

## NEWRY & MOURNE DISTRICT COUNCIL

### Good Relations Plan

The Newry & Mourne District Good Relations Action plan is grounded on the appropriate policy guidelines and context for good relations.

#### **A Shared (and Better) Future**

*A Shared (and Better) Future* is the cornerstone for public policy in good relations seeks the establishment "of a normal civic society, in which all individuals are considered as equals, where differences are resolved through dialogue in the public sphere, and where all people are treated impartially...where there is equity, respect for diversity and a recognition of our interdependence".

*A Shared Future* core themes are:

- **Tackling the visible manifestations of sectarianism and racism** – active promotion of local dialogue involving elected representatives, community leaders, police and other stakeholders to reduce and eliminate displays of sectarian and racial aggression;
- **Reclaiming shared space** – whether places are safe and welcoming for people of all walks of life;
- **Developing shared communities** – where people of all backgrounds can live, work, learn and play together, and supporting and protecting existing areas where people of different backgrounds live together;
- **Shared education;**
- **Promoting diversity and cultural diversity** – through a culture of tolerance and promoting good relations;
- **Developing shared workspaces;**

- **Linking community development and community relations, and tackling disadvantage** – through good community development work that helps communities develop internally and externally;
- **Ensuring the victims' voices are heard;**
- **Developing shared services.**

We have based all actions in the Plan around these core themes.

### **Racial Equality Strategy**

The *Racial Equality Strategy 2005-2010*, seeks a society "in which racial diversity is supported, understood, valued and respected, where racism in any of its forms is not tolerated and where we live together as a society and enjoy equality of opportunity and equal protection".

The *Racial Equality Strategy* includes six aims for the future. These are:

- **Elimination of racial inequality** – promote equality of opportunity in all aspects of life, including public life, for people of different ethnic backgrounds in Northern Ireland;
- **Equal protection** – combat racism and afford protection and redress;
- **Equality of service provision** – equal opportunity for people from minority ethnic backgrounds to access and benefit from public services;
- **Participation** – increase participation and a sense of "belonging" of people from minority ethnic backgrounds in public, political, economic, social and cultural life;
- **Dialogue** – promote dialogue and mutual understanding of different faiths and cultural backgrounds;

- **Capacity building** – to develop a vibrant and sustainable minority ethnic sector at both regional and local levels and help minority ethnic people fulfil the aims of a shared future.

The strategy makes clear it is not about putting people from minority ethnic groups in to one category, and that to do so would "fuel the politics of division".

The strategy suggests each person in Northern Ireland has a role in combating racism but "there is a need for leadership to combat racism at the political, civic and community levels".

The conflict in Northern Ireland may have helped create patterns and attitudes – including separation in housing and greater territorial awareness – that will impact on minority ethnic communities.

### **Programme for Government**

The *Programme for Government 2008-2011* outlines key priorities for the current Executive. The programme identifies that "working together we can build a better future for all – a society which is at ease with itself and where everyone shares and enjoys the benefits of this new opportunity".

The principles identified in the Programme include a number identified already in various public policy documents. They include good leadership, working in partnership, raising standards across government and delivering fair outcomes and social improvements. The Programme identifies fairness, inclusion and equality of opportunity as cross cutting themes.

### **Newry & Mourne District Council**

Newry and Mourne District Council is submitting an Action Plan for the period 2009-2011 that will take delivery of good relations within and without Council to a new level. The step change in delivery:

- Recognises the progress made to date by Council and other agencies;

- Accepts the need to operate within a finite budget;
- Seeks to compliment other providers – both public agency and voluntary and community sector - including integrating with the Peace and Reconciliation Action Plan for the area.

We also believe the Action Plan:

- Follows on from key issues and needs identified from previous good relations and recent Peace III audits, including the local open meetings, and changing local conditions;
- Helps to identify how the good relations agenda will be delivered beyond the Peace III Plan;
- Adheres to the priorities set by *Programme for Government, A Shared and Better Future and the Racial Equality Strategy*;
- Supports practical action on the ground with the voluntary and community sector.
- Identifies and challenges Council, the local community and other public agencies on hard issues.

The causes of the step change in delivery in Newry & Mourne District include:

- Increasing positive and realistic engagement on good relations by elected members;
- Growing minority ethnic and migrant worker communities, including with influence from across the border;
- The role Council wishes to play in support of the Peace Programme;
- The embedding of the Peace Process and devolution, and its impact on an area such as Newry & Mourne, given its history and the issues it needs still to address;
- The growing need for dialogue in areas of the District about policing and those adversely affected by the conflict;

- The opportunities arising from the peace regarding the border and cross border work.

There are a number of activities identified that have been allocated an increased budget, and activities that are new to the District. These issues and areas of work include expansion of the work of existing forums that are accepted as good practice; the establishment of new forums; employment of an additional minority ethnic worker which will compliment the work of the Peace Plan; raising the profile of good relations with the local population; challenging community groups to tackle hard issues locally through an expanded small grants programme; focussing on youth as the future and as the target group that emerged from the Peace consultation sessions; facilitating partnership working with a budget to support project activities; recognising good relations role models where they exist through awards and presentations.

In more detail, the rationale for significant budget changes, where they occur includes:

### **Forums – Newry, South Down, South Armagh**

The budget for management and project support has increased, and we are seeking to establish a third forum in South Armagh. The existing forums are recognised as good practice examples.

We will seek to better target the work of the forums by setting performance indicators.

We will also review the management of the forums during 2008-2009 and seek to renew the management of the forums through due public procurement processes that will help to set targets for the period to 2011.

Rationale for the budget increase therefore includes:

- The need to help forums deliver real change with project budgets and targets;
- Build on the recognised good practice of the Newry forum;
- The state of the political and peace processes, and the return of devolution that has opened local key influencers for more serious engagement on sensitive issues.

## **Awards and Presentations/Profile Raising of Good Relations**

The Council and community organisations have committed to tackling hard issues for some time, and achieved several major successes. We believe individuals and community groups have taken risks and deserve to be better recognised for their efforts, by their peers and the wider community.

We are also concerned that the successes, and the change that is being effected, should not just be shared by key community representatives, public bodies and elected members, but recognised by the wider community. We also wish to constructively challenge the wider community to get more involved themselves in good relations work.

This includes profile raising work including the role we intend to have good relations play with the local community television network. We hope to work closely with this network to ensure it is on-song with good relations messages from its inception, and we reach as many households as possible in the District with our key messages.

## **Youth Forum/Youth Focussed Programmes**

The Plan refers to engagement with young people. This is carried out in partnership with the relevant public agencies at all times, as partners in any initiative. The initiatives also seek to empower young participants. The rationale for the focus on youth is:

- The target group was recognised as critical by the local community during the Peace III consultation process;
- Gaps were identified in the Peace Plan for the provision of youth related activities linked to good relations;
- The projects identified in the Good Relations Action Plan will compliment and add value to the activities identified in the Peace and Reconciliation Action Plan;
- Policing and statistics from other agencies indicate a need for intervention with young people in areas of socio-economic need and interfaces, and we will seek to compliment the work of other initiatives such as Neighbourhood Renewal.

## **Grants Scheme**

We are seeking to increase the small grants budget. We believe challenging community groups to deliver locally is a fundamentally important part of the Plan, especially as we develop local community capacity. The small grants scheme will be reviewed this year to ensure criteria fit with tackling hard issues, and we will ensure it will compliment the small grants available through the Peace Plan, expecting some disquiet locally at the limited scope of the Peace Plan to administer small grants on a large scale throughout the cluster area.

## **Partnerships**

We have invested significant time and resources to the establishment and support of various local partnerships, operating in key areas of the District. These include the Greater Belfast Road Residents Association (a predominantly PUL area of Newry City) and Southern Area Action for Travellers. Both these partnerships target marginalized – perceived or real – communities in the District, that are at the core of inclusion needs and that may be the catalyst for community tensions.

We believe that having supported the establishment of these partnerships we now need to deliver meaningful project work. As a result we are seeking to use the 2008-2009 year to identify an action plan for the areas, and have a budget increase reflected in the period 2009-2011 to implement project delivery.

We believe this is necessary to maintain motivation of the partnerships, and to help persuade members of these communities that the good relations agenda, and Council, can deliver change.

## **Civic Leadership/Training/Conflict Resolution in Council**

We have been encouraged by the quality of the engagement of elected representatives and staff in recent years, and are more confident that we can genuinely embrace dialogue on difficult issues. However, we also wish to support that engagement through further developing capacity and providing a resource to work through those difficult issues.

As a result we are seeking to increase budgets in the areas above to:

- Continue to encourage that civic engagement by staff and elected members;
- Provide a resource to allow us to take actions following the greater willingness to engage in serious dialogue;
- Raise the capacity of key staff and elected members even further;

To help take good relations delivery in the District to another level, we need to have supportive elected members that are understanding and committed to the programmes.

## **Conclusion**

We believe the next years will be seminal for the development of good relations in Newry & Mourne District both due to the timing and nature of the political environment, and given the Council's readiness to take a step up in its delivery of good relations.

However, the ability of Council to so do is dependent on both resourcing and the Community Relations Unit recognising both the needs and the progress that has been, and hopefully will continue to be, made in Newry and Mourne District. Our programme has greatly benefited from the addition of the Ethnic Minority Support Worker and we believe that now more than ever Good relations must be suitably resourced to be able to deliver on the ground as a link for Peace III.

Newry and Mourne District Council operates to mainstream Good relations principles throughout all departments and all areas of work. The following programmes add to the Good relations programme and offer opportunities for partnership working:

PEACE III  
Community Safety  
Equality Officer  
Challenge of Change Project  
Festivals  
Policy Development  
Community Planning

In this year's plan we have requested funding for a full time admin support. This is because we now have three officers and are working to ensure complementarily with Peace III. We feel there is a just argument for full time admin support given that all three officers are not office bound and we generate office based work. We are also now required to provide more administrative evidence in terms of our reports and we are obligated to record our work very specifically to ensure smooth complementarily with peace III. Also as our three areas generate independent work which does of course compliment the central principles there can be separate events and presentations and projects. The administrative pressure of that work an be immense and we believe our Good relations team would benefit greatly form a full time administrative officer. We wopuld be happy to provide more details if necessary.

Our current Audit Strategy is dated 2007 – 2009. We have currently awarded a tender to Rubicon Consulting to update our Audit / Strategy and we will incorporate any new findings into our programme for 2009-2010. We will also forward a copy of this to you at our earliest convenience.

---

### **3 Main Areas of Impact over the last year:**

The Good relations Forums

The Small Grants Scheme

The Ethnic Minority Support Centre Salary Costs

**Programme and Salary Costs. Good Relations Action Plan 2009-2010.**

Priority One	£47,000
Priority Two	£15,200
Priority Three	£44,000
Good Relations Officers Salary Costs	£64,910.89
Administration Salary Costs	£26,992.57
Advice & Support Workers Salary	£29,737.94

Total Programme Costs    £106,200

Total Salary & Admin Costs    £130,599.40

**Total Costs £ 236,799**

## Action Plan Proforma:

Audit/ Strategic theme <b>Engagement</b>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
Building capacity of members to develop a shared future.  Valuing contribution of members.	Internal – facilitation of relationship development between elected members to enhance civic leadership and reduce perception of political division along sectarian or race lines	<ul style="list-style-type: none"> <li>o Four meetings of the forum</li> <li>o Attendance of 60 elected representatives</li> <li>o Agreement on three recommendations</li> </ul>	<ul style="list-style-type: none"> <li>o Six meetings of the forum</li> <li>o Attendance of 70 elected representatives</li> <li>o Agreement on four recommendations</li> </ul>	<ul style="list-style-type: none"> <li>o Numbers of elected members engaged</li> <li>o Reduction in contentious sectarian related debate in Council</li> <li>o Reduction in sectarian related debate between elected members in the local media</li> </ul>	<ul style="list-style-type: none"> <li>o Elected members engagement on key contentious issues;</li> <li>o Development of greater understanding between elected members</li> <li>o Reduction in contentious debates in the chamber</li> <li>o Reduction in contentious debates in the local media</li> </ul>	2000	2000	N/A

Audit/ Strategic theme <b>Engagement</b>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
Facilitation of community dialogue	Development of the existing Good relations Forum  External – facilitation of long-term relationship building with key players to tackle hard issues	<ul style="list-style-type: none"> <li>o Eight meetings of forum</li> <li>o Facilitation of three agreements locally</li> <li>o Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>o Eight meetings of forum</li> <li>o Facilitation of four agreements locally</li> <li>o Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>o Relationship building discussions and activities</li> <li>o Reduction in numbers/contention surrounding hard issues</li> <li>o Development of trust</li> <li>o Reduction in need for PSNI, NIHE and Council to intervene in local areas</li> </ul>	<ul style="list-style-type: none"> <li>o Space freed for community dialogue on reconciliation projects.</li> <li>o Enhanced engagement across the community on hard issues such as flags, memorials, policing, trust building;</li> <li>o Building of trust.</li> </ul>	2000	2000	PEACE III

Audit/ Strategic theme (ref. guidance note 1)								
Rationale (ref. guidance note2) Audit Issue/ AFS / RES theme	Objectives (ref. guidance note 3)	Actions (ref. guidance note 4)		Performance Indicators qualitative & quantitative (ref. guidance note 5)	Good relations Outcomes/ Impacts (ref. guidance note 6)	Budget (ref. guidance note7)		Resources Staffing & partners. (ref. guidance note 7)
		2009/2010	2010/2011			2009/2010	2010/2011	
Facilitation of community dialogue	Development of the South Down Forum  External – facilitation of long-term relationship building with key players to tackle hard issues. Embryonic stage therefore less ambitious targets than Newry forum	<ul style="list-style-type: none"> <li>o Eight meetings of forum</li> <li>o Facilitation of two agreements locally</li> <li>o Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>o Eight meetings of forum</li> <li>o Facilitation of three agreements locally</li> <li>o Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>o Relationship building discussions and activities</li> <li>o Reduction in numbers/contention surrounding hard issues</li> <li>o Development of trust</li> <li>o Reduction in need for PSNI, NIHE and Council to intervene in local areas</li> </ul>	<ul style="list-style-type: none"> <li>o Space freed for community dialogue on reconciliation projects.</li> <li>o Enhanced engagement across the community on hard issues such as flags, memorials, policing, trust building;</li> <li>o Building of trust</li> </ul>	1500	1500	PEACE III

Audit/ Strategic theme <i>(ref. guidance note 1)</i>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
Building capacity of staff to develop a shared future.  Valuing contribution of staff.	Rare Awards  Internal – recognition of staff efforts to promote good relations through awards scheme. Started in 2007.	<ul style="list-style-type: none"> <li>○ 20 staff entered for an award</li> <li>○ 50 people attending prize giving</li> <li>○ Six winners</li> <li>○ Media profile</li> </ul>	<ul style="list-style-type: none"> <li>○ 20 staff entered for an award</li> <li>○ 50 people attending prize giving</li> <li>○ Six winners</li> <li>○ Media profile</li> </ul>	<ul style="list-style-type: none"> <li>○ Numbers entered</li> <li>○ Media profile</li> <li>○ Attendance at awards evening</li> </ul>	<ul style="list-style-type: none"> <li>○ Raised profile of good relations in Council</li> <li>○ Increased performance of staff</li> <li>○ Better understanding of good relations through the workforce</li> </ul>	4000	4000	

Audit/ Strategic theme (ref. guidance note 1)								
Rationale (ref. guidance note2) Audit Issue/ AFS / RES theme	Objectives (ref. guidance note 3)	Actions (ref. guidance note 4)		Performance Indicators qualitative & quantitative (ref. guidance note 5)	Good relations Outcomes/ Impacts (ref. guidance note 6)	Budget (ref. guidance note7)		Resources Staffing & partners. (ref. guidance note 7)
		2009/2010	2010/2011			2009/2010	2010/2011	
Building capacity of communities to develop a shared future.  Valuing contribution of communities.	Good Relations Presentation Evening	<ul style="list-style-type: none"> <li>o 70 attending the showcase event</li> <li>o Significant media coverage locally</li> <li>o Five new organisations access GR support</li> </ul>	<ul style="list-style-type: none"> <li>o 80 attending the showcase event</li> <li>o Significant media coverage locally</li> <li>o Five new organisations access GR support</li> </ul>	<ul style="list-style-type: none"> <li>o Numbers participating</li> <li>o Positive media coverage</li> <li>o Additional VCS organisations getting involved</li> </ul>	<ul style="list-style-type: none"> <li>o Showcase GR work for VCS</li> <li>o Increased engagement in GR strategy by the VCS</li> <li>o Positive media coverage</li> </ul>	5000	6000	VCS

Audit/ Strategic theme (ref. guidance note 1)								
Rationale (ref. guidance note2) Audit Issue/ AFS / RES theme	Objectives (ref. guidance note 3)	Actions (ref. guidance note 4)		Performance Indicators qualitative & quantitative (ref. guidance note 5)	Good relations Outcomes/ Impacts (ref. guidance note 6)	Budget (ref. guidance note7)		Resources Staffing & partners. (ref. guidance note 7)
		2009/2010	2010/2011			2009/2010	2010/2011	
Facilitation of community dialogue – youth.  Valuing contribution of community.	Youth Forum  External – link to Southern Education & Library Board and to the PEACE III Programme	<ul style="list-style-type: none"> <li>○ 100 young people involved in the youth forum</li> <li>○ Plan adopted for development of the forum, involving young people in its development</li> </ul>	<ul style="list-style-type: none"> <li>○ 100 young people involved in the youth forum and activities</li> </ul>	<ul style="list-style-type: none"> <li>○ 100 young people involved</li> <li>○ Youth forum established</li> </ul>	<ul style="list-style-type: none"> <li>○ Development of GR understanding of young people</li> <li>○ Increased respect and tolerance of other communities</li> </ul>	8000	8000	SELB Any District or Local Youth Service Providers

Audit/ Strategic theme (ref. guidance note 1)								
Rationale (ref. guidance note2) Audit Issue/ AFS / RES theme	Objectives (ref. guidance note 3)	Actions (ref. guidance note 4)		Performance Indicators qualitative & quantitative (ref. guidance note 5)	Good relations Outcomes/ Impacts (ref. guidance note 6)	Budget (ref. guidance note7)		Resources Staffing & partners. (ref. guidance note 7)
		2009/2010	2010/2011			2009/2010	2010/2011	
Develop positive expression of cultural identity.  Engagement with BME communities.  Valuing contribution of communities.	Grants Scheme	<ul style="list-style-type: none"> <li>○ Acquire 20 applications for small grants</li> <li>○ Support 12 applicants</li> <li>○ Have at least 150 people from different backgrounds participate in projects</li> <li>○ Register participation by political/religious/racial background</li> </ul>	<ul style="list-style-type: none"> <li>○ Acquire 25 applications for small grants</li> <li>○ Support 15 applicants</li> <li>○ Have at least 200 people from different backgrounds participate in projects</li> <li>○ Register participation by political/religious/racial background</li> </ul>	<ul style="list-style-type: none"> <li>○ Grants allocated</li> <li>○ Numbers of groups involved</li> <li>○ Outputs and outcomes achieved</li> <li>○ Difference in perceived/actual relationships between PUL / CNR / ME communities</li> <li>○ Building of trust and respect</li> </ul>	<ul style="list-style-type: none"> <li>○ Engagement of voluntary and community sector on key, hard issues</li> <li>○ Enhanced capacity of voluntary and community sector through funding</li> <li>○ Improvement in hard issues</li> </ul>	20,000	20,000	VCS

Audit/ Strategic theme (ref. guidance note 1)								
Rationale (ref. guidance note2) Audit Issue/ AFS / RES theme	Objectives (ref. guidance note 3)	Actions (ref. guidance note 4)		Performance Indicators qualitative & quantitative (ref. guidance note 5)	Good relations Outcomes/ Impacts (ref. guidance note 6)	Budget (ref. guidance note7)		Resources Staffing & partners. (ref. guidance note 7)
		2009/2010	2010/2011			2009/2010	2010/2011	
Building capacity of community to develop a shared future.  Facilitation of community dialogue.	Inter Schools Quiz	<ul style="list-style-type: none"> <li>o 170 participants</li> <li>o Three key GR messages delivered</li> <li>o Increase in understanding</li> </ul>	<ul style="list-style-type: none"> <li>o 170 participants</li> <li>o Three key GR messages delivered</li> <li>o Increase in understanding</li> </ul>	<ul style="list-style-type: none"> <li>o Numbers participating</li> <li>o Development of cross community respect/understanding</li> <li>o Knowledge developed</li> </ul>	<ul style="list-style-type: none"> <li>o Enhanced cross community friendships and understanding between young people at school</li> <li>o Reduction in hostility between schools</li> <li>o Relate key GR messages to students</li> </ul>	2000	2000	Schools

Audit/ Strategic theme (ref. guidance note 1)								
Rationale (ref. guidance note 2) Audit Issue/ AFS / RES theme	Objectives (ref. guidance note 3)	Actions (ref. guidance note 4)		Performance Indicators qualitative & quantitative (ref. guidance note 5)	Good relations Outcomes/ Impacts (ref. guidance note 6)	Budget (ref. guidance note 7)		Resources Staffing & partners. (ref. guidance note 7)
		2009/2010	2010/2011			2009/2010	2010/2011	
Facilitation of community dialogue.  Building capacity of communities to develop a shared future.  Valuing contribution of communities.	Establishing and building a South Armagh Good Relations Forum	<ul style="list-style-type: none"> <li>o Eight meetings of forum</li> <li>o Facilitation of two agreements locally</li> <li>o Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>o Eight meetings of forum</li> <li>o Facilitation of three agreements locally</li> <li>o Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>o Relationship building discussions and activities</li> <li>o Reduction in numbers/contention surrounding hard issues</li> <li>o Development of trust</li> <li>o Reduction in need for PSNI, NIHE and Council to intervene in local areas</li> </ul>	Space freed for community dialogue on reconciliation projects.  Enhanced engagement across the community on hard issues such as flags, memorials, policing, trust building;  Building of trust.	1000	1000	Peace III

Audit/ Strategic theme (ref. guidance note 1)								
Rationale (ref. guidance note2) Audit Issue/ AFS / RES theme	Objectives (ref. guidance note 3)	Actions (ref. guidance note 4)		Performance Indicators qualitative & quantitative (ref. guidance note 5)	Good relations Outcomes/ Impacts (ref. guidance note 6)	Budget (ref. guidance note7)		Resources Staffing & partners. (ref. guidance note 7)
		2009/2010	2010/2011			2009/2010	2010/2011	
Facilitation of community dialogue.  Building capacity of community to develop a shared future.  Valuing and developing contribution of community.	Managing the South Down Youth Good Relations Project  External – Link to PEACE III  SELB supported project	<ul style="list-style-type: none"> <li>○ 50 young people participating in cultural event</li> <li>○ 100 young people attending cultural event</li> <li>○ 50 parents attending cultural event</li> <li>○ Attitudinal change by children, young people and parents</li> </ul>	<ul style="list-style-type: none"> <li>○ 75 young people participating in cultural event</li> <li>○ 150 young people attending cultural event</li> <li>○ 70 parents attending cultural event</li> <li>○ Attitudinal change by children, young people and parents</li> </ul>	<ul style="list-style-type: none"> <li>○ Numbers attending</li> <li>○ Positive media coverage</li> <li>○ Change in attitudes of children and young people</li> <li>○ Change in attitudes of parents</li> </ul>	<ul style="list-style-type: none"> <li>○ Young people explore and experience music, arts and traditions of other cultures</li> <li>○ Cultural evening promoting cultures, heritage and traditions</li> </ul>	1500	1700	SELB

Audit/ Strategic theme <b>Mainstreaming</b>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
Developing positive expression of cultural identity.	Communications Strategy	<ul style="list-style-type: none"> <li>o 30 good news features disseminated</li> <li>o 10% reduction in negative local media stories related to GR</li> </ul>	<ul style="list-style-type: none"> <li>o 40 good news features disseminated</li> <li>o 10% reduction in negative local media stories related to GR</li> </ul>	<ul style="list-style-type: none"> <li>o Numbers of news releases and good news stories released</li> <li>o Decline of negative GR stories in local media</li> <li>o Increased knowledge of awareness of, GR</li> </ul>	<ul style="list-style-type: none"> <li>o Enhanced engagement between Council and wider community, including voluntary and community sector</li> <li>o Greater profile for GR</li> <li>o Development of understanding on GR</li> </ul>	6000	8000	Media VCS Public Agencies

Audit/ Strategic theme <b>Mainstreaming</b>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
Building capacity of staff to develop a shared future.  Develop positive expression of cultural identity.	Grapevine  Internal – newsletter and communication with staff	<ul style="list-style-type: none"> <li>o Production of four news sheets</li> <li>o 75% awareness of good relations strategy</li> <li>o 30% participation in a good relations activity</li> </ul>	<ul style="list-style-type: none"> <li>o Production of four news sheets</li> <li>o 80% awareness of good relations strategy</li> <li>o 40% participation in a good relations activity</li> </ul>	<ul style="list-style-type: none"> <li>o Numbers of publications produced</li> <li>o Numbers of people in receipt</li> <li>o Numbers of queries regarding good relations activities</li> <li>o Numbers of</li> </ul>	<ul style="list-style-type: none"> <li>o Raised profile of good relations in Council</li> <li>o Increased knowledge and understanding of good relations strategy amongst staff</li> <li>o Enhanced good relations mainstreaming within the work of the Council</li> </ul>			

Audit/ Strategic theme <b>Mainstreaming</b>								
Rationale (ref. guidance note2) Audit Issue/ AFS / RES theme	Objectives (ref. guidance note 3)	Actions (ref. guidance note 4)		Performance Indicators qualitative & quantitative (ref. guidance note 5)	Good relations Outcomes/ Impacts (ref. guidance note 6)	Budget (ref. guidance note7)		Resources Staffing & partners. (ref. guidance note 7)
		2009/2010	2010/2011			2009/2010	2010/2011	
Building capacity of staff to develop a shared future.	Conflict Resolution  Internal - to Council and its operations	<ul style="list-style-type: none"> <li>o Delivery of training for 10 staff;</li> <li>o Conflict resolved internally on one occasion</li> </ul>	<ul style="list-style-type: none"> <li>o Delivery of training for 10 staff;</li> <li>o Conflict resolved internally on one occasion</li> </ul>	<ul style="list-style-type: none"> <li>o Numbers trained;</li> <li>o Participation of staff from departments in key areas of service delivery that are involved in contentious issues</li> <li>o Skills development of participants</li> <li>o Nature of intervention internally</li> </ul>	<ul style="list-style-type: none"> <li>o Enhanced potential for agreement on contentious issues</li> <li>o Cadre of staff able to provide intervention within Council</li> <li>o Council better able to meet GR targets</li> </ul>	3100	3200	To be Identified

Audit/ Strategic theme <b>Mainstreaming</b>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
Building capacity of staff to develop a shared future.	Internal Good Relations Working Group  Internal staff inter-departmental	<ul style="list-style-type: none"> <li>o Four meetings of the internal GR group</li> <li>o Participation at meetings by all departments</li> <li>o Implementation of recommendations of review of Council facilities</li> <li>o Targets identified from Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>o Four meetings of the internal GR group</li> <li>o Participation at meetings by all departments</li> <li>o Review of Council facilities</li> <li>o Production of internal action plan</li> <li>o Targets identified from Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>o Number of Council departmental staff attending</li> <li>o Financial and skills pooling</li> <li>o Better targeted intervention</li> </ul>	<ul style="list-style-type: none"> <li>o Enhanced strategic collaboration across Council</li> <li>o More effective and efficient use of public funds</li> <li>o Better able to meet GR targets</li> </ul>	1100	1500	

Audit/ Strategic theme <b>Mainstreaming</b>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
<p>Developing and valuing contribution of communities.</p> <p>Develop positive expression of cultural identity.</p> <p>Engagement with BME communities.</p>	Voluntary Contributions	<ul style="list-style-type: none"> <li>○ No successful challenges to funding</li> </ul>	<ul style="list-style-type: none"> <li>○ Review of criteria and targets</li> <li>○ Equality impact assessment of policy</li> <li>○ No successful challenges to funding</li> </ul>	<ul style="list-style-type: none"> <li>○ Lack of successful challenge to distribution of funds</li> <li>○ More GR oriented work funded through voluntary contributions</li> <li>○ GR outcomes supported</li> </ul>	<ul style="list-style-type: none"> <li>○ More focussed voluntary contributions on GR work</li> <li>○ Fairness in the approach to funding</li> </ul>			Internal

Audit/ Strategic theme <b>Mainstreaming</b>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
<p>Facilitation of community dialogue.</p> <p>Engagement with BME Communities.</p> <p>Building capacity of communities to develop a shared future.</p> <p>Developing and valuing contribution of communities.</p>	<p>Partnership meetings with Vol Stat and Community groups. Meetings are for ongoing building of relationships. Reactionary work is required for unseen situations and this would be the provision for this.</p>	<ul style="list-style-type: none"> <li>o Meetings with groups as required</li> <li>o One new project developed form each partnership</li> <li>o Increase in cross community understanding</li> </ul>	<ul style="list-style-type: none"> <li>o Meetings with groups as required</li> <li>o Implementation of new projects</li> <li>o Increase in cross community understanding</li> <li>o One new project form each partnership</li> </ul>	<ul style="list-style-type: none"> <li>o Numbers participating</li> <li>o Learning of participants</li> <li>o New ideas and projects started</li> <li>o Reduction in tension and contention</li> <li>o Reduction in indicators</li> </ul>	<ul style="list-style-type: none"> <li>o Development of partnerships</li> <li>o Increased understanding and respect</li> <li>o Development of new ideas and projects.</li> </ul>	5000	5000	VCS Partnership Public Agencies and another identified groups.

Audit/ Strategic theme <b>Black Minority and Ethnic</b>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
Develop positive expression of cultural identity.  Engagement with BME Communities.  Building capacity of communities to develop a shared future.	Training  External and Internal	<ul style="list-style-type: none"> <li>o Delivery of training to</li> <li>o Communicate events to potential participants</li> <li>o Improvement of GR working</li> </ul>	<ul style="list-style-type: none"> <li>o Delivery of training to</li> <li>o Communicate events to potential participants</li> <li>o Improvement in GR working</li> </ul>	<ul style="list-style-type: none"> <li>o Numbers participating</li> <li>o Knowledge and awareness gained</li> <li>o Accreditations achieved</li> <li>o GR targets achieved</li> </ul>	<ul style="list-style-type: none"> <li>o Enhanced understanding of good relations strategy</li> <li>o Enhanced understanding of participants own role in contributing to better GR</li> <li>o Staff and participants better able to meet GR targets</li> </ul>	9000	9000	

Audit/ Strategic theme <b>Black Minority and Ethnic</b>								
Rationale (ref. guidance note2) Audit Issue /AFS /RES theme	Objective s (ref. guidance note 3)	Actions (ref. guidance note 4)		Performance Indicators qualitative & quantitative (ref. guidance note 5)	Good relations Outcomes/ Impacts (ref. guidance note 6)	Budget (ref. guidance note7)		Resources Staffing & partners. (ref. guidance note 7)
		2009/2010	2010/2011			2009/2010	2010/2011	
Engagement with BME Communities.  Building capacity of communities to develop a shared future.	Development and Management of Newry and Mourne Ethnic Minority Support Centre	<ul style="list-style-type: none"> <li>o Recruitment of one additional bilingual staff</li> <li>o Recruitment of 2 volunteer staff</li> <li>o Support for new staff</li> <li>o Development of BME community groups</li> <li>o 4 information sessions per year for BME residents on different topics/housing/ social services/ health...</li> <li>o 1month regular employment clinic</li> <li>o 25 queries dealt with during a day</li> <li>o 2 evening meetings with clients/week</li> <li>o 2 outreach services per month</li> <li>o 2 English classes for parents with crèche</li> <li>o 4 BME families supported / week</li> <li>o 2 cultural events for BME families per year</li> </ul>	<ul style="list-style-type: none"> <li>o Support for ethnic minority community groups</li> <li>o 1 cultural event promoting different cultures/year</li> <li>o 1 after-school club promoting and supporting the culture and heritage of different nationals</li> <li>o 4 info sessions per year for BME residents on different topics/housing/social services/health...</li> <li>o 1month regular employment clinic</li> <li>o 30 queries dealt with during a day</li> <li>o 2 evening meetings with clients/week</li> <li>o 2 outreach services per month</li> <li>o 2 English classes for parents with crèche</li> <li>o 4 BME families supported / week</li> <li>o 2 cultural events for BME families per year</li> </ul>	<ul style="list-style-type: none"> <li>o Information sessions for BME residents on different topics.. housing/ social services/ health..</li> <li>o Regular employment clinic</li> <li>o Meetings with BME clients during a day</li> <li>o Evening meetings with clients</li> <li>o Outreach service to the rural areas</li> <li>o English classes for parents with crèche</li> <li>o BME families supported</li> <li>o Cultural events for BME families.</li> </ul>	<ul style="list-style-type: none"> <li>o Understanding of ethnic diversity increased.</li> <li>o Integration of ethnic minority individuals promoted.</li> <li>o Number of individuals from ethnic minority communities supported.</li> <li>o Number of individuals from ethnic minority communities identified and supported to act as voice of needs from community.</li> <li>o Groups within ethnic minority population identified &amp; supported.</li> <li>o People from ethnic minority population participated in cultural and civic events.</li> <li>o Education activities promoted and supported.</li> <li>o BME families supported.</li> </ul>	20,000	20,000	Peace Partnership  VCS

Audit/ Strategic theme <b>Shared Space</b>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
Developing positive expression of cultural identity.  Building capacity of communities to develop a shared future.	Shared space  External – link to PEACE III	<ul style="list-style-type: none"> <li>o 20 key leaders recruited</li> <li>o Two forums established</li> <li>o Workshops held</li> <li>o Two policy areas reviewed</li> </ul>	<ul style="list-style-type: none"> <li>o 20 key leaders recruited</li> <li>o Two forums established</li> <li>o Workshops held</li> <li>o Two policy areas reviewed</li> </ul>	<ul style="list-style-type: none"> <li>o Scoping exercise of best practice</li> <li>o 60 key leaders and influencers participating</li> <li>o Four forums established</li> <li>o Two bands forums established</li> </ul>	<ul style="list-style-type: none"> <li>o Creation of safe spaces helping engagement between communities at interfaces</li> <li>o Enabling more active citizenship</li> <li>o Facilitating people to get more involved in GR and community cohesion</li> </ul>			PEACE III

Audit/ Strategic theme <b>Shared Space</b>								
Rationale <i>(ref. guidance note2)</i> Audit Issue/ AFS / RES theme	Objectives <i>(ref. guidance note 3)</i>	Actions <i>(ref. guidance note 4)</i>		Performance Indicators qualitative & quantitative <i>(ref. guidance note 5)</i>	Good relations Outcomes/ Impacts <i>(ref. guidance note 6)</i>	Budget <i>(ref. guidance note7)</i>		Resources Staffing & partners. <i>(ref. guidance note 7)</i>
		2009/2010	2010/2011			2009/2010	2010/2011	
Building capacity of members, staff & communities to develop a shared future.  Developing and valuing contribution of members, staff and communities.	Policy development  Internal – mainstreaming good relations and flags policies including elected members in the process	<ul style="list-style-type: none"> <li>○ Review of internal key issues</li> <li>○ Three workshops exploring improving policy and practice</li> </ul>	<ul style="list-style-type: none"> <li>○ Three workshops exploring improving policy and practice</li> </ul>	<ul style="list-style-type: none"> <li>○ Workshops and learning delivered</li> <li>○ Changes to policy or practice</li> <li>○ Numbers of staff and elected members engaged</li> </ul>	<ul style="list-style-type: none"> <li>○ Greater understanding of GR, and buy-in</li> <li>○ Improvement in policies</li> <li>○ Reduction of issues that may cause contention</li> </ul>	1500	1500	Internal GR Working Group

Audit/ Strategic theme <b>Shared Space</b>								
Rationale (ref. guidance note2) Audit Issue/ AFS / RES theme	Objectives (ref. guidance note 3)	Actions (ref. guidance note 4)		Performance Indicators qualitative & quantitative (ref. guidance note 5)	Good relations Outcomes/ Impacts (ref. guidance note 6)	Budget (ref. guidance note7)		Resources Staffing & partners. (ref. guidance note 7)
		2009/2010	2010/2011			2009/2010	2010/2011	
Developing positive expression of cultural society.  Building capacity of communities to develop a shared future.	Alternative focus  External – complimenting Peace III Action Plan.	<ul style="list-style-type: none"> <li>○ Support for PEACE III delivery staff</li> <li>○ Ten areas recruited</li> <li>○ Ten workshops held</li> <li>○ 4 cross border exchanges started</li> </ul>	<ul style="list-style-type: none"> <li>○ Support for PEACE III delivery staff</li> <li>○ Recruitment of delivery staff</li> <li>○ Ten areas recruited</li> <li>○ 15 workshops held</li> <li>○ 4 cross border exchanges started</li> </ul>	<ul style="list-style-type: none"> <li>○ 30 areas worked with</li> <li>○ 30 communities participating</li> <li>○ 10% participation from younger people</li> <li>○ 30 workshops exploring cultural identity</li> <li>○ 10 cross border exchanges</li> </ul>	<ul style="list-style-type: none"> <li>○ Increased cross community contact</li> <li>○ Communities affected by the conflict will explore hard and divisive issues</li> <li>○ Communities building contact through cultural celebrations</li> <li>○ Cross border linkages developed</li> </ul>			Peace Partnership

**NB: Information provided in Columns 1-3 'Rationale', 'Objectives' and 'Actions' is common across all tables titled District Councils Action Plan, PEACE III Complementarity and future quarterly and annual reports.**

**Good Relations Action Plan / PEACE III Peace Plan Complementarity guidance notes: 2009/2010**

1. Columns 1-3 "Rationale, Objectives, Actions" in both tables entitled "GR Action Plan" and "PIII complementarity" contains the same information. (Please include all information noted in columns 1-3 from your Good Relations Action Plan even if there is no complementary PIII theme or activity.)
2. When demonstrating complementarity between PIII and the GR programme please reference the complementary PIII theme and provide detail that clearly explains how these actions support the other plan, that no duplication of activity or funding occurs and how you ensure overlaps of provision do not occur.
3. Where local PIII activity is currently undefined within themes / objectives that are complementary to the GR programme please note unknown at this time.
4. Where there is no complementarity between noted GR Objectives / Actions PIII please note Not Applicable.

**PEACE III Complementarity**

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Engagement</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Building capacity of members to develop a shared future.  Valuing contribution of members.	Internal – facilitation of relationship development between elected members to enhance civic leadership and reduce perception of political division along sectarian or race lines	<ul style="list-style-type: none"> <li>o Four meetings of the forum</li> <li>o Attendance of 60 elected representatives</li> <li>o Agreement on three recommendations</li> </ul>	<ul style="list-style-type: none"> <li>o Six meetings of the forum</li> <li>o Attendance of 70 elected representatives</li> <li>o Agreement on four recommendations</li> </ul>	<ul style="list-style-type: none"> <li>o Challenge of Change</li> <li>o Elected Members Forum under GR provides a vehicle to mainstream this concept.</li> <li>o Encouraging Civic Leadership through community engagement on reconciliation.</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Engagement</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Facilitation of community dialogue	Development of the existing Good relations Forum  External – facilitation of long-term relationship building with key players to tackle hard issues	<ul style="list-style-type: none"> <li>○ Eight meetings of forum</li> <li>○ Facilitation of three agreements locally</li> <li>○ Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>○ Eight meetings of forum</li> <li>○ Facilitation of four agreements locally</li> <li>○ Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>○ Encouraging Civic Leadership through community engagement on reconciliation.</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Engagement</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Facilitation of community dialogue	Development of the South Down Forum  External – facilitation of long-term relationship building with key players to tackle hard issues. Embryonic stage therefore less ambitious targets than Newry forum	<ul style="list-style-type: none"> <li>○ Eight meetings of forum</li> <li>○ Facilitation of two agreements locally</li> <li>○ Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>○ Eight meetings of forum</li> <li>○ Facilitation of three agreements locally</li> <li>○ Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>○ Same Civic Leadership as detailed in previous activity.</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Engagement</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Building capacity of staff to develop a shared future.  Valuing contribution of staff.	Rare Awards  Internal – recognition of staff efforts to promote good relations through awards scheme. Started in 2007.	<ul style="list-style-type: none"> <li>○ 20 staff entered for an award</li> <li>○ 50 people attending prize giving</li> <li>○ Six winners</li> <li>○ Media profile</li> </ul>	<ul style="list-style-type: none"> <li>○ 20 staff entered for an award</li> <li>○ 50 people attending prize giving</li> <li>○ Six winners</li> <li>○ Media profile</li> </ul>	Not Applicable - Event internal

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Engagement</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Building capacity of communities to develop a shared future.  Valuing contribution of communities.	Good Relations Presentation Evening	<ul style="list-style-type: none"> <li>o 70 attending the showcase event</li> <li>o Significant media coverage locally</li> <li>o Five new organisations access GR support</li> </ul>	<ul style="list-style-type: none"> <li>o 80 attending the showcase event</li> <li>o Significant media coverage locally</li> <li>o Five new organisations access GR support</li> </ul>	<ul style="list-style-type: none"> <li>o Celebrating communities thereof PEACE III Programme.</li> <li>o Small Grants Programme</li> <li>o Help identify communities who would benefit from involvement and those ready for pieces of work that constitute PEACE III funding.</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Engagement</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Facilitation of community dialogue – youth.  Valuing contribution of community.	Youth Forum  External – link to Southern Education & Library Board and to the PEACE III Programme	<ul style="list-style-type: none"> <li>○ 100 young people involved in the youth forum</li> <li>○ Plan adopted for development of the forum, involving young people in its development</li> </ul>	<ul style="list-style-type: none"> <li>○ 100 young people involved in the youth forum and activities</li> </ul>	<ul style="list-style-type: none"> <li>○ Investing In Our Future – PEACE III</li> <li>○ Help to identify young people in areas ready to engage in GR work.</li> <li>○ GR support SELB in creating youth forum structure which can identify larger areas of work.</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Engagement</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Develop positive expression of cultural identity.  Engagement with BME communities.  Valuing contribution of communities.	Grants Scheme	<ul style="list-style-type: none"> <li>○ Acquire 20 applications for small grants</li> <li>○ Support 12 applicants</li> <li>○ Have at least 150 people from different backgrounds participate in projects</li> <li>○ Register participation by political/religious/racial background</li> </ul>	<ul style="list-style-type: none"> <li>○ Acquire 25 applications for small grants</li> <li>○ Support 15 applicants</li> <li>○ Have at least 200 people from different backgrounds participate in projects</li> <li>○ Register participation by political/religious/racial background</li> </ul>	<ul style="list-style-type: none"> <li>○ Grants Scheme</li> <li>○ Investing In Our Future</li> <li>○ Alternative Focus</li> </ul> <p style="margin-left: 150px;">} PEACE III Programmes</p> <ul style="list-style-type: none"> <li>○ Profiles GR and helps communities identify areas where work is needed.</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Engagement</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity
		2009/2010	2010/2011	(Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
Building capacity of community to develop a shared future.  Facilitation of community dialogue.	Inter Schools Quiz	<ul style="list-style-type: none"> <li>○ 170 participants</li> <li>○ Three key GR messages delivered</li> <li>○ Increase in understanding</li> </ul>	<ul style="list-style-type: none"> <li>○ 170 participants</li> <li>○ Three key GR messages delivered</li> <li>○ Increase in understanding</li> </ul>	<ul style="list-style-type: none"> <li>○ Investing In Our Future</li> </ul> <p>Reaches almost 200 students each year and introduces basic concept of GR principles.</p>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Engagement</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Facilitation of community dialogue.  Building capacity of communities to develop a shared future.  Valuing contribution of communities.	Establishing and building a South Armagh Good Relations Forum	<ul style="list-style-type: none"> <li>o Eight meetings of forum</li> <li>o Facilitation of two agreements locally</li> <li>o Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>o Eight meetings of forum</li> <li>o Facilitation of three agreements locally</li> <li>o Reduction in need for intervention of public agencies</li> </ul>	<ul style="list-style-type: none"> <li>o Civic Leadership</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Engagement</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
<p>Facilitation of community dialogue.</p> <p>Building capacity of community to develop a shared future.</p> <p>Valuing and developing contribution of community.</p>	<p>Managing the South Down Youth Good Relations Project</p> <p>External – Link to PEACE III</p> <p>SELB supported project</p>	<ul style="list-style-type: none"> <li>o 50 young people participating in cultural event</li> <li>o 100 young people attending cultural event</li> <li>o 50 parents attending cultural event</li> <li>o Attitudinal change by children, young people and parents</li> </ul>	<ul style="list-style-type: none"> <li>o 75 young people participating in cultural event</li> <li>o 150 young people attending cultural event</li> <li>o 70 parents attending cultural event</li> <li>o Attitudinal change by children, young people and parents</li> </ul>	<ul style="list-style-type: none"> <li>o Investing In Our Future</li> <li>o Civic Leadership</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Mainstreaming</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Developing positive expression of cultural identity.	Communications Strategy	<ul style="list-style-type: none"> <li>○ 30 good news features disseminated</li> <li>○ 10% reduction in negative local media stories related to GR</li> </ul>	<ul style="list-style-type: none"> <li>○ 40 good news features disseminated</li> <li>○ 10% reduction in negative local media stories related to GR</li> </ul>	<ul style="list-style-type: none"> <li>○ Challenge of Change</li> <li>○ Alternative focus</li> </ul> <p>Mainstreams GR principles and profiles positive image.</p>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Mainstreaming</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Building capacity of staff to develop a shared future.  Develop positive expression of cultural identity.	Grapevine: Internal – newsletter and communication with staff	<ul style="list-style-type: none"> <li>○ Production of four news sheets</li> <li>○ 75% awareness of good relations strategy</li> <li>○ 30% participation in a good relations activity</li> </ul>	<ul style="list-style-type: none"> <li>○ Production of four news sheets</li> <li>○ 80% awareness of good relations strategy</li> <li>○ 40% participation in a good relations activity</li> </ul>	<ul style="list-style-type: none"> <li>○ Small Grants</li> </ul> <p>Mainstreams GR principles. Many staff pass information on.</p>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Mainstreaming</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Building capacity of staff to develop a shared future.	Conflict Resolution  Internal - to Council and its operations	<ul style="list-style-type: none"> <li>o Delivery of training for 10 staff;</li> <li>o Conflict resolved internally on one occasion</li> </ul>	<ul style="list-style-type: none"> <li>o Delivery of training for 10 staff;</li> <li>o Conflict resolved internally on one occasion</li> </ul>	<ul style="list-style-type: none"> <li>o Challenge of Change</li> <li>o Alternative Focus</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Mainstreaming</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Building capacity of staff to develop a shared future.	Internal Good Relations Working Group  Internal staff inter-departmental	<ul style="list-style-type: none"> <li>o Four meetings of the internal GR group</li> <li>o Participation at meetings by all departments</li> <li>o Implementation of recommendations of review of Council facilities</li> <li>o Targets identified from Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>o Four meetings of the internal GR group</li> <li>o Participation at meetings by all departments</li> <li>o Review of Council facilities</li> <li>o Production of internal action plan</li> <li>o Targets identified from Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>o Challenge of Change</li> </ul>

Corporate theme/ Organisation/ GR theme  
 Audit/ Strategic theme **Mainstreaming**

Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity
		2009/2010	2010/2011	(Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
Developing and valuing contribution of communities.  Develop positive expression of cultural identity.  Engagement with BME communities.	Voluntary Contributions	<ul style="list-style-type: none"> <li>o No successful challenges to funding</li> </ul>	<ul style="list-style-type: none"> <li>o Review of criteria and targets</li> <li>o Equality impact assessment of policy</li> <li>o No successful challenges to funding</li> </ul>	<ul style="list-style-type: none"> <li>o Challenge of Change</li> <li>o Small Grants</li> <li>o Alternative Focus</li> <li>o Investing In Our Future</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Mainstreaming</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
<p>Facilitation of community dialogue.</p> <p>Engagement with BME Communities.</p> <p>Building capacity of communities to develop a shared future.</p> <p>Developing and valuing contribution of communities.</p>	<p>Partnership meetings with Voluntary Statutory and Community groups. Meetings are for ongoing building of relationships. Reactionary work is required for unseen situations and this would be the provision for this.</p>	<ul style="list-style-type: none"> <li>o Meetings with groups as required</li> <li>o One new project developed form each partnership.</li> <li>o Increase in cross community understanding</li> </ul>	<ul style="list-style-type: none"> <li>o Meetings with groups as required</li> <li>o Implementation of new projects</li> <li>o Increase in cross community understanding</li> <li>o One new project form each partnership</li> </ul>	<ul style="list-style-type: none"> <li>o Challenge of Change</li> <li>o Small Grants</li> <li>o Alternative Focus</li> <li>o Investing In Our Future</li> </ul> <p>GR sign pointing the way.</p>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Black Minority and Ethnic</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
<p>Develop positive expression of cultural identity.</p> <p>Engagement with BME Communities.</p> <p>Building capacity of communities to develop a shared future.</p>	<p>Training</p> <p>External and Internal</p>	<ul style="list-style-type: none"> <li>o Delivery of training to</li> <li>o Communicate events to potential participants</li> <li>o Improvement of GR working</li> </ul>	<ul style="list-style-type: none"> <li>o Delivery of training to</li> <li>o Communicate events to potential participants</li> <li>o Improvement in GR working</li> </ul>	<ul style="list-style-type: none"> <li>o Challenge of Change</li> <li>o Good Relations Forums</li> </ul>

Corporate theme/ Organisation/ GR theme

Audit/ Strategic theme **Black Minority and Ethnic**

Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity
		2009/2010	2010/2011	(Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
Engagement with BME Communities.  Building capacity of communities to develop a shared future.	Development Operation and Management of Newry and Mourne Ethnic Minority Support Centre	<ul style="list-style-type: none"> <li>o Recruitment of one additional bilingual staff</li> <li>o Recruitment of 2 volunteer staff</li> <li>o Support for new staff</li> <li>o Development of BME community groups</li> <li>o 4 information sessions per year for BME residents on different topics/housing/ social services/ health...</li> <li>o 1month regular employment clinic</li> <li>o 25 queries dealt with during a day</li> <li>o 2 evening meetings with clients/week</li> <li>o 2 outreach services per month</li> <li>o 2 English classes for parents with crèche</li> <li>o 4 BME families supported / week</li> <li>o 2 cultural events for BME families per year</li> </ul>	<ul style="list-style-type: none"> <li>o Support for ethnic minority community groups</li> <li>o 1 cultural event promoting different cultures/year</li> <li>o 1 after-school club promoting and supporting the culture and heritage of different nationals</li> <li>o 4 info sessions per year for BME residents on different topics/housing/social services/health...</li> <li>o 1month regular employment clinic</li> <li>o 30 queries dealt with during a day</li> <li>o 2 evening meetings with clients/week</li> <li>o 2 outreach services per month</li> <li>o 2 English classes for parents with crèche</li> <li>o 4 BME families supported / week</li> <li>o 2 cultural events for BME families per year</li> </ul>	<ul style="list-style-type: none"> <li>o Challenge of Change</li> <li>o Small Grants</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Shared Space</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Developing positive expression of cultural identity.  Building capacity of communities to develop a shared future.	Shared space  External – link to PEACE III	<ul style="list-style-type: none"> <li>o 20 key leaders recruited</li> <li>o Two forums established</li> <li>o Workshops held</li> <li>o Two policy areas reviewed</li> </ul>	<ul style="list-style-type: none"> <li>o 20 key leaders recruited</li> <li>o Two forums established</li> <li>o Workshops held</li> <li>o Two policy areas reviewed</li> </ul>	<ul style="list-style-type: none"> <li>o Celebrating Communities</li> <li>o Good Relations Forums</li> <li>o Alternative Focus</li> <li>o Small Grants</li> <li>o Investing In Our Future</li> <li>o Encouraging Civic Leadership</li> </ul>
Building capacity of members, staff & communities to develop a shared future.  Developing and valuing contribution of members, staff and communities.	Policy development  Internal – mainstreaming good relations and flags policies including elected members in the process	<ul style="list-style-type: none"> <li>o Review of internal key issues</li> <li>o Three workshops exploring improving policy and practice</li> </ul>	<ul style="list-style-type: none"> <li>o Three workshops exploring improving policy and practice</li> </ul>	<ul style="list-style-type: none"> <li>o Civic Leadership</li> <li>o Good Relations Forums</li> </ul>

Corporate theme/ Organisation/ GR theme Audit/ Strategic theme <b>Shared Space</b>				
Rationale Audit Issue / AFS / RES theme (ref. guidance note 1)	Objectives (ref. guidance note 1)	Actions (ref. guidance note 1)		PEACE III (ref. guidance note 2,3,4) Activity (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding.)
		2009/2010	2010/2011	
Developing positive expression of cultural society.  Building capacity of communities to develop a shared future.	Alternative focus  External – complimenting PEACE III Action Plan.	<ul style="list-style-type: none"> <li>○ Support for PEACE III delivery staff</li> <li>○ Ten areas recruited</li> <li>○ Ten workshops held</li> <li>○ 4 cross border exchanges started</li> </ul>	<ul style="list-style-type: none"> <li>○ Support for PEACE III delivery staff</li> <li>○ Recruitment of delivery staff</li> <li>○ Ten areas recruited</li> <li>○ 15 workshops held</li> <li>○ 4 cross border exchanges started</li> </ul>	

**Other Areas**

**PEACE III  
Community Safety  
Equality  
Challenge of Change  
Festivals  
Policy Development  
Community Planning**

**Salary Costs**

**2 x SO1 Good relations  
1x Scale 6 Ethnic Minority Support officer  
1x Administration Scale 5 Full Time**

***In this year's plan we have requested funding for a full time admin support. This is because we now have three officers and are working to ensure complementarily with Peace III. We feel there is a just argument for full time admin support given that all three officers are not office bound and we generate office based work. We are also now required to provide more administrative evidence in terms of our reports and we are obligated to record our work very specifically to ensure smooth complementarily with peace III. Also as our three areas generate independent work which does of course compliment the central principles there can be separate events and presentations and projects. The administrative pressure of that work an be immense and we believe our Good relations team would benefit greatly form a full time administrative officer.***

***We would be happy to provide more details if necessary.***

***Our current Audit Strategy is dated 2007 – 2009. We have currently awarded a tender to Rubicon Consulting to update our Audit / Strategy and we will incorporate any new findings into our programme for 2009-2010. We will also forward a copy of this to you at our earliest convenience.***

---

**3 Main Areas of Impact**

- **Forums**
- **Grant Scheme**
- **EMS Centre**