirlow and B. Murtagh, Belfast Interface Project, 2004

⁸ *NI Life & Times Surveys*, www.ark.ac.uk

⁹ *Fear and Ethnic Division*, P. Shirlow, *Peace Review* Vol. 13 No. 1, 2001

¹⁰ NISRA Mid-Year population estimate, July 2007

¹¹ *New Migrants and Belfast*, Dr Neil Jarman, Institute for Conflict Research, a research report commissioned by the Good Relations Steering Panel of Belfast City Council 2007.

- a heavy reliance on the public sector for employment - 38% of all jobs in Belfast are in the public sector; 72% of all public sector jobs in NI are located in Belfast, which hampers the growth of the private sector.
- low levels of business start-ups – only 4.5% of the adult resident population in Belfast are engaged in enterprise activity as measured by the Global Entrepreneurship Monitor (lowest in NI).

In spite of various Government initiatives over the years (ranging from the Belfast Areas of Need, Belfast Action Teams, Making Belfast Work and the Belfast Regeneration Office to the current Partnership Boards) social and economic deprivation continues to have a significant impact on the city. Many communities rate poorly in terms of levels of health, employment, educational achievement and investment and 8 Belfast wards are in the top 10 most deprived in NI.

5. Area SWOT analysis

5a. The following SWOT provides an internal and external analysis of the area in relation to the objectives of Theme 1.1.

| Strengths – Internal | Weaknesses – Internal |
|--|---|
| <ul style="list-style-type: none"> • Agreed inter-agency Good Relations Plan & associated public values • Strong track record of delivery through partnership working including the Good Relations Steering Panel • Previous experience of delivering EU & other funding programmes with the appropriate monitoring and audit procedures • Excellent models of practice in the area of conflict transformation across sectors in the city • Experience of working within regional networks such as COMET & Arc 21 | <ul style="list-style-type: none"> • Fractured governance of Belfast and uncertainty in relation to out-workings of RPA • Underlying structural weaknesses such as high level of long term unemployment and declining population • Multiple demands for partnership working within a limited pool of resources |
| Opportunities – External | Threats – External |
| <ul style="list-style-type: none"> • Local devolved administration • Significantly improved community relations and reduced inter communal violence • Predicted growth in the Northern Ireland economy • Increased ethnic and culture diversity • Review of Public Administration and centrality of A Shared Future • Opportunities to share learning in the field of conflict transformation with other regions emerging from conflict | <ul style="list-style-type: none"> • Increased demands on public expenditure • Remains a highly segregated society with ongoing intra and inter community tensions • Negative reaction to the changing ethnic and racial makeup of the population |

5b. Statement of need

Belfast suffers from high levels of segregation and has experienced over recent years a sharp increase in levels of inward migration. This need is reflected in the selection of the themes for this peace plan in particular ‘securing shared city space’ and ‘transforming contested space’.

Belfast's social divisions and levels of segregation are marked at all levels and are often evident in physical form – e.g. interfaces, murals, flags, kerb painting etc. Levels of territoriality are high and there is a corresponding lack of shared space.

Belfast has more physically defined interfaces than any other Council in NI (over 70% of the total). There are 42 identified interface barriers which are built, physical structures, such as brick walls or security barriers. However, not all are physically demarcated and “an interface ...may be unnoticeable to the outsider but local people know exactly where it is.”¹²

The Institute for Conflict Research noted in 2004 that “the recurrent and persistent presence of inter-community tensions, street disorder and violence in numerous interface areas in North and East Belfast has been a notable factor of the transitional period between militarised conflict and an established peaceful society. Interface violence... has been a significant factor sustaining fear, mistrust, hostility and antipathy between the broader political constituencies in Northern Ireland.”¹³

The recent rapid increase in inward migration to Belfast was unfortunately accompanied by a sharp rise in racially-motivated incidents and attacks, which in NI doubled from over 400 in 2003/4 to over 800 in 2005/6.¹⁴ When the Peace III programme closes in 2013, our ethnic mix will probably have altered again, with further challenges for inclusion and race relations. Although such changes are taking place across the EU, there are additional challenges for Belfast given our legacies of acute territorialism and inter-communal antagonism.

In summary, there are significant human, economic and social costs in Belfast as it emerges from a period of protracted violent conflict. The development of Belfast as the region's capital city is inhibited by the 'diseconomies of division'. Conflict and division affect the city's image as an investment location. Investment decisions in the city are often consciously and unconsciously shaped by the dynamics of divisions and the legacy of violence. Considerable resources applied to deal with security issues could be devoted to urban regeneration or social need. Public services and amenities face the extra cost of the duplication of services and parallel delivery. The segmentation of both housing and labour markets reduces choice and the efficiency of the operation.

¹² *A Policy Agenda for the Interface*, C. O'Halloran, P. Shirlow and B. Murtagh, Belfast Interface Project, 2004

¹³ *Demography, Development and Disorder: Changing Patterns of Interface Areas*, N. Jarman, Institute for Conflict Research, 2004

¹⁴ PSNI statistics, reported in *The Next Stephen Lawrence?* R. McVeigh, Research Report for the NI Council for Ethnic Minorities, June 2006

6. Vision, Aims and Objectives

6a. Vision for the City

The Peace Plan envisages: A Shared City, A Peaceful City, A Welcoming City and An Open City.

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 thus a collective responsibility to ensure 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 trusted by all of those who live and work in the city.

In our vision for the city, as stated in our Corporate Plan, we want to make Belfast a better place for everyone. ***We have a vision of Belfast as a modern and welcoming city with a quality of life to rival the best in the world - in short, we believe in a better Belfast.*** We want to help create a city that is:

- vibrant and prosperous
- attractive and clean
- safe and secure
- where there is equality of treatment and opportunity for everyone with good relations between all citizens
- where quality of life improves continuously
- where the decisions that are made reflect what is best for this and future generations
- where customer focused council and public services are provided fairly
- where all organisations work in partnership for the common goal of a better society with a strong cultural life.

Our vision in terms of our Good Relations Strategy is for a stable, tolerant, fair and pluralist society, where individuality is respected and diversity is celebrated, in an inclusive manner. 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 the Council's 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 inter-dependence in a pro-active manner and aim to mainstream these concepts into all of our activities, policies, structures and procedures.

The Peace Plan will also build on recent work on conflict transformation in the city, funded by the Belfast LSP. Peace III funding will provide a significant boost to our efforts to promote good relations and assist us in our aim of achieving a more stable and tolerant society at city level.

We believe that there will be significant progress in the achievement of this Vision over the period up to 2015. During the period of the plan i.e. up to 2010 we would anticipate that there will be the beginnings of positive change. Following a review, we will then build on this positive change over the period with significant change having occurred by 2013. The Council appreciates that this timeline for the Vision needs further development; we will facilitate this through consultation with key partners across all sectors and through our community engagement strategy.

6b. Consultation on vision

As our Good Relations Plan has been widely agreed within the public sector of the city, the City Council and the Community Relations Council have agreed that it and its themes should form the framework for the draft Peace Plan. The SEUPB have agreed and accordingly this Peace Plan must be read alongside the full Good Relations Plan for Belfast.

In the autumn of 2002, the Good Relations Steering Group undertook a wide-ranging series of consultation meetings with representatives from a range of sectors within the City, including Churches, faith groups, ethnic minorities, trade unions, business, statutory bodies, voluntary organisations, community organisations and community relations specialists, advisors and academics. The meetings were used as part of an informal consultation process on the Good Relations strategy, to gauge opinions and views about the role of the Council in good relations. This series of consultation meetings were well attended, discussions were lively and the reactions to the Council's proposals were very positive. The vision for the Good Relations Strategy was formed at these meetings.

6c. Broad aims and objectives

The actions envisaged in this Peace Plan will be additional and complementary to those included in the Good Relations Plan. The extra funding provided under Peace III will add value to the work of a range of agencies in Belfast, underpinning the equality and good relations responsibilities of statutory agencies and ensuring the participation of the voluntary and community sector in this important area of work. Such activity will help to mainstream the concepts of peace and reconciliation and provide a lasting legacy for the Peace programme.

The Peace Plan will have 4 broad objectives:

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

We feel that these four broad themes provide enough flexibility to incorporate a wide range of appropriate approaches to peace and reconciliation work. We will also consider any proposed activity that covers more than one theme or that does not fit neatly into a theme but clearly contributes to the overall objectives of the Plan.

7 Options and preferred strategies

The Good Relations Plan has been used as the framework for the draft Peace Plan, on the basis that it has already received cross party support and has been widely agreed within the public sector of the city.

In delivering the Peace Plan a range of options have been identified:

Partnership actions led by the Council

The Council will lead and deliver a number of strategic actions at city level. Initial discussions have suggested that these will include:

- the establishment of a forum and support strategy for migrant workers, in view of the rapid increase in inward migration and fast changing demography of Belfast, to support efforts at social cohesion
- the delivery of an organisation-wide training programme in good community and race relations, initially for the Council and with the full involvement of elected representatives, with the potential to be rolled out in the future to other public sector bodies.

The Council's own applications will be scrutinised and assessed by an independent body to ensure that they meet the objectives of the Programme. Our projects have to be additional and complementary to our ongoing work in good relations, in line with the government's *Shared Future* agenda and the future government sponsored Challenge programme.

Where appropriate projects will be delivered in partnership with other agencies/organisations.

Delivery through other bodies

All applications from other bodies to the Council under the Peace Plan must demonstrate additionality and take account of and be complementary to existing government and Council policies – e.g. our Community Support Plan; our Community Safety Strategy; our SNAP programme; the current Re-Imaging Communities Programme etc. They must also comply with all standard Council requirements e.g. Child Protection, Health & Safety etc. and sign up to a Good Relations Statement, such as that devised by the Community Relations Council.

We are happy for organisations to work collectively or to come together in the form of local coalitions in order to be able to make joint applications under the Peace Plan. We encourage smaller groups to work in collaboration with larger ones for developmental purposes, networking and to ensure the sharing of resources and best practice and we encourage larger groups to form new partnerships and develop new links, particularly cross-community links.

We will invite tenders from other organisations with appropriate expertise to deliver specific actions under the objectives of the Peace Plan. In view of the very specific SEUPB financial and monitoring requirements, it is likely that only organisations with well developed financial management and corporate governance capacity will be in a position to make successful applications. We will expect the majority of our funding to be taken up by large grants e.g. £100,000 and above.

This will be done through a mix of open calls and commissioned work on thematic areas. As experience shows that the assessment of open calls is resource intensive, time consuming and often results in a low success rate for applicants, we feel this is a more beneficial and more cost effective approach. We will commission work based on actual and demonstrable need and may invite initial submissions of expressions of interest, to be used to develop firmer proposals.

Single identity work will be eligible but, since peace and reconciliation is a central theme of this Programme, we will expect to see clear development and progress towards meaningful cross-community engagement and/or inter-community funded projects. (This is already a standard condition in our existing Good Relations grants scheme).

Small Grants

Although Belfast City Council strongly supports the concept of a small grants scheme being an integral part of our Peace III programme, we are aware that a balance must be struck between making such grants available and the onerous EU financial monitoring required in their administration. Experience suggests that a disproportionate amount of effort may be required to manage such a programme.

However, we do not regard the awarding of small grants as being incompatible with a strategic approach; rather they go hand in hand and can be very beneficial if co-ordinated through an over-arching framework. A small grants scheme will maximise the spread and effect of the programme, ensuring that a range of voluntary and community groups and bodies may become involved with local good relations activities, identifying local issues and key needs and filling any gaps, often with innovative proposals. The underlying principles of the programme are more likely to become embedded at broader societal level as more people participate.

We have a well-established Good Relations grant-aid fund and considerable experience in assessing and allocating grant-aid. We have recently revised our criteria to be based on principles of good community engagement devised for us by Gráinne Kelly¹⁵ (of Hamber and Kelly).

¹⁵*Community Engagement, Good Relations and Good Practice - Guidelines on good practice in relation to community engagement to promote good relations in Northern Ireland*, by Gráinne Kelly, commissioned on behalf of Belfast City Council's Good Relations Steering Panel, adopted by Council November 2006

We intend to expand our current scheme by £500,000 per year to encompass an additional Peace III small grants scheme (each up to £25,000) to be administered by enhancing our current arrangements.

We reserve the right to commission work with a specific cross-border theme, or to give priority to applications with a cross border element, to ensure that we meet our overall target of 30% of the overall programme being cross-border, as set by SEUPB.

As impact on poverty, equality and sustainable development are among the cross cutting themes of the Programme, we reserve the right to give priority to projects that demonstrate positive and effective outcomes in these areas, in particular those that will leave an appropriate legacy. In accordance with current Council policy, resources will be targeted at New TSN areas¹⁶ and towards marginalised or disadvantaged groups.

We will seek to ensure an equitable geographic spread of funding allocation across the city, relative to need. Where disadvantaged communities appear to lack capacity to apply for funding on a competitive basis, we may assist through direct facilitation or targeting in appropriate circumstances.

¹⁶ Now known as OFMDFM's Life Opportunities – Government's anti poverty and social inclusion strategy for NI

8. Peace and Reconciliation Action Plan

We agree that peace-building is a long-term challenge and intend to build on our existing work and structures to maintain our efforts in this regard. As Senator George Mitchell said, in response to the news that devolved government was to return to Northern Ireland on 8 May 2007 “While one can agree on political and security measures, it takes a very long time, generations perhaps, to change people’s hearts and minds”.

Our Good Relations Plan for Belfast was developed in late 2006 in collaboration with the major statutory agencies in the city. It incorporates the good relations actions planned by the Council along with those of the major statutory agencies in Belfast – housing, health, education and the police – to enable the embedding of shared future principles into all our operations.

The *Shared Future* document will in future require Councils to prepare Good Relations plans. The Good Relations Plan for Belfast was developed in response to this and was based on an earlier audit of good relations activities in the city.¹⁷ It includes a brief account of the problems that it is designed to address:

- the fact that the city suffered disproportionately from the years of violence in NI
- increasing residential segregation
- a large number of interfaces or flashpoint boundaries
- negative, insular and defensive community attitudes
- a growth in ethnic or racially motivated incidents and
- the significant economic, as well as human and social costs – the “diseconomies of division”.

8a. Indicative actions

Under the 4 headings of the Peace Plan, we give examples of the type of activity envisaged, which could form the basis for discussion or development, in consultation with other stakeholders. The examples are intended to be illustrative but not definitive or prescriptive. We welcome creative, innovative and practical suggestions for inclusion in the Plan, including proposals for research or training in related areas:

❖ Securing Shared City Space

Although social divisions are prevalent throughout Northern Ireland, they are most evident within Belfast, with high levels of residential segregation resulting in people living “parallel lives”. Many of Belfast’s citizens feel they have access only to limited areas of the city so a key element of a successful plan would be to open access to all parts of the city, both from a physical viewpoint and from the stance of full participation in civic life.

This Peace Plan therefore welcomes, for example, actions which are designed to:

¹⁷ Undertaken by Dr Mike Morrissey in 2005

- take steps to secure the city centre as an integrated space
- support areas that are currently mixed to support community cohesion
- ensuring that public spaces and primary routes are accessible to all
- developing community engagement or civic participatory democracy models

❖ **Transforming Contested Space**

Social divisions are often expressed in physical form – e.g. murals, flags, bonfires. The key sites for inter-community conflict within Belfast are the interface areas where several programmes are already operating. Nevertheless, the Council has a major role in bringing together other agencies and projects and developing an integrated regeneration programme for the interfaces.

The Peace Plan therefore welcomes, for example, actions designed to:

- provide inter-community facility capital enhancement programmes in interface areas
- focus on providing long-term engagement with young people at particular flashpoint areas
- encourage and promote social and economic regeneration with an explicit inter-community relationship-building focus
- promote and facilitate dialogue, mediation and inter-community engagement, particularly around issues of division, e.g. parades, flags, derelict sites etc.
- promote community visioning at a local and European level

The various components of this programme would be carried out by existing specialist agencies. The Council's primary role will be to offer a mechanism for convening and coordinating effort and to ensure that its own specialist functions 'fit' within a wider vision.

❖ **Developing Shared Cultural Space**

The Council has 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 in the city; that will remain an important commitment. We have made genuine efforts to "open up" the City Hall for use by all communities within Belfast and we will continue to affirm respect for different cultures as the city's population becomes more diverse.

The Peace Plan welcomes, for example, actions designed to:

- support engagement work that openly challenges perceptions, develops understanding, encourages meaningful dialogue and sustainable relationships within and between communities.
- promotes commitment to long term collaborative working, developing sustainable structures to embed good relations and ensuring continuous improvement and good practice in good relations work

- provide opportunities for local groups to explore diversity in full collaboration with others, promoting diversity as an opportunity rather than a threat, via various media – e.g. art, culture, music, history, heritage, sport etc.
- provide support for minority ethnic and migrant workers groups

❖ **Building Shared Organisational Space**

The emphasis will be on creating a new collaborative governance within the city and its organisations. This will be complemented by good relations training, designed to build the capacity of organisations to be able to deliver services in a shared future and to a more diverse group of customers.

The Peace Plan therefore welcomes, for example, innovative models of learning, including e-learning and actions designed to:

- raise awareness of good relations issues through training of employees, elected Members or community representatives
- build the capacity of public sector organisations and local voluntary and community organisations in relation to the appreciation of diversity, the promotion of tolerance, mediation and conflict resolution
- provide specialist training to enable particular groups within public sector organisations and local voluntary and community organisations to engage and contribute to the development of a shared society, including civic leadership and the delivery of public services to an increasingly diverse society
- encourage shared experiences in employment patterns e.g. apprenticeships/ employability programmes

8b. Strategic priorities

The table with the draft objectives is attached as Appendix F.

8c. Performance indicators, targets and dates for achievement

Performance Indicators

We agree that there is significant merit, under Priority 1.1 of Peace III, in seeking alignment with the baseline indicators developed to capture progress on sectarianism and racism. SEUPB identify the following 2 high level baseline indicators as most fitting for the purposes of this programme:

- Society is free from racism, sectarianism and prejudice.
- Positive and harmonious relationships exist between communities at interface areas.

We will disaggregate these indicators at a Belfast area level, where possible utilise available data from NISRA and other such agencies.

Spend Targets

We envisage that the programme of work and funding will build after the first year and the expenditure will be in the region of:

| | Total £m |
|---------|----------|
| 2007/8 | 0.05 |
| 2008/9 | 2 |
| 2009/10 | 9.95 |
| | £12.0 |

Dates of achievement

The following are indicative dates and are dependant on the Council being in receipt of an agreed Letter of Offer by 15th February 2008.

| | |
|---|----------|
| Set up of new Good Relations Partnership | March 08 |
| Staff Recruitment process | March 08 |
| Development of procedures/operational manuals | March 08 |

We would anticipate there being a number of opportunities for applications. The detail will be clarified following the consultation process and discussion with new Good Relations Partnership but an indicative time line is:

| | |
|---------------------------------------|----------------|
| Call for expressions of interest | March 08 |
| 1 st call for applications | June 08 |
| Recommendations to Steering Panel | September 08 |
| Decisions approved by Council Meeting | October 08 |
| Letters of Offer issued | mid October 08 |

We may make further calls for applications over the remaining period; this will be determined by the level of funding that remains to be allocated and the strategic priorities at the time.

An annual report will be published in September 2008, 2009 and 2010. These will be used to evaluate progress to date and rethink strategic priorities if required.

8d. Annual projected resources allocation

We have estimated that our total bid will be in the region of £12m or €18m. Taking into account the current position in Belfast, we expect an indicative allocation within the 4 themes outlined as follows:

| Theme | % split | Total £m | Total €m |
|--------------------------------------|---------|----------|----------|
| securing shared city space | 30% | £3.6 | €5.4 |
| transforming contested space | 30% | £3.6 | €5.4 |
| developing shared cultural space | 20% | £2.4 | €3.6 |
| building shared organisational space | 20% | £2.4 | €3.6 |
| | | £12.0 | €18.0 |

We have determined these approximate allocations having taken into account:

- our responsibility to ensure that public spaces of the city can be used by all;
- Belfast's current social divisions and tensions as outlined in the statement of need;
- our civic duty to promote tolerance, respect and inclusion; and
- the need to ensure that public services can be delivered for a new shared future.

8e. Project Selection Criteria

Alongside SEUPB requirements, the criteria for projects will be based on good practice available. This will include existing criteria for the Council's Good Relations Fund, the Peace II programme criteria and CRC's existing frameworks. The Good Relations Fund criteria are included as Appendix H.

All unsuccessful applicants for funding will be given the opportunity to request a meeting to receive formal feedback on their applications. A formal review process will be drawn up in line with the current guidance issued by the SEUPB for the Peace II programme.

9. Managing the Strategy

9a. Monitoring and evaluation procedures

We will develop procedures for both financial and non financial monitoring based on Best Practice and the guidance issued by SEUPB.

9b. Measurement of impact

Expected outputs and outcomes under priority 1.1 *“building positive relationships at the local level”* are shown below; these should have a direct impact on the communities supported through the Programme, with improved levels of trust and tolerance and decreased level of prejudice.

| Output | Result | Impact |
|---|---|--|
| <ul style="list-style-type: none"> • No of programmes developed and implemented • No of events that address sectarianism and racism or deal with conflict resolution • No of participants attending above events • Community balance of participation in events • No of active marginalised and minority groups participating in the programme • No of young people participating in the programme • No of cross-border linkages | <ul style="list-style-type: none"> • Changes in attitudes towards cross-community and cross-border activities • In priority communities the proportion of people who have contacts/recognised friends in the other community increases • No of sectarian incidents reduced • No of racist incidents reduced • No of interface incidents reduced • Reduction in the number and visibility of paramilitary style murals • Reduction in the number of peace walls | <ul style="list-style-type: none"> • Improved levels of trust and tolerance in supported communities, decreased levels of prejudice |

We will use a variety of methods of measurement for each indicator, including official government Census and NISRA data, PSNI and NIHE statistics and other quantifiable information. We will also use the results of attitudinal surveys, e.g. the Council’s own Public Consultation exercise, the NI Life & Times Survey and other general monitoring and evaluation data as appropriate. All data will be input to the SEUPB database to enable trend information to be captured.

9c. Capturing Results and Baseline Indicators

Monitoring and evaluation is a key part of Council procedures, to ensure proper implementation and continuous improvement in the light of emerging evidence.

“Measuring” the impact of peace and reconciliation programmes is extremely difficult and previous programmes have acknowledged this. We agree that there is a clear need to develop a more robust qualitative monitoring and evaluation framework to capture the more intangible outcomes and are keen to be involved in this as it would inform our own future strategies and planning. Under a Peace II-funded extension project, we are developing a set of baseline measures to determine the levels of segregation in the city and subsequent changes.

The Government has recognised that developing policy and interventions to challenge attitudes of sectarianism and intolerance are complex and challenging areas. The OFMDFM's Baseline Report to monitor the implementation of *A Shared Future* and the *Racial Equality Strategy* outlines a number of good relations indicators which can be used to assess the impact of those policies over time. These indicators will monitor change and developments in community and race relations and allow ongoing analysis and enhancement of the policies themselves.

We will use the indicators as prescribed by SEUPB in the Peace Plan guidelines (attached as Appendix I). These already sit within the baseline indicators which are used for the measurement of the broader Good Relations Plan. These are already collected by the other agencies associated with the Good Relations Plan for the city – for example statistics collected by the NI Housing Executive, the PSNI, or by regular surveys such as the NI Life and Times Survey. The Council will also be developing indicators for use in its SNAP (Strategic Neighbourhood Action Programme) and community planning purposes and it is important that the range of indicators developed will facilitate appropriate and targeted allocation of resources.

The promotion of good relations is one of the Council's key priorities in improving the quality of life in Belfast and our commitment to this is central to all our activities. Our performance management framework already contains a number of performance indicators intended to keep the organisation's focus on this vital work and measure its impact on communities. The indicators are based on both quantitative and qualitative information and this performance information will be considered by our Strategic Policy & Resources Committee, in the context of other key organisational indicators, so that the relationship between promoting Good Relations and the way the Council delivers services and allocates resources can be effectively explored. This performance information will continue to be refined as part of an on-going process during the next 3 years of the Corporate Plan and will be aligned to the broader policy context.

9d. Reporting and feedback arrangements

The Council has robust planning and monitoring processes and the outputs from the Peace Plan will be monitored in accordance with the established reporting procedures to Committee. Ongoing review and evaluation will be embedded in this plan, through regular reports to the formal Council's Good Relations Partnership and the Strategic Policy & Resources Committee structure.

The Council will publish an Annual Report within 6 months of the year end. This report will be included within the Council's publication scheme, will be available in a variety of formats and will be downloadable from the website.

The Council will also ensure that all the reporting requirements of the Managing Authority, Accountable Department and the European Commission are met.

The Council will provide information on the Peace Programme, including calls for applications and update through a range of media including:

- Belfast City Council's *City Matters* magazine, delivered to all households in the city
- Internal agency staff magazines, including the Council's Intercomm
- Organisational websites, including the Council's website

9e. Future consultation

We will review the Peace Plan and all our activities in mid-2008 to ensure that the aims and objectives of the programme are being met. We may re-prioritise activities if they do not appear to be having a positive impact and may take remedial action if required.

We will review the practicalities and cost implications of the implementation of the small grants element and may consider the possibility of out-sourcing the management of the small grants scheme to an appropriate external agency.

We reserve the right to commission an independent review and evaluation of the effectiveness of the Plan, to ensure value for money and compliance with the aims of the programme.

10. Management Implementation Costs

Peace building and reconciliation work is by its very nature unpredictable and risky. The Council will have to manage carefully the risks inherent in this work to ensure that its own procedures and systems are robust and to meet the demanding EU financial requirements.

Although we acknowledge the importance of the EU contribution towards peace and reconciliation projects in the city, it is the Council's clear view that the management responsibility of the programme is significant and that this additional administrative burden should not be borne by the ratepayers of Belfast, but by the EU, through the SEUPB allocation, at 100%.

We anticipate having to ensure that additional staff are in place to assist voluntary and community groups from the early stages of project development, during the appraisal and assessment process, making of recommendations to the selection panel (Good Relations Partnership), monitoring and verification of expenditure, reporting of progress against agreed targets and indicators and through to project closure. We have already received requests from voluntary groups for improved support and information flow during the project development stage, particularly in view of the enhanced focus of the programme on peace and reconciliation.

We envisage recruiting/appointing additional staff in two distinct areas of the Council:

- within the Good Relations Unit, to assist groups in developing appropriate projects; to organise calls for applications; appraise projects; assess applications and make recommendations for funding to the Good Relations Partnership.
- within the Financial Services Section, to deal with all claims, to ensure that all projects are properly monitored and that expenditure is compliant not only with standard Council and local government audit procedures but also with the more stringent EU financial requirements, to ensure probity and public accountability.

We have estimated that the following staff will be required:

| Good Relations Unit | No. | Financial Services | No. |
|-----------------------|-----|---------------------------|-----|
| Programme Manager | 1 | Financial Project Manager | 1 |
| Project Devt Officer | 2 | Compliance Officer | 4 |
| Communications Asst | 1 | Business Support Asst | 2 |
| Business Support Asst | 2 | | |
| Totals | 6 | | 7 |

The initial view of the Council's Business Improvement Service is that this staffing structure is reasonable and that the indicative grades are commensurate with existing Council structures and grades. Detailed job descriptions and competencies

required will be drawn up in due course, in line with standard Council terms and conditions.

We reserve the right to review staffing arrangements after the first tranche of funding i.e. in 2010.

We are aware that the “technical assistance” element available to LSPs under Peace I and Peace II, initially around 15%, was reduced to 9% in the Peace II extension period and that this was widely regarded as insufficient.

The final SEUPB guidance on priority 1.1 states that “management costs associated with the implementation of a project are eligible. However, they will be subject to close scrutiny as part of the assessment process.” We consider our anticipated administration costs to be reasonable and are happy for our overall costs to be examined. As stated above, the Council expects the SEUPB to include an adequate allocation for management and administration within our overall funding award to allow this additional programme of work to be administered effectively, at no extra cost to the citizens of Belfast.

We understand that SEUPB expect Councils to absorb a proportion of the costs associated with running the Peace III programme. The Council will make a contribution in kind by absorbing the cost of any necessary furniture and equipment, since it will be more beneficial that these are retained as assets at the end of the short term programme.

Projected salary costs for management element of Peace III programme, April 08 – March 2010, including National Insurance and Superannuation costs and anticipated pay awards:

| Good Relations | No | Proposed grade | Salary 2008/9 | Salary 2009/10 | Total for 2 years £ |
|--|-----------|----------------|---------------|----------------|------------------------|
| Programme Manager | 1 | PO 7 | 53,056 | 56,690 | 109,746 |
| Project Devt Officer ¹⁸ | 2 | PO 4 | 42,771 | 45,946 | 88,717 x 2 = 177,434 |
| Communications Asst ¹⁹ | 1 | SO 2 | 33,490 | 36,084 | 69,574 |
| Business Support Asst | 2 | Scale 6 | 27,510 | 29,747 | 57,257 x 2 = 114,514 |
| Financial Services | | | | | |
| Financial Project Manager | 1 | PO 4 | 42,771 | 45,946 | 88,717 |
| Compliance Officer | 4 | Scale 6 | 27,510 | 29,747 | 57,257 x 4 = 229,028 |
| Business Support Asst | 2 | Scale 2/3 | 18,240 | 19,487 | 37,727 x 2 = 75,454 |
| Total salaries | 13 | | | | 864,467 |
| Contingency for staff cover costs @ 5% approx. | | | | | 43,220 |
| | | | | | 907,687 |

¹⁸ These officers, equivalent to the current Good Relations Officer grade, will also administer the small grants element of the programme (£500,000 per year)

¹⁹ This officer will deliver a communications plan for the entire programme, ensuring all information is shared and continuously up-dated, in both paper and web formats.

Additional running costs:

| | |
|---|----------------|
| Public consultation exercise (detailed in Appendix N) | 20,000 |
| Recruitment costs; advertising; assessment centre costs for 4 senior posts | 24,000 |
| Advertising, promotion and marketing | 15,000 |
| Printing and publications | 15,000 |
| Accommodation/ rental costs @ £720 per person per year x 2 years | 18,720 |
| Equipment support costs (e.g. ISB) @ £1040 per person per year x 2 years | 27,040 |
| Staff training, insurance, travel, telephone, car parking, stationery @ £900 per year x 2 years | 23,400 |
| Evaluation of programme | 15,000 |
| Total | 158,160 |

[= total of £1,065,847, or under 9% of £12m]

Glossary

| | |
|--------|---|
| CBI | Confederation of British Industry |
| EU | European Union |
| ICTU | Irish Congress of Trade Unions |
| LGD | Local Government District |
| LSP(s) | Local Strategy Partnership(s) |
| NI | Northern Ireland |
| NIHE | Northern Ireland Housing Executive |
| NISRA | Northern Ireland Statistics Research Agency |
| OFMDFM | Office of the First Minister and Deputy First Minister |
| PSNI | Police Service of Northern Ireland |
| RPA | Review of Public Administration |
| SEUPB | Special European Union Programmes Body |
| SMART | Specific, Measurable, Agreed, Realistic, Time-dependent |
| SNAP | Strategic Neighbourhood Action Programme |
| TSN | Targeting Social Need |
| UK | United Kingdom |

Confirmation of Lead Partner

To be completed after the consultation process.

Partnership Contract

To be completed after the consultation process.

Membership List

To be completed after the consultation process.

Detailed Area Profile

Demography

On Census Day 29th April 2001 the resident population of Belfast Local Government District (LGD) was 277391. Of this population:

- 21.7% were under 16 years old and 19.7% were aged 60 and above;
- 46.8% of the population were male and 53.2% were female; and
- 47.2% were from a Catholic Community Background and 48.6% were from a 'Protestant and Other Christian (including Christian related)' Community Background.

The average age of population in Belfast LGD was 36.6 years compared to 35.8 years for NI.

The population density in Belfast LGD was 24.15 persons per hectare, compared to 1.19 for NI.

In Belfast LGD 41.3% of persons aged 16 and over were single (never married) and for NI it was 33.1%.

In Belfast LGD there were 3423 births registered in 2004. In total 53.5% of births were to unmarried mothers.

The Total Period Fertility Rate (TPFR) is the average number of children that would be born to a cohort of women who experienced, throughout their childbearing years, the fertility rates of the calendar year(s) in question. In western countries a TPFR of about 2.1 is required to maintain long-term population levels, assuming no migration. The Total Period Fertility Rate (2000-2004) for Belfast LGD is 1.51.

In Belfast LGD there were 2794 deaths registered in 2004.

The standardised mortality ratio is a method of comparing mortality in different populations, while allowing for differences in the age structure of these populations. A value of 100 equals the average mortality for Northern Ireland, any value greater than 100 indicates above average mortality. In Belfast LGD the Standard Mortality Ratio (2000-2004) for all ages was 107, for age 75 years and under it was 120.

The estimated population of Belfast LGD at 30 June 2005 was 267999, a decrease of -979 (-0.4%) on the 2004 population of 268978.

In 2017 the population of Belfast LGD is projected to be 257941 persons.

There were 1238 marriages registered in 2003 in Belfast LGD, 39.2% of which were at a Registrar's Office.

| Comparisons | DISTRICT | N.IRELAND |
|---|----------|-----------|
| | Belfast | N.I |
| Resident population | 277391 | 1685267 |
| % persons under 16 years old | 21.7 | 23.6 |
| % persons aged 60 and over | 19.7 | 17.6 |
| % male | 46.8 | 48.7 |
| % female | 53.2 | 51.3 |
| % Catholic Community Background | 47.2 | 43.8 |
| % Protestant and Other Christian (including Christian related) Community Background | 48.6 | 53.1 |
| Average age of population | 36.6 | 35.8 |
| Population density (persons per hectare) | 24.15 | 1.19 |
| % persons 16 and over single (never married) | 41.3 | 33.1 |
| Births (2004) | 3423 | 22318 |
| % of births to unmarried mothers (2004) | 53.5 | 34.5 |
| Total Period Fertility Rate (2000-2004) | 1.51 | 1.80 |
| Deaths (2004) | 2794 | 14354 |
| Standard Mortality Ratio for all ages (2000-2004) | 107 | 100 |
| Standard Mortality Ratio for age 75 years and under (2000-2004) | 120 | 100 |
| Estimated Population (2005) | 267999 | 1724408 |
| % change Estimated Population (2004-2005) | -0.4 | 0.8 |
| Projected Population 2017 (2002 based) | 257941 | 1788389 |
| % of marriages at a Registrar's Office (2003) | 39.2 | 27.5 |

Datasets used:

Census 2001: KS01 Usually Resident Population, KS02 Age Structure, KS04 Marital Status, KS07b Community Background (NISRA Census Office).

Births 2004, Deaths 2004, Marriages 2003, Mid Year Estimates 2005, Population Projections 2002 based.

Crime and Justice

There were a total of 33416 offences recorded in Belfast LGD in 2005/06 financial year. These can be broken down by type of crime, the categories are shown below:

- Offences against the person - 23.6%
- Sexual Offences - 1.1%
- Burglary - 9.0%
- Robbery - 2.8%
- Theft - 26.9%
- Fraud and forgery - 4.5%
- Criminal damage - 27.4%
- Offences against the state - 1.3%

- Other offences - 3.4%

Statistics on bankruptcy and actions for mortgage possession are produced by the High Court in the Northern Ireland Courts Service.

There are two types of bankruptcy petition, i.e. debtors petition presented by the debtor themselves or a creditors petition presented by the creditor to whom the money is owed. In Belfast LGD, there were 247 bankruptcy cases disposed in 2005. These cases resulted in 63 bankruptcy orders sought by the creditor and 79 bankruptcy orders sought by the debtor.

In Belfast LGD, there were 269 mortgage cases disposed in 2005. These cases resulted in 132 final possession and sale and possession orders i.e. the court ordered that the property be taken into possession and in some cases sold. As the parties involved can often negotiate a compromise, not all such actions lead to eviction.

| Comparisons | DISTRICT | N.IRELAND |
|--|----------|-----------|
| | Belfast | N.I |
| Total offences recorded (2005-06) | 33416 | 123194 |
| % offences against the person (2005-06) | 23.6 | 25.1 |
| % sexual offences (2005-06) | 1.1 | 1.4 |
| % burglary (2005-06) | 9.0 | 10.4 |
| % robbery (2005-06) | 2.8 | 1.4 |
| % theft (2005-06) | 26.9 | 23.9 |
| % fraud and forgery (2005-06) | 4.5 | 4.1 |
| % criminal damage (2005-06) | 27.4 | 28.2 |
| % offences against the state (2005-06) | 1.3 | 1.1 |
| % other offences (2005-06) | 3.4 | 4.3 |
| Bankruptcy cases disposed (2005) | 247 | 1614 |
| Bankruptcy orders sought by creditor (2005) | 63 | 414 |
| Bankruptcy orders sought by debtor (2005) | 79 | 385 |
| Mortgage cases disposed (2005) | 269 | 1549 |
| Final possession and sale and possession orders (2005) | 132 | 837 |

Datasets used:

Recorded Crime 2005/06 (PSNI), Bankruptcy Cases Disposed 2005 and Mortgage Cases Disposed 2005 (NI Court Service).

Deprivation - NIMDM 2005

The Northern Ireland Multiple Deprivation Measure 2005 (NIMDM 2005) was published in May 2005. The report identifies small area concentrations of multiple deprivation across Northern Ireland. The results for Belfast LGD are shown below.

Belfast LGD has an Extent of 48%, this means that 48% of the Belfast population live in the most deprived Super Output Areas in Northern Ireland.

The Income Scale shows that there are 82986 people in Belfast LGD experiencing Income Deprivation, while the Employment scale shows that a total of 30119 people in Belfast LGD experience employment deprivation.

On the Average SOA Rank measure Belfast LGD has a rank of 4 out of 26 LGDs. On the Income Scale measure Belfast LGD has a rank of 1 out of 26 LGDs.

Within Belfast LGD the most deprived Super Output Area is Whiterock 2 (ranked 1 in NI) and the least deprived Super Output Area is Stranmillis 1 (ranked 872 in NI).

| LGD Scores and Ranks (NIMDM 2005) | LGD Score | LGD Rank |
|-----------------------------------|-----------|----------|
| Local Concentration | 882.37 | 1 |
| Extent | 48% | 2 |
| Income Scale | 82986 | 1 |
| Employment Scale | 30119 | 1 |
| Average of SOA ranks | 587.80 | 4 |
| Average of SOA scores | 34.59 | 2 |

[Ranks range from 1 (most deprived LGD) to 26 (least deprived LGD)]

Datasets used:
Northern Ireland Multiple Deprivation Measure 2005 (NISRA).

Education, Employment and Economic Activity

On Census Day, in Belfast LGD looking at the population aged 16-74:

- 19.2% had degree level or higher qualifications;
- 56.9% were economically active, 43.1% were economically inactive; and
- 5.4% were unemployed, of these 42.6% were long-term unemployed.

On Census Day, of the 99644 people aged 16-74 in employment who lived in Belfast LGD 77341 worked in Belfast LGD (77.6%).

The top three LGDs where the working age population of Belfast LGD worked were:

1. Belfast (77.6%);
2. Castlereagh (5.6%); and
3. Newtownabbey (4.8%).

Of those who left school in 2004-05, 55.6% gained 5 or more GCSEs at grade C and above, 32.3% went on into higher education and 20.1% went on into further

education. Finally in 2006 30.1% of the post primary school population were entitled to free school meals.

In 2004:

- 16.9% of persons aged 18-59 were claiming Income Support¹;
- 12.8% of persons aged 16-59/64 were claiming Incapacity Benefit¹; and
- 15.2% of persons aged 16+ were claiming Housing Benefit¹.

The Census of Employment is a statutory survey that is conducted every two years in Northern Ireland. It provides information on the nature and characteristics of non-agricultural businesses. In 2005 there were 192447 employee jobs in Belfast LGD.

The Annual Survey of Hours and Earnings (ASHE) provides a wide range of information on hourly, weekly and annual earnings of employees in Northern Ireland. The median gross weekly earnings for all employees in Belfast LGD at April 2006 was £373.6 compared with a figure of £ 324.7 for NI and £ 364.1 in the UK. Figures use the home postcode of employee. The median measures the amount earned by the average individual i.e. the level of earnings above which half the population fall.

The Inter Departmental Business Register (IDBR) showed there were 6035 VAT registered Businesses in Belfast LGD in 2004.

There were 29 farms registered to addresses in Belfast LGD in 2006 and the total agricultural labour force was 60 persons.

The size categories of the 29 farms were as follows:

- Very small - 19;
- Small - 5;
- Medium - 2; and
- Large/very large - 3.

| Comparisons | DISTRICT | N.IRELAND |
|--|----------|-----------|
| | Belfast | N.I |
| % degree level or higher qualifications | 19.2 | 15.8 |
| % economically active | 56.9 | 62.3 |
| % economically inactive | 43.1 | 37.7 |
| % unemployed | 5.4 | 4.1 |
| % of unemployed, who were long term unemployed | 42.6 | 40.4 |
| % school leavers gained 5 or more GCSEs at grade C and above (2004-05) | 55.6 | 63.1 |
| % school leavers continued on into higher education (2004-05) | 32.3 | 38.2 |

| | | |
|--|--------|---------|
| % school leavers continued on into further education (2004-05) | 20.1 | 27.6 |
| % of the post primary school population entitled to free school meals (2006) | 30.1 | 18.9 |
| % of persons 18-59 claimed Income Support (2004) ¹ | 16.9 | 10.8 |
| % of persons 16-59/64 claimed Incapacity Benefit (2004) ¹ | 12.8 | 10.7 |
| % of persons 16+ claimed Housing Benefit (2004) ¹ | 15.2 | 9.7 |
| Employee jobs (2005) | 192447 | 683054 |
| Median gross weekly earnings all employees (2006) | £373.6 | £ 324.7 |
| Number of VAT registered businesses (2004) | 6035 | 53830 |
| Number of farms (2006) | 29 | 26739 |
| Total agricultural labour force (2006) | 60 | 49952 |

Datasets used:

Census 2001: KS13 Qualifications and Students, KS09a Economic Activity, Place of residence by area of workplace (NISRA Census Office).

Income Support 2004, Incapacity Benefit 2004, Housing Benefit 2004 (DSD), Census of Employment 2005, Annual Survey of Hours and Earnings 2006 and Inter Departmental Business Register 2004 (DETI), Farm Census 2006 (DARD), School Leavers Survey 2004/05 and School Census 2005/06 (DE).

¹Census 2001 population data used to create rate.

Health and Care

On Census Day 29th April 2001, in Belfast LGD:

- 24.2% of people had a limiting long-term illness, health problem or disability;
- 11.8% of the population noted that they provided unpaid care to family, friends, neighbours or others; and
- 65.8% of people stated that their general health was good.

In 2005-06, residents of Belfast LGD had 97246 hospital episodes.

In 2005 58.1% of children aged 3-5 were registered with a dentist.

| Comparisons | DISTRICT | N.IRELAND |
|--|----------|-----------|
| | Belfast | N.I |
| % people with limiting long-term illness | 24.2 | 20.4 |
| % population provided unpaid care to family, friends, neighbours or others | 11.8 | 11.0 |
| % people stated their health was good | 65.8 | 70.0 |
| Hospital episodes (2005-06) | 97246 | 582533 |
| % of children aged 3-5 registered with a dentist (2005) | 58.1 | 62.4 |

Datasets used:

Census 2001: KS08 Health and Provision of Unpaid Care (NISRA Census Office). Hospital Episodes 2005/06 and Dental Registrations 2005 (DHSSPS).

Housing and Transport

On Census Day 29th April 2001 there were 113934 households in Belfast LGD. Of these households:

- 56.1% were owner occupied and 43.9% were rented;
- 24.0% were owned outright;
- 15.8% were lone pensioner households;
- 11.0% were lone parent households with dependent children; and
- 44.9% had one or more persons with a limiting long-term illness.

On Census Day 29th April 2001 the average household size was 2.38 for Belfast LGD, compared to 2.65 for NI.

There are projected to be 120600 households in Belfast LGD in the year 2015, with an average household size of 2.11 persons.

In 2003 there were 123384 domestic properties in Belfast LGD:

- Terraced - 49.0%
- Apartments - 17.0%
- Semi-Detached - 24.9%
- Detached - 9.1%

The average rates bill for Belfast LGD in 2004/05 was £ 503, compared to £ 569 for NI. For Belfast LGD this represents an increase of 5.4% from 2003/04, compared to an increase of 8.4% for NI.

The average new house price in Belfast LGD in 2004/05 was £ 125281 - this compares to an average of £ 117756 for NI the same year.

In 2005 there were 1930 new dwelling starts in Belfast LGD.

In 2005/06 there were 2504 planning applications received and 2296 planning decisions of which 92.8% were granted.

The 2001 House Condition Survey showed that 21.0% of all non decent homes were in Belfast LGD.

There were 5063 noise complaints made in Belfast LGD in 2004/05, the highest category being 'Domestic' at 84.1% of all noise complaints.

On Census Day in Belfast LGD 56.2% of households had access to a car or van, 57.0% of persons aged 16-74 in employment usually travelled to work by car or van. This compares to 70.6% in NI.

In 2005, 91329 cars were licensed to addresses in Belfast LGD, 12.3% of which were cars registered to a disabled driver or for transporting disabled people.

| Comparisons | DISTRICT | N.IRELAND |
|--|----------|-----------|
| | Belfast | N.I |
| Number of households | 113934 | 626718 |
| % owner occupied | 56.1 | 69.6 |
| % rented | 43.9 | 30.4 |
| % owned outright | 24.0 | 29.4 |
| % lone pensioner households | 15.8 | 12.8 |
| % lone parent households with dependent children | 11.0 | 8.1 |
| % one or more persons with a limiting long-term illness | 44.9 | 41.3 |
| Average household size | 2.38 | 2.65 |
| % of households had access to car or van | 56.2 | 73.7 |
| % of persons aged 16-74 in employment usually travelled to work by car or van | 57.0 | 70.6 |
| Number of domestic properties (2003) | 123384 | 685676 |
| % terraced (2003) | 49.0 | 31.0 |
| % apartments (2003) | 17.0 | 9.4 |
| % semi-detached (2003) | 24.9 | 24.0 |
| % detached (2003) | 9.1 | 35.6 |
| Average rates bill (2004/05) | £ 503 | £ 569 |
| Average new house price (2004/05) | £ 125281 | £ 117756 |
| Cars were licensed (2005) | 91329 | 763663 |
| % of cars registered to a disabled driver or for transporting disabled people (2005) | 12.3 | 8.6 |

Datasets used:

Census 2001: KS15 Travel to Work, KS17 Cars or Vans, KS18 Tenure, KS19 Rooms, Amenities, Central Heating and Lowest Floor Level, KS20 Household Composition, KS21 Households with Limiting Long-term illness, KS22 Lone Parent Households with Dependent Children (NISRA Census Office). Household Projections 2002 based and Household Average Size Projections 2002 based (NISRA Demography Branch), Domestic Properties 2003 (VLA), National House Building Council Average Rates Bill 2004/05, NHBC Registered New House Prices 2004/05 (DSD), New Dwelling Starts 2005 (DRD), Planning Applications 2005/06 (DOE Planning Service via DSD), House Conditions Survey 2001 (NIHE), Noise Complaints 2004/05 (LGD), Cars Registered 2005 (DVLNI).

Peace & Reconciliation Action Plan Pro-Forma

| Strategic Priorities | Resources Allocated | Peace III, 1.1 Resource Allocation | Indicative Actions | Local Implementation Structures | Performance Measurement | | |
|--|--|---|---|--|--|--|---|
| | | | | | Performance Indicators | Outputs/ Results | Outcomes/ Impacts |
| Strategic Priorities or themes drawn from the PEACE ACTION PLAN | <i>Financial resources should be stated in Euros (€)</i> | <i>Specify the Peace III element of resources separately (€) Rate of assistance 100%)</i> | <i>It is likely that there will be a number of indicative actions relating to each priority. For each indicative action show aims and quantifiable objectives.</i> | <i>Specify the local implementation structures (e.g. an organisation) with responsibility for delivery of the indicative actions</i> | <i>What you will measure e.g. no. people from a target group completing training</i> | <i>A measurable target e.g. 8 people out of 10 will complete the training</i> | <i>Benefits to the area e.g. in general, increased employability of participants or specifically, 6 people gaining f/t employment</i> |
| Securing shared city space | 5.4 | 5.4 (100%) | <p>Indicative action: An integrated programme of actions to secure shared city space, support community cohesion and promote civic engagement.</p> <p>Aim: To build and support public places of the city and its institutions which belong to, are accessible to and trusted by all of those who live and work in the city.</p> <p>Objectives: 1. The City Council to work with key partners in the city centre to manage public space with</p> | <p>The City Council will lead the programme and, in consultation with partners, determine a priority framework for interventions under this programme.</p> <p>Local community groups may form consortia for applications under the grant-aid strand.</p> | <i>These will be developed in order to align with the overall Peace Plan performance indicators.</i> | <i>These will be determined in line with grant-aid awarded and programmes supported.</i> | <i>These will be determined during the consultation process.</i> |

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|-------------------------------------|-----|------------|---|--|--|--|--|
| | | | <p>integrated mechanisms to protect its shared nature .</p> <p>2. To further develop the work on primary routes which can also promote community engagement and bridging capital.</p> <p>3. To develop a community cohesion grant-aid scheme which supports those communities which are seeking to secure/promote their mixed nature.</p> <p>4. To build a civic engagement and education programme which connects the citizens of a contested city to their institutions and builds trust.</p> | | | | |
| Transforming contested space | 5.4 | 5.4 (100%) | <p>Indicative action: An integrated programme of actions to transform contested spaces in the city, particularly those communities located at an interface.</p> <p>Aim: To commit to and promote change through dialogue and exclusively non-violent means, and to support the regeneration of those</p> | <p>The City Council will, in consultation with partners, determine a priority framework and funding criteria for this programme.</p> <p>Local community groups may form consortia for applications under the grant-aid strand.</p> | <i>These will be developed in order to align with the overall Peace Plan performance indicators.</i> | <i>These will be determined in line with grant-aid awarded and programmes supported.</i> | <i>These will be determined during the consultation process.</i> |

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|--|--|---|--|--|--|--|
| | | <p>communities most directly affected by the conflict.</p> <p>Objectives:</p> <ol style="list-style-type: none"> 1. To support through grant-aid and partnership working inter-community physical refurbishment programmes in interface areas. 2. To support through grant-aid long-term engagement with young people in interface areas. 3. To support through grant-aid social and economic regeneration projects with an explicit inter-community relationship-building focus. 4. To support through small grants mediation and inter-community engagement, particularly around issues of division, e.g. parades, flags and community visioning processes at a local and European level. 5. To further develop good practice in conflict transformation and support information sharing through networks, study visits and | <p>Inter-community consortia will be particularly welcome. Council Departments will be eligible to apply and will be required to meet the same criteria as external groups.</p> <p>It is possible to incorporate cross-border elements in this strand of work alongside cross-city linkages.</p> | | | |
|--|--|---|--|--|--|--|

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|---|-----|------------|---|---|--|--|--|
| | | | research. | | | | |
| Developing shared cultural space | 3.6 | 3.6 (100%) | <p>Indicative action: To establish a forum for migrant workers as well as a grant-aid scheme which supports inter-cultural understanding.</p> <p>Aim: To promote Belfast as a city with persons from different backgrounds and traditions, each of which has a place. There is thus a collective responsibility to ensure there is a place in the city for identities other than our own.</p> <p>Objectives:</p> <ol style="list-style-type: none"> 1. To develop a forum and support strategy for migrant workers in the city, with key partner agencies across sectors, which will identify strategies to promote community cohesion. 2. To develop a cultural traditions grant-aid scheme which supports quality contact and understanding between different identities for the purposes of building respect and sustainable relationships. | <p>The Council will lead the establishment of a forum and support strategy for migrant workers. (Costings attached).</p> <p>Local community groups may form consortia for applications under the grant-aid strand.</p> <p>Council Departments will be eligible to apply and will be required to meet the same criteria as external groups.</p> <p>It is possible to incorporate cross-border elements in this strand of work alongside cross-city linkages.</p> | <i>These will be developed in order to align with the overall Peace Plan performance indicators.</i> | <i>These will be determined in line with grant-aid awarded and programmes supported.</i> | <i>These will be determined during the consultation process.</i> |

| | | | | | | | |
|--|------------|-------------------|---|---|---|---|---|
| <p>Building shared organisational space</p> | <p>3.6</p> | <p>3.6 (100%)</p> | <p>Indicative action: To promote an integrated programme of actions that builds institutional capacity across sectors which can support change in a city emerging from conflict.</p> <p>Aim: To build institutional capacity so that all citizens know that they belong, are treated fairly and can participate together in the civic life of the city.</p> <p>Objectives:</p> <ol style="list-style-type: none"> 1. To deliver a Council-wide learning and development programme in good relations. 2. To build further understanding of the dynamics of segregation and the public policy interventions needed to address these. 3. To advocate and further good practice in conflict transformation and integration processes through study visits and research. | <p>The Council will deliver an organisation-wide training programme in good community and race relations, initially for the Council and with the full involvement of elected reps. (Costings attached).</p> <p>It is likely that targeted calls will be made to training organisations to support institutional change particularly in the public sector. The Council with its key partner agencies will determine the framework to determine the strategic priorities.</p> <p>A portion of the fund will be available to the community and voluntary sector.</p> | <p><i>These will be developed in order to align with the overall Peace Plan performance indicators.</i></p> | <p><i>These will be determined in line with grant-aid awarded and programmes supported.</i></p> | <p><i>These will be determined during the consultation process.</i></p> |
|--|------------|-------------------|---|---|---|---|---|

EQUALITY IMPACT STATEMENT

The Council has a duty to serve all its citizens fairly and is committed to encouraging the full participation of all the communities in the city in the Plan.

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, which was adopted in February 2003. Our Good Relations Strategy was commended as a model of good practice in both the *Shared Future* and *Racial Equality Strategy* documents from the Office of the First Minister and Deputy First Minister.

Consideration of available data and research

This Peace Plan is based on information contained in the Council's own Corporate Plan and Good Relations Plan for Belfast, adopted by the major statutory bodies in the city. It includes actions that we feel will contribute to building positive relationships at the local level in Belfast, challenging attitudes towards sectarianism and racism and supporting conflict transformation and mediation at the local community level.

Consultation carried out to date

The Council's major surveys have consistently indicated sound support for the Council taking a more pro-active role in the promotion of community relations in the City. For example, in the Council's own major Public Consultation Survey of 2001, 46% of those interviewed stated that the worst things about living in Belfast were the Troubles and the level of violence, while 8% named sectarianism and bad community relations. When asked (without prompting) what the Council's main priority should be, 14% stated that it should be community relations (this was the top response).

We will undertake a substantial public consultation exercise on the draft Peace Plan, to ascertain views on our proposals.

Assessments of impact

There is evidence that the negative effects of current divisions in the community impact differentially on a number of groups covered in S 75, particularly on people of different religious belief, political opinion and racial group.

It is our view that the policy proposals contained in this Plan should not have any adverse 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.

Since the Peace Plan aims to promote good relations positively between people of different religious belief, political opinion or racial group, it is likely to have a differential but positive impact in terms of all three dimensions of S 75 (2).

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

We are 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, have not considered it necessary to consider mitigation measures.

Consultation and review

We now seek views on the equality and good relations impacts of the proposals in this Peace Plan. As with all Council policies, the Plan will be regularly monitored and reviewed in due course.

Good Relations Fund Criteria

The aim of the Good Relations Fund

The aim of the Good Relations Fund is to support community engagement in the context of good relations work. This is the process of making connections between individuals and communities. Its purpose is to challenge stereotypes, develop respect and mutual understanding, and build long-term relationships across cultural, religious, ethnic or racial divisions in Northern Ireland. (For more information, please see **Community Engagement, Good Relations and Good Practice** by Gráinne Kelly, commissioned on behalf of our Good Relations Steering Panel in September 2006.)

The objectives of the Good Relations Fund

The objectives of the Good Relations Fund are to facilitate groups through quality contact:

- 'to build awareness, dispel myths and stereotypes and address sectarianism and/or racism;
- to promote and encourage trust and mutual understanding through dialogue, learning about others and developing meaningful relationships;
- to provide space to deal with the past and address issues of mutual interest or concern in relation to the *Shared Future* document and/or the *Race Equality Strategy*; and
- to improve shared civic life by building sustainable networks to transform contested space and identity and implement collaborative actions.'

Assessment criteria

Applications will be scored on the following areas:

Being challenging and progressive – demonstrating a significant level of challenge and new learning, while maintaining the safety and well being of all involved. We will also support projects which challenge people within communities to widen their perspectives.

Respecting and valuing diversity and difference – enabling participants to engage in a process of challenging stereotypes and respecting and valuing differences in the context of good relations.

Inclusion, safety and purpose – having clear and agreed purposes, commitment to deliver between partners and agreed measures to ensure safety and quality in the programme.

Community engagement – involving people who have experienced social exclusion, segregation or conflict.

Sustainability, reflective practice, innovation – showing evidence of continuous engagement, improvement & good practice.

Who can apply?

The Good Relations Fund has been set up to help formal organisations within the Belfast City Council area, such as:

- community development groups;
- cultural organisations;
- minority ethnic groups;
- migrant workers;
- projects for young adults;
- faith based groups; and
- other organisations involved in community relations, reconciliation and cultural differences.

The scheme is aimed mainly at projects involving adults. If you work with children up to the age of five, you should contact your local health and social services first. Similarly, if you work with youth groups who are eligible for funding from other sources, you should apply to them first. You may get funding from organisations such as the Department of Education, the Belfast Education and Library Board and Youth Council for Northern Ireland. Public organisations will only be eligible for grant aid under exceptional circumstances.

What type of activities will this grant support?

The following list shows some examples of projects that are eligible for funding.

- Training events on building skills in mediation, anti-racism or anti-sectarianism
- Political discussions with speakers discussing the issues of conflict or racism (or both)
- A residential course with a group from another community to examine history, shared space or violence between communities
- Conferences on prejudice, discrimination and diversity (people's differences)
- Cultural diversity projects looking at history, symbolism and so on, delivered through drama, music or the arts
- Projects that will build positive race relations
- Publications examining community relations or cultural diversity issues in your community
- Support programmes for groups dealing with the results of the conflict
- Inter-community learning programmes on reducing conflict in 'interface areas' where different communities come into contact
- Good relations leadership programmes between groups of different faiths

Baseline Indicators

Society is free from racism, sectarianism and prejudice.

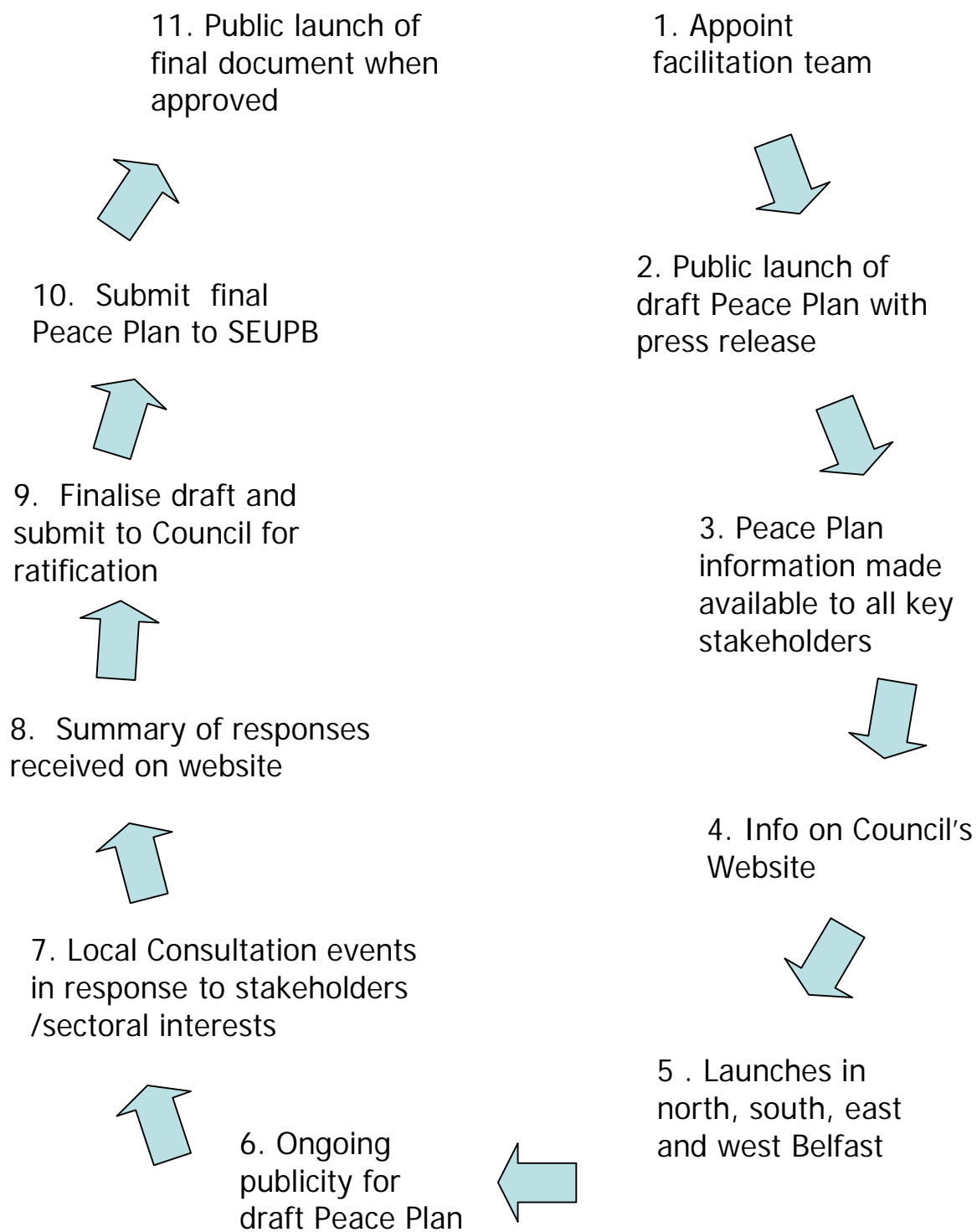
| Impact Indicator |
|--|
| Number of racial incidents and crimes recorded |
| Number of homophobic incidents and crimes recorded |
| Number of sectarian incidents and crimes recorded |
| Number of incidents and crimes recorded motivated by religion |
| Number of incidents and crimes recorded motivated by disability |
| Number of attacks on symbolic premises: churches/chapels; GAA/AOH property; Orange halls; schools |
| Number of clients presenting as homeless due to intimidation (and % awarded homelessness status) |
| % of people who think the area is a place free from displays of sectarian aggression |
| % of people who believe there is more racial prejudice than there was 5 years ago |
| % of people who believe there will be more racial prejudice in 5 years time |
| % of people who believe people from a minority ethnic community are less respected than they once were |
| % of people who are prejudiced against people from a minority ethnic community |

Positive and harmonious relationships exist between communities

| Indicator |
|--|
| Number of deaths per annum due to security situation |
| Number of casualties per annum as a result of paramilitary style shootings |
| Number of casualties per annum as a result of paramilitary style assaults |
| Number of security related incidents |
| Number of criminal damage offences with a hate motivation |
| Intimidation through physical damage to a building or graffiti by type |
| Number of Peace Lines |
| % of young people who worry about being threatened by paramilitaries |
| % of young people who worry about being assaulted due to religion, race or skin colour |

PEACE & RECONCILIATION ACTION PLAN

Proposed Consultation Process



Consultation Process – in chronological order

Appoint facilitation team

Agree terms of reference for facilitators and plan meetings which include:

- Timetable of events
- Roles and responsibilities including workshop (Appendix L)
- Template for writing up responses (Appendix M)
- Follow up meetings to share learning.

One facilitator will be commissioned to assist the Council in its review and update its Peace Plan in light of the consultation findings.

Public launch of draft Peace Plan

The Lord Mayor will launch the draft Peace Plan in early October with a press release.

Follow up press release including political party support statements

The Chairman of the Council's Good Relations Steering Panel will issue a press statement supporting the Peace Plan and encouraging people to respond to the consultation. This press release will include details about the response form (Appendix M) which individuals and groups can complete and return, to ensure that those not participating in the consultation events have the opportunity to have their say.

The Chief Executive will write to the other Chief Executives of the major public and private sector agencies in Belfast, seeking their support and offering the 'consultation roadshow' to assist with public sector consultation, if required.

Peace Plan will be sent to all key stakeholders

Information about the Peace Plan will be sent to all key stakeholders together with a covering letter (Appendix K) inviting them to the launch events and to organise consultation events at local level. The stakeholders will include public, private and voluntary & community organisations; women's groups; black and minority ethnic groups; youth organisations; academics; elected representatives, political parties, trade unions, churches and other faith group organisations and the Council's existing extensive networks.

Publicity for draft Peace Plan

To ensure wider coverage, information on the Peace Plan will be included in the next issue of the Council's publication *City Matters*, to be issued in October/November 2007, which is circulated to every household in Belfast.

Council's website

A copy of the Peace Plan will be made available on the Council's website at www.belfastcity.gov.uk/goodrelations, along with information on the opportunities for consultation events, a draft response form and the closing date for responses. This website already holds other related documents such as the Council's Good Relations Strategy and Good Relations Plan.

Launches in north, south, east and west Belfast

We will have four local launches in north/south/east and west Belfast, in association with the District Partnership Boards. These launches will give an overview of the content of the Peace Plan and encourage initial consultation. They will also outline the forthcoming opportunities for more detailed consultation events.

Local consultation events in response to stakeholders/sectoral interests

These will be held in response to the letter sent to key stakeholders (Appendix K).

Funding for the associated costs of hire of halls and childcare may be available for groups organising these events.

Summary of all the responses received

A summary of all the responses received to the consultation will be posted on the Council's website at www.belfastcity.gov.uk/goodrelations

Final draft to Council for ratification

The Council will sign off the final Peace Plan in late 2007/early 2008 and it will be submitted to the SEUPB for approval.

Public launch of final document

The First and Deputy First Ministers will be requested to publicly endorse the Peace Plan for Belfast.

The Lord Mayor will launch the final Peace Plan in early 2008 with an appropriate press release.

DRAFT letter inviting participation in consultation

Dear Colleague

Peace Plan for Belfast

This Peace & Reconciliation Action Plan outlines Belfast City Council's proposed partnership arrangements and activities under Peace III for the period 2007-2010. As the democratically elected body within the city, the Council is committed to demonstrating civic leadership and working in partnership with a range of public, private, voluntary and community organisations for the well-being of its citizens.

The overall objective of the Peace III programme is "to reinforce progress towards a peaceful and stable society and to promote reconciliation". The Programme is expected to build on the success and experience of the previous Peace programmes with a renewed emphasis on reconciliation, specifically focusing on acknowledging and dealing with the conflict, building positive relations and contributing towards a shared society. You should note that there is a significant reduction in the level of funding available under the Peace III Programme from the previous Programmes.

Within the Programme, the objective of Theme 1.1 - building positive relations at the local level - is "to challenge attitudes towards sectarianism and racism and to support conflict resolution and mediation at the local community level".

This Peace & Reconciliation Action Plan (Peace Plan) is Belfast's response to this challenge and has been prepared in accordance with the guidelines produced by the Special European Union Programmes Body (SEUPB). The Community Relations Council has provided technical support in the development of this Peace Plan and will continue to engage regularly with the Council in its implementation, to maximise the contribution towards the Programme objectives, stated outputs and results. The Peace Plan is based on our current Good Relations Plan for Belfast.

As this Peace Plan is fundamental to the future of Belfast, the Council is keen to ensure that the views of key stakeholders are taken into account at an early stage. We are therefore organising extensive consultation to facilitate debate and assist with the collation of responses to our draft Peace Plan.

Consultation on the draft Peace Plan will take place over the next two months, October/November, with the final responses to be submitted to the Council by the closing date of 30 November 2007. This is shorter than our normal consultation period, but we are aiming to meet the schedule outlined by the SEUPB.

In partnership with the Community Relations Council, we are arranging a series of events with key stakeholders for whom peace and reconciliation is of particular importance and with the public.

We are keen to hear the views of a range of public, private and voluntary & community organisations, particularly those organisations representing older people, young people and women, as defined in the SEUPB guidelines and those representing cross-community and/or interface groups, as they reflect the specific social divisions within Belfast ; black and minority ethnic groups; youth organisations, (particularly the Council's own Youth Forum); academics; elected representatives, political parties, trade unions, churches and other faith group organisations.

The draft Peace Plan and consultation process will be launched in the four geographical areas of Belfast as follows:

- North Belfast, in Belfast Castle on Monday 29 October, 10.00 – 12.00
- South Belfast in Malone House on Wednesday 31 October, 2.00 – 4.00
- East Belfast in the Mount Centre on Friday 2 November, 9.30 – 11.30
- West Belfast in the Farset Centre on Thursday 1 November, 10.00 -12.00

To ensure that the consultation process is as broadly based and comprehensive as possible, we are also inviting key organisations throughout civic society to consider organising similar events, focus groups or workshops within their own sectors, particularly where they could be used to gather the views of networks of members or member organisations, or members of the public.

If your organisation wishes to participate, the Council will consider contributing to the costs of any events and providing facilitators who will present the content of the Peace Plan, lead the debate and assist with the preparation of reports of findings and responses to it.

We are seeking written responses to our draft Peace Plan and will collate any outcomes or findings from the events to feed them into the consultation process to assist us in the development of a strategic and meaningful Plan for Belfast.

I would greatly appreciate your support and assistance in this matter, as I believe your organisation has a significant contribution to make, to ensure that our consultative process is as broadly based as possible.

If you require any further information or clarification, please do not hesitate to contact Marie Craig on 9032 0202 ext 6025 or DDI 9027 0663. A copy of the draft Peace Plan is available for your information on the Council's website at www.belfastcity.gov.uk/goodrelations

Yours faithfully

Hazel Francey
Good Relations Manager

Draft agenda for facilitators in consultation process

1. Welcome and outline of how the session will be conducted – including details of opportunities to make further comment via response form (appendix M for example) in hard copy or by internet and explain that session will be written up and final comment sought before submission as group response.
2. Overview of Peace Plan - introduction by Council staff (or elected Members if available)
3. Attendees break into workshops.
4. Introductions and signing in with contact address to receive draft response.
5. In terms of advancing peace and reconciliation in Belfast participants will be asked:
 - Do you agree with the profile of Belfast outlined in the draft Peace Plan?
 - What are the main issues to be addressed to achieve the vision?
 - Does the draft Peace Plan cover all the main issues?
 - What needs to be changed or added to the Peace Plan?
 - Who should be involved in the delivery of the Peace Plan?
 - Do you agree with the proposed allocation of the budget?

The assigned facilitator will assist discussion; record views; write up draft response for participants to consider and assist the group to submit responses into the main consultation process.

The names of the participating organisations will be included in this response (unless requested otherwise) which will be posted on the Council's website:

www.belfastcity.gov.uk

Response form – Belfast City Council, draft Peace Plan, Peace III

Belfast City Council's draft Peace & Reconciliation Action Plan (Peace Plan) was approved by Council and issued for public consultation in early October 2007.

The draft Peace Plan outlines our proposed partnership arrangements and activities under Peace III for the period 2007-2010. As the democratically elected body within the city, the Council is committed to demonstrating civic leadership and working in partnership with a range of public, private, voluntary and community organisations for the well-being of its citizens.

The overall objective of the Peace III programme is "to reinforce progress towards a peaceful and stable society and to promote reconciliation". The Programme is expected to build on the success and experience of the previous Peace programmes with a renewed emphasis on reconciliation, specifically focusing on acknowledging and dealing with the conflict, building positive relations and contributing towards a shared society.

Within the Programme, the objective of Theme 1.1 - building positive relations at the local level - is "to challenge attitudes towards sectarianism and racism and to support conflict resolution and mediation at the local community level".

This Peace & Reconciliation Action Plan (Peace Plan) is Belfast's response to this challenge and has been prepared in accordance with the guidelines produced by the Special European Union Programmes Body (SEUPB). The Community Relations Council has provided technical support in the development of this Peace Plan and will continue to engage regularly with the Council in its implementation, to maximise the contribution towards the Programme objectives, stated outputs and results. The Peace Plan is based on our current Good Relations Plan for Belfast.

We are keen to ensure that the views of key stakeholders are taken into account at an early stage and are therefore organising extensive consultation to facilitate debate and assist with the collation of responses to our draft Plan.

We will be consulting over the next two month period October/November 2007. In partnership with the Community Relations Council, we are arranging a series of events with key stakeholders and are keen to hear the views of a range of public, private and voluntary & community organisations.

We are seeking written responses to our draft Peace Plan and will collate all responses to feed them into the consultation process to assist us in the development of a strategic and meaningful Plan for Belfast. We have drawn up the attached short response form as a helpful tool to assist and facilitate the consultation process.

Draft Peace Plan, Peace III - Response Form

- Do you agree with the profile of Belfast outlined in the draft Peace Plan?

Supplementary question

Are there any issues that have been omitted?

Is there anything you would like to add?

Tell us what you think

- What are the main issues to be addressed to achieve the vision?

Supplementary question

Does the vision outlined in the Plan reflect your own vision for the city?

Is there anything you would like to add?

Tell us what you think

- Does the draft Peace Plan cover all the main issues?

Supplementary question

Do the four main objectives or themes cover your area of work?

(Remember – the examples of activity envisaged are suggestions only, and are not intended to be prescriptive).

Is there anything you would like to add?

Tell us what you think

- What needs to be changed or added to the Peace Plan?

Supplementary question

Are there any models of good practice we should be aware of?

Is there anything you would like to add?

Tell us what you think

- Who should be involved in the delivery of the Peace Plan?

Supplementary question

Who should be on the Partnership?

Is there anything you would like to add?

Tell us what you think

- Do you agree with the proposed allocation of the budget?

Supplementary question

How should the funding be targeted?

Is there anything you would like to add?

Tell us what you think

Responses should be sent to:

Marie Craig
Good Relations Unit
Belfast City Council
Adelaide Exchange
24-26 Adelaide Street
Belfast BT2 8GD

or by e-mail to:

craigm@belfastcity.gov.uk

If you require any further information or clarification, please contact Marie Craig on 9032 0202 ext 6025 or DDI 9027 0663. A copy of the draft Peace Plan is available on our website: www.belfastcity.gov.uk/goodrelations

The deadline for final responses is **30 November 2007**. This is shorter than our normal consultation period, but we are aiming to meet the schedule outlined by the Special European Union Programmes Body.

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.

We will publish a summary of all responses on our website

www.belfastcity.gov.uk/goodrelations unless specifically requested not to do so.

Appendix N

DRAFT estimated facilitation costs for Peace Plan consultation events

| | | |
|--|--|---|
| <p>Launch of main consultation</p> <p>4 community consultation events north/south/east and west Belfast</p> | <ul style="list-style-type: none"> ▪ 2 day preparation work ▪ 4 consultation events | <p>Total £1,500 facilitators*</p> <p>Hire of venues and hospitality £2,000</p> |
| <p>Additional consultation events as required/ requested by stakeholders/sectoral interests (up to 20 envisaged)</p> <p>e.g. women's sector, Council's Youth Forum et alia</p> | <ul style="list-style-type: none"> ▪ ½ day preparation ▪ 1 day facilitation ▪ ½ day write up for each event | <p>Total £10,000 max facilitators*</p> <p>Hire of venues and hospitality £5,000</p> |
| <p>Final write up of responses received into report with recommendations</p> | <ul style="list-style-type: none"> ▪ 6 days write up | <p>£1,500 by a lead facilitator*</p> |
| <p>TOTAL (Maximum amount)</p> | | <p>£20,000</p> |

* Facilitator fees at £250 per day (all inclusive) for pool of up to 10 facilitators

The above figures are based on the assumption that the costs of a proper consultation exercise can be re-couped from SEUPB as part of our technical assistance budget.

Outline of Migrant Worker Forum and Support Network

| | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|-----------------|---|--|--------------------|--|--------|--|-----------------------|--|--------|--|----------------------------------|--|---------------|--|---|--|---------|--|--|--------------|----------------|--|--|
| PROJECT TITLE | To establish and support a Migrant Worker Forum and Support Network | | | | | | | | | | | | | | | | | | | | | | | | |
| PARTNERS (if applicable) | Community Relations Council / ICTU/ PSNI/ NIHE/ / NICEM/ MCRC/ Chinese Welfare Association / Polish Association/ Indian Community Centre/ BITC/ CABx/ Equality Commission/ private sector/ employers of migrant workers et alia | | | | | | | | | | | | | | | | | | | | | | | | |
| HOW DOES PROJECT FIT PEACE III PROGRAMME OBJECTIVES? | <ul style="list-style-type: none"> ▪ to address issues of (sectarianism and) racism in the city ▪ to co-ordinate, liaise and support inter-agency programmes and activities at civic level ▪ to co-ordinate and support activities within Council to maximise effectiveness ▪ to establish a network, identify good practice models from UK and Ireland and develop an appropriate local framework for Belfast ▪ to address practical issues re migrant workers – information, queries, language, accommodation etc – in liaison with appropriate specialist agencies e.g. Law Centre, NICEM, NIHE, PSNI, BMC, BITC etc ▪ to encourage and support social cohesion activities with host neighbourhoods in an environment of rapid demographic change ▪ to assist in empowering migrant groups within city ▪ to undertake research, identify trends in migration up-date data and share information sources and experiences | | | | | | | | | | | | | | | | | | | | | | | | |
| ESTIMATED TOTAL PROJECT COST | <p>4 full-time staff to support new network; provide research, information and practical advice; co-ordinate activity, support community cohesion</p> <p>Salary costs as outlined below = £ 306,815 for 2 years 2008/10</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">Programme costs</td> <td style="width: 15%; text-align: right;">80,000</td> <td style="width: 15%;"></td> <td style="width: 15%; text-align: right;">@ £40,000 per year</td> </tr> <tr> <td></td> <td style="text-align: right;">20,000</td> <td></td> <td style="text-align: right;">research project Yr 1</td> </tr> <tr> <td></td> <td style="text-align: right;">20,000</td> <td></td> <td style="text-align: right;">devt of best practice model Yr 2</td> </tr> <tr> <td></td> <td style="text-align: right;"><u>30,000</u></td> <td></td> <td style="text-align: right;">10 x Conference events to facilitate engagement</td> </tr> <tr> <td></td> <td style="text-align: right;">150,000</td> <td></td> <td></td> </tr> <tr> <td>Total</td> <td style="text-align: right;">456,815</td> <td></td> <td></td> </tr> </table> | Programme costs | 80,000 | | @ £40,000 per year | | 20,000 | | research project Yr 1 | | 20,000 | | devt of best practice model Yr 2 | | <u>30,000</u> | | 10 x Conference events to facilitate engagement | | 150,000 | | | Total | 456,815 | | |
| Programme costs | 80,000 | | @ £40,000 per year | | | | | | | | | | | | | | | | | | | | | | |
| | 20,000 | | research project Yr 1 | | | | | | | | | | | | | | | | | | | | | | |
| | 20,000 | | devt of best practice model Yr 2 | | | | | | | | | | | | | | | | | | | | | | |
| | <u>30,000</u> | | 10 x Conference events to facilitate engagement | | | | | | | | | | | | | | | | | | | | | | |
| | 150,000 | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 456,815 | | | | | | | | | | | | | | | | | | | | | | | | |
| ANY PRELIMINARY WORK UNDERTAKEN | <p>Research undertaken by Dr Neil Jarman for Council provides evidence and statistical base; supports demand for city to take more pro-active approach to issue of migrants to Belfast – Council to lead a city-wide forum to address related issues. Would incorporate learning from Council's own WINS project.</p> <p>Research by ICTU and DEL and others supports the need for such a network.</p> | | | | | | | | | | | | | | | | | | | | | | | | |
| DATES | Recruitment to start spring 08; costs for 2 years 2008/9 and 2009/10 | | | | | | | | | | | | | | | | | | | | | | | | |

| Migrant Worker Forum | No. | Proposed grade | Salary 2008/9 | Salary 2009/10 | Total salary costs for 2 years (inc Nat Ins and S'ann) £ |
|-----------------------|-----|----------------|---------------|----------------|--|
| Project Manager | 1 | PO 5 | 47,435 | 50,738 | 98,173 |
| Project Devt Officer | 1 | PO 3 | 39,312 | 42,499 | 81,811 |
| Project Asst | 1 | SO 2 | 33,490 | 36,084 | 69,574 |
| Business Support Asst | 1 | Scale 6 | 27,510 | 29,747 | 57,257 |
| | | | | | 306,815 |

Not including: Recruitment costs; accommodation/rent/rates, (furniture), IS support, parking, travel, stationery, telephone, postage etc.

Outline of Good Relations Learning & Development Strategy for Council elected Members and employees

| | |
|---|--|
| PROJECT TITLE | A Good Relations Learning & Development Strategy for Council elected Members and employees |
| LEAD UNIT/OFFICER | Good Relations Unit in association with Human Resources |
| HOW DOES PROJECT FIT PEACE III PROGRAMME OBJECTIVES? | <ul style="list-style-type: none"> ▪ To raise awareness among staff and members of equality and good relations issues, and ensure that the Council is a genuinely shared space for both employees and the wider public accessing its services ▪ To build capacity within the Council to drive forward the Shared Future and Racial Equality Strategies ▪ To provide fora which enable staff and members to engage in discussion on contentious issues, thereby challenging a culture of avoidance and misconceptions about other groups and traditions ▪ To develop good practice within the organisation through a process of continuous evaluation and provide a model for other public sector organisations |
| ESTIMATED TOTAL PROJECT COST | <p>3 full-time staff to support and deliver a Council-wide learning and development strategy:</p> <p>Salary costs as outlined below = £249,558 for 2 years 2008/10</p> <p>Programme costs (as itemised) = £140,000 for 2 years 2008/10</p> <p>Total £389,558</p> |
| ANY PRELIMINARY WORK UNDERTAKEN | <p>Research undertaken by Trademark consultancy; results of a staff equality audit; initial pilot exercises and a number of staff focus groups.</p> <p>Also designed to ensure that the Council meets its statutory requirements enshrined in S 75 of the NI Act and that it shows civic leadership in developing strategies to build a shared future in Belfast.</p> |
| DATES | Recruitment to start spring 08; costs for 2 years 2008/9 and 2009/10 |

| Learning & Devt Strategy | No. | Proposed grade | Salary 2008/9 | Salary 2009/10 | Total salary costs for 2 years (inc Nat Ins and S'ann) £ |
|--------------------------|-----|----------------|---------------|----------------|--|
| Project Manager | 1 | PO 5 | 47,435 | 50,738 | 98,173 |
| Project Devt Officer | 1 | PO 3 | 39,312 | 42,499 | 81,811 |
| Project Asst | 1 | SO 2 | 33,490 | 36,084 | 69,574 |
| | | | | | 249,558 |

Not including: Recruitment costs; accommodation/rent/rates, (furniture), IS support, parking, travel, stationery, telephone, postage etc.