

**BALLYMONEY BOROUGH COUNCIL**

## Table of Contents

<b>382.1</b>	Minutes Meeting LAC 381 – 15 <sup>th</sup> February 2011	<i>Approved</i>
<b>AMENITIES</b>		
<b>382.2</b>	Dervock 2012 Initiative: Joint Working Group	<i>Adopt Minutes and support, in principle, the funding of Ulster History Circle Blue Plaque</i>
<b>382.3</b>	Ballymoney Cemetery Memorials	<i>Permission granted.</i>
<b>382.4</b>	Community Building Projects	<i>Information</i>
<b>382.5</b>	Tender Report – Alterations and Extension to Ballybogey Community Centre	<i>Accept lowest tender in sum of £239,619.40 from JS Dunlop Ltd. Council members enquire into available funding from the Access to Services Programme.</i>
<b>LEISURE SERVICES</b>		
<b>382.6</b>	Health Suite Refurbishment	<i>Tenders opened by Chair and Director of Central and Leisure Services and report to April Committee Meeting.</i>
<b>382.7</b>	Capital Projects 2011/12	<i>Tenders publicly advertised with closing date for receipt of tenders being 6<sup>th</sup> May 2011. Tenders opened by Mayor/Deputy Mayor and Director of Central and Leisure Services and report to May Committee Meeting.</i>
<b>382.8</b>	Joey Dunlop Leisure Centre – Closure on Public/Bank Holidays 2011/12	<i>Close Leisure Centre on stated public/bank holidays during 2011/12.</i>
<b>382.9</b>	Good Relations Strategy & Action Plan 2011/2014	<i>Approve draft Good Relations Strategy &amp; Action Plan 2011/2014.</i>
<b>382.10</b>	Good Relations Grants	<i>Grant £350.</i>
<b>382.11</b>	Community Sports Grants	<i>Grant i) £139 to Dervock Branch of Royal British Legion, ii) £200 Dunloy Accordion Band iii) £200 Derrykeighan and District Community Association.</i>

**382.12** DSD Grant for Community Support Programme

*Use grant to cover cost of energy at Rasharkin Community Centre.*

**382.13** Community Festival Fund 2011/12

*Open call for applications w/c 11 April, with closing date 6<sup>th</sup> May.*

**BALLYMONEY BOROUGH COUNCIL**

Minutes of Leisure & Amenities Committee Meeting No 382 in the Joey Dunlop Leisure Centre on Tuesday 15<sup>th</sup> March 2011 at 7.02pm.

**IN THE CHAIR:**       **F Campbell**

**PRESENT:**           **Aldermen**  
H Connolly  
C Cousley, MBE, Deputy Mayor  
J Simpson

**Councillors**  
J Finlay  
R Halliday  
M McCamphill  
C McLaughlin  
E Robinson  
I Stevenson

**APOLOGIES:**       **Councillors**  
A Cavlan  
T McKeown

**IN ATTENDANCE:** Deputy Director of Borough Services [Item 1-5]  
Director of Central & Leisure Services [Items 5-13]  
Committee Clerk

**382.1 MINUTES OF MEETING LAC 381 – 15<sup>TH</sup> FEBRUARY 2011**

It was proposed by Alderman Cousley, seconded by Councillor Halliday and **AGREED:**

***that the minutes of meeting No 381 – 15<sup>th</sup> February 2011, as circulated, be approved.***

**AMENITIES****382.2 DERVOCK 2012 INITIATIVE: JOINT WORKING GROUP**

The inaugural meeting of the above Group took place on 23<sup>rd</sup> February 2011 at Riada House. The minutes of that meeting are to be found as an attachment (Appendix A) to this report.

**IT IS RECOMMENDED** that –

- 1) Committee adopt the minutes of the Dervock 2012 Joint Working Group; and
- 2) Further consider the funding of a 'Blue Plaque' (item 1.6) commemorating KK McArthur and make a recommendation to Council.

Alderman Connolly stated that unfortunately he was unaware that there was a Joint Working Group meeting as he did not receive notification.

Referring to the Joint Working Group minutes reference 1.9, Alderman Simpson stated that 1) he was unaware that £500,000 had been set aside for Community Facilities, and 2) that he had thought Capital Projects needed to undergo an economic appraisal from the Department before a loan could be sanctioned. Alderman Simpson also raised concern

that Council was setting a precedent by providing administrative services to the Joint Working Group (minute reference 1.2). Alderman Simpson also queried the status of the committee and its Terms of Reference.

Councillor Finlay replied that the Joint Working Group was to move projects forward for Dervock. Alderman Campbell concurred with Councillor Finlay's comments, that the group was set up to identify projects and aid them to move forward. Alderman Connolly concurred also, suggesting that previous working groups that were set up had no Terms of Reference.

Alderman Simpson will obtain further information from the Director of Borough Services as to what the Terms of Reference are for the Joint working Group.  
Alderman Campbell asked Alderman Simpson to raise it at the Council meeting.

It was proposed by Councillor Stevenson, seconded by Alderman Campbell and **AGREED:**

***to recommend that Council adopt the minutes of the Dervock 2012 Joint Working Group held in the Dalriada Room, Riada House on 23 February at 2.30pm.***

Councillor Robinson sought clarification on Minute Reference 1.6, (23<sup>rd</sup> February 2011) McArthur Blue Plaque, whether the decision included a recommendation from the Joint Working Group that Council will acquire the Blue Plaque and if there was a budget for it? Councillor Robinson quoted from a letter from the Ulster History Circle and queried whether members were content with the conditions laid down by the Ulster History Circle?

Alderman Campbell stated that he was happy to support it providing Council have some say where the plaque is erected.

It was proposed by Councillor Robinson, seconded by Councillor McCamphill and **AGREED:**

***to recommend that Council support, in principle, the funding of the Ulster History Circle Blue Plaque, commemorating KK McArthur.***

### **382.3 BALLYMONEY CEMETERY MEMORIALS**

Applications have been received as undernoted for the erection of memorials in Ballymoney Cemetery.

#### Section I3 No.104

Grey Granite Headstone & Base

#### Section I4 No.10

Black Granite Headstone & Base

#### Section H2 No.111

Black Granite Headstone & Base

**IT IS RECOMMENDED** that Council grant permission for the above memorials to be erected in Ballymoney Cemetery, subject to usual requirements.

It was proposed by Councillor Robinson, seconded by Alderman Connolly and **AGREED:**

***to recommend that Council grant permission for the above memorials to be erected in Ballymoney Cemetery, subject to usual requirements.***

#### **382.4 COMMUNITY BUILDING PROJECTS**

The Council's select list contractors are being asked to price the 3 no. projects Council has prioritised in the following manner so that Committee and Council may address the award of tender before the forthcoming local government elections on 5<sup>th</sup> May 2011.

<u>Timeline</u>	<u>Ballybogy</u>	<u>Balnamore &amp; Stranocum</u>
go to tender	25/02/2011	11/03/2011
tender return	11/03/2011	25/03/2011
go to Committee	15/03/2011	12/04/2011
Council Meeting	04/04/2011	18/04/2011
on site	after Easter	at end of May

#### **382.5 TENDER REPORT – ALTERATIONS AND EXTENSION TO BALLYBOGEY COMMUNITY CENTRE**

Further to item 5 above tenders in relation to the alterations and extension to Ballybogy Community Centre were opened by the Chair of Committee and Deputy Director of Borough Services on 11<sup>th</sup> March 2011. The tenders were forwarded to R Robinson & Sons for evaluation and report. The reports received from Earl Lewis Ltd and Cogan & Shackleton were circulated for information.

**IT IS RECOMMENDED** that Council accept the lowest tender received in the sum of £239,619.40 from J S Dunlop Ltd to carry out alterations and extension to Ballybogy Community Centre.

In response to a general financial query from Alderman Simpson regarding loan applications, Councillor Robinson left the meeting and requested that the Director of Central and Leisure Services join the meeting.

- \* **Councillor Robinson left the meeting at 7.44pm.**
- \* **Councillor Robinson returned to the meeting at 7.48pm.**
- \* **Director of Central and Leisure Services arrived at the meeting at 7.48pm.**

The Director of Central and Leisure Services explained the process of loan sanctioning.

It was proposed by Councillor Robinson, seconded by Alderman Connolly and **AGREED**:

***to recommend that Council accept the lowest tender received in the sum of £239,619.40 from J S Dunlop Ltd to carry out alterations and extension to Ballybogy Community Centre.***

Councillor Stevenson informed members that he had been advised by Mr McAllister, Rural Development Programme Centre, that there was funding for Community Projects through the Access to Services Programme 3.4, through Village Renewal.

A discussion ensued on whom could apply for the funding and whether a Council partnership with a Community Association would be disallowed or otherwise.

The Deputy Director of Borough Services agreed that he would make enquiries with respect to applicants eligible and provide the information for members.

\* **Deputy Director of Borough Services left the meeting at 8.09pm.**

## **LEISURE SERVICES**

### **382.6 HEALTH SUITE REFURBISHMENT**

The Director advised that the enabling contract commenced on Monday 14<sup>th</sup> March 2011.

Following Council's approval of the Select List for the Refurbishment contract the six companies will be invited to tender. The closing date for the receipt of tenders is Friday 1<sup>st</sup> April 2011.

**IT IS RECOMMENDED** that the tenders are opened by the Chair of Committee and the Director of Central & Leisure Services and forwarded to the Council's Consultants, R Robinson & Sons for evaluation and report to the April Committee Meeting.

It was proposed by Councillor Robinson, seconded by Alderman Connolly and **AGREED:**

***to recommend to Council that the tenders are opened by the Chair of Committee and the Director of Central & Leisure Services and forwarded to the Council's Consultants, R Robinson & Sons for evaluation and report to the April Committee Meeting.***

### **382.7 CAPITAL PROJECTS 2011/12**

Synthetic Pitch Replacement of Carpet and Resurfacing of Car Park at Joey Dunlop Leisure Centre.

The Council's Consultants, R Robinson & Sons are currently drawing up schemes and appropriate documentation for the following 2 projects –

- i. Synthetic Pitch Replacement of carpet involving replacement sand-dressed carpet, repair of shock pad as appropriate and relining of pitch.
- ii. Resurfacing of Car Park involving planning of car park, applying new surface and remarking, and repairing of damaged areas at side and rear of Leisure Centre.

**IT IS RECOMMENDED** that tenders for the works are publicly advertised with the closing date for receipt of tenders being 6<sup>th</sup> May 2011.

It is **further recommended** that the tenders are opened by the Mayor or Deputy Mayor and the Director of Central & Leisure Services and forwarded to the Council's Consultants for evaluation and report to the May Committee Meeting.

It was proposed by Councillor Robinson, seconded by Councillor Stevenson and **AGREED:**

***to recommend that that tenders for the works are publicly advertised with the closing date for receipt of tenders being 6<sup>th</sup> May 2011 and that the tenders are opened by the Mayor or Deputy Mayor and the Director of Central & Leisure Services and forwarded to the Council's Consultants for evaluation and report to the May Committee Meeting.***

### 382.8 JOEY DUNLOP LEISURE CENTRE – CLOSURE ON PUBLIC/BANK HOLIDAYS 2011/12

For economic reasons it is recommended the Leisure Centre close on the following public/bank holidays during 2011/12.

Sunday 24 <sup>th</sup> April 2011	Easter Sunday	Closed
Monday 25 <sup>th</sup> April 2011	Easter Monday	Closed
Friday 29 <sup>th</sup> April 2011	Royal Wedding	Closed
Tuesday 12 <sup>th</sup> July 2011	12 <sup>th</sup> July	Closed
Wednesday 13 <sup>th</sup> July 2011	13 <sup>th</sup> July	Closed
Saturday 24 <sup>th</sup> December 2011	Christmas Eve	Closed
Sunday 25 <sup>th</sup> December 2011	Christmas Day	Closed
Monday 26 <sup>th</sup> December 2011	Boxing Day	Closed
Sunday 1 <sup>st</sup> January 2012	New Years Day	Closed
Monday 2 <sup>nd</sup> January 2012	2 <sup>nd</sup> January	Closed

Staff are to be commended for agreeing to take leave on 24<sup>th</sup> April, 24<sup>th</sup> December & 2<sup>nd</sup> January to facilitate the closure.

It was proposed by Councillor Robinson, seconded by Councillor Stevenson and **AGREED:**

***to recommend that Council close the Leisure Centre on the stated public/bank holidays during 2011/12.***

Councillor Robinson thanked the staff of the Leisure Centre for making a sacrifice to use their annual leave at this time. Councillor Stevenson agreed with the Councillor's sentiments.

### 382.9 GOOD RELATIONS STRATEGY & ACTION PLAN 2011-2014

The draft Good Relations Strategy & Action Plan 2011-2014 was circulated. Following the members' workshop, this was tabled at the February Committee meeting to give members more time to consider the documents and raise any matters with the Director. No matters, to date have been raised.

The draft Good Relations Strategy & Action Plan 2011 – 2014 is **RECOMMENDED** for acceptance.

In response to a question the Director advised that the Good Relations programme budget for 2011/12 is estimated at £63,000.

It was proposed by Councillor Stevenson, seconded by Alderman Connolly and **AGREED:**

***to recommend that Council accept the draft Good Relations Strategy & Action Plan 2011 – 2014.***

### 382.10 GOOD RELATIONS GRANTS

The following application for grant was considered:

- i. Topp Star of the North Pipe Band for assistance towards an Ulster Scots Cultural Event. Amount requested £350.00.

**IT IS RECOMMENDED** that £350.00 is granted to Topp Star of the North Pipe Band.

It was proposed by Councillor Robinson, seconded by Councillor Stevenson and **AGREED:**

***to recommend that Council grant £350 to Topp Star of the North Pipe Band for assistance towards an Ulster Scots Cultural Event***

### **382.11 COMMUNITY SUPPORT GRANTS**

The following applications for grants have been received –

- i. Dervock Branch of the Royal British Legion for assistance towards a 90<sup>th</sup> Anniversary Variety Concert. Amount requested is £139.00

**IT IS RECOMMENDED** that £139.00 is granted to the Dervock Branch of the Royal British Legion.

- ii. Dunloy Accordion Band for assistance towards a concert to launch a new CD of recordings.

**IT IS RECOMMENDED** that £200 is granted to Dunloy Accordion Band.

- iii. Derrykeighan and District Community Association for assistance towards a Royal Wedding Street party.

**IT IS RECOMMENDED** that £200 is granted to Derrykeighan and District Community Association.

It was proposed by Councillor Robinson, seconded by Councillor Stevenson and **AGREED:**

***to recommend that Council grant i) Dervock Branch of the Royal British Legion £139.00, for assistance towards a 90th Anniversary Variety Concert, ii) Dunloy Accordion Band, £200 towards a concert to launch a new CD of recordings, iii) Derrykeighan and District Community Association £200, for assistance towards a Royal Wedding Street party.***

### **382.12 DSD GRANT FOR COMMUNITY SUPPORT PROGRAMME**

The Director advised that the Department of Social Development has offered the Council an additional £3,617.00 of grant towards its Community Support Programme in 2010/11, to be spent by 31<sup>st</sup> March 2011.

In making the offer of the additional grant, the Minister for Social Development has indicated that he is keen to see this used to support voluntary advice services.

The Council this year to date has incurred additional expenditure in excess of budget on energy and maintenance for its Community Centres.

The grant does not have to be match funded by the Council.



As the offer of the additional grant has to be accepted by 22<sup>nd</sup> March 2011 the Chief Executive will accept the offer on behalf of the Council.

Committee is asked to consider on what the grant will be expended and make a recommendation to Council.

In response to queries from members the Director of Central and Leisure Services outlined budgets which were overspent within the Community Centres.

It was proposed by Councillor McCamphill, seconded by Councillor Halliday and **AGREED:**

***to recommend that Council use the additional £3,617.00 of grant towards its Community Support Programme in 2010/11 to cover some of the cost of energy at Rasharkin Community Centre.***

\* **Councillor McLaughlin left the meeting at 8.47pm.**

### **382.13 COMMUNITY FESTIVAL FUND 2011/12**

The Director reminded members that the Council has set a budget of £8,000 for a Community Festival Fund for 2011/12, 50% of which is grant aid by the Department of Culture Arts & Leisure (DCAL). To date DCAL has not confirmed its allocation of grant to the Council. Subject to DCAL's confirmation of grant, **IT IS RECOMMENDED** that a call for applications to the Community Festival Fund 2011/12 be publicly advertised week commencing Monday 11<sup>th</sup> April 2011, with a closing date for applications of 6<sup>th</sup> May 2011. The applications will be tabled for consideration at the May Committee meeting, at which a recommendation will be made to Council on 6<sup>th</sup> June 2011. Festivals eligible to be considered for funding will be scheduled to take place between 7<sup>th</sup> June 2011 and 31<sup>st</sup> March 2012. **IT IS FURTHER RECOMMENDED** that the current years Application Form and Guidance Notes be used for the 2011/12 scheme.

It was proposed by Councillor Stevenson, seconded by Alderman Connolly and **AGREED:**

***to recommend to Council that an open call for applications to the Community Festival Fund 2011/12 be publicly advertised week commencing Monday 11<sup>th</sup> April 2011, with a closing date for applications of 6<sup>th</sup> May 2011 and that the current year's Application Form and Guidance Notes be used for the 2011/12 scheme.***

**This being all the business the meeting closed at 8.53pm.**

Appendix A: Dervock 2012 Joint Working Group Minutes

Appendix B: Draft Good Relations Strategy & Action Plan

**Ballymoney Borough Council****Dervock 2012 Joint Working Group****held in Dalriada Room, Riada House, Ballymoney****Meeting No. 1****23 February 2011, 2.30pm**

**Present:**

<p><b><u>Ballymoney Borough Council</u></b> <b><u>(BBC)</u></b> Ald Frank Campbell Cllr Anita Cavlan Cllr Bill Kennedy Cllr Ian Stevenson Director of Borough Services (DBS) Head of Corporate &amp; Development Services (HCDS) Clerical Officer</p>	<p><b><u>Dervock &amp; District Community Association</u></b> <b><u>(D&amp;DCA)</u></b> Mr Frankie Cunningham Mr David McKeown Mr Frank McLernon</p>
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**Apologies:** Cllr Evelyne Robinson  
Museum Manager

<b>1.1</b>	<b>Election of Chair</b>	
	<p>Alderman Campbell assumed temporary Chair. It was suggested that the Working Group operate with under a joint Chair arrangement.</p> <p>It was proposed by Cllr Cavlan, seconded by Mr Frank McLernon and <b>AGREED:</b> <i>that Mr Frankie Cunningham be elected to joint Chair of the Dervock 2012 Joint Working Group.</i></p> <p>It was proposed by Mr Frank McLernon, seconded by Councillor Cavlan and <b>AGREED:</b> <i>that Alderman Campbell be elected to joint Chair of the Dervock 2012 Joint Working Group.</i></p> <p>Frankie Cunningham assumed the Chair for the remainder of the meeting.</p>	
<b>1.2</b>	<b>Business Matters</b>	
	<p>Business matters were discussed and agreed -</p> <ul style="list-style-type: none"> <li>• Council officials would provide the necessary administrative services to the joint working group, including minute taking;</li> <li>• Council would be kept abreast of the issues being dealt with by the Joint Working Group minutes being made available to the Leisure &amp; Amenities Committee;</li> <li>• the group was advised that Council officials would attend</li> <li>• the necessity for confidentiality as regards work in progress was emphasised; and</li> <li>• the need to jointly pursue funding/resource opportunities.</li> </ul>	

<b>1.3</b>	<b>McArthur Marathon 2012</b>	
	<p>David McKeown advised that this was the most pressing issue as regards timeline and apprised the meeting of the contact made with athletic bodies to date in respect of raising the profile of the present race arrangements in order to achieve both national and international status; setting out certain influencing factors, such as training schedules, funding, etc. Frank McLernon informed members of interest from a Swedish television programme and he listed countries of participants who already take part in KK McArthur Half Marathon and sponsorship.</p> <p>Cllr Kennedy highlighted the funding currently available by NITB Events. (Information emailed to Mr David McKeown during meeting).</p> <p>A provision date of Saturday 21 July 2012 was given as the proposed date for McArthur marathon, ½ marathon and 10k events on the established ½ marathon circuit. To realise a national / international event considerable assistance would be required from Council, with sponsorship of travel / accommodation packages, funding applications, event costs, etc.</p> <p>Frank McLernon advised that the date set for 2011 was Saturday, 23 July with the running of a marathon a possibility, in addition to the other races of various lengths held over the existing ½ marathon circuit. He explained that the Springwell Running Club assisted with the present annual race arrangements and that these had worked satisfactorily both in terms of the PSNI and marshalling. The meeting noted that whilst certain infrastructure is in place it may not be sufficient to cope with a larger number of participants.</p> <p><b>IT WAS AGREED that–</b></p> <ul style="list-style-type: none"> <li>• <b>the Council’s HCDS would liaise with David McKeown with a view that a funding request would, if possible, be submitted to the latest round of NITB Events funding which closed Friday, 25<sup>th</sup> February 2011</b></li> <li>• <b>as this issue also fell within the remit of the Council’s Director of Central &amp; Leisure Services that she lead on same, other than as above, from the Council’s perspective.</b></li> </ul>	<p><b>D McKeown/HCDS</b></p> <p><b>DCLS</b></p>
<b>1.4</b>	<b>Olympic Flame</b>	
	<p>The Olympic Flame is to be on display at four events within NI in lead up to the Olympic Games. The route chosen is yet to be released. The HCDS informed members of a BBC bid for the Olympic Flame relay to travel through the Borough.</p>	
<b>1.5</b>	<b>Statue</b>	
	<p>At the meeting CA reps referred to discussions which had taken place and disclosed drawings which had been worked on regarding a statue commemorating KK McAurthur’s achievement and which would be the focus for a tourist trail exhibit. Further work was necessary as regards the piece itself, its location including floodlighting, cost and funding [public appeal / sponsorship]. Given the current proposal involved Council property</p> <p><b>IT WAS AGREED that the Director of Borough Services would liaise on this issue with Frankie Cunningham.</b></p>	<p><b>F Cunningham/ DBS</b></p>

<b>1.6</b>	<b>McArthur Blue Plaque</b>	
	The Director of Borough Services intimated that when the information received from the CA regarding the provision of a Blue Plaque had been put to the last meeting of the Council's Leisure & Amenities Committee members had been very receptive and believed that the Joint Working Group was the best means to take the matter forward. Funding options were discussed and in this regard the meeting noted that the cost would be considered by the Council's Leisure & Amenities Committee at its March meeting. The CA reps advised that they hoped to have blue plaque installed and launched at this year's event. There were suggestions made as to plaque location. <b>IT WAS AGREED that to provide the plaque at the same location as the statue was probably best.</b>	<b>Council Leisure &amp; Amenities Committee [DBS]</b>
<b>1.7</b>	<b>McArthur Exhibition</b>	
	The meeting noted that plans are underway for a McArthur Exhibition and that the Museum Manager attend the next working group meeting in order to provide an update on this issue. It was noted that work was being progressed with South African contacts in order to augment the artifacts held by the Museum. It was also noted that despite enquiries the whereabouts of the KK McArthur gold medal remained unknown.	<b>Museum Manager</b>
<b>1.8</b>	<b>Commemorative Medal</b>	
	The possibility of a commemorative medal and postage stamp was considered and discussion took place regarding copyright issues ensued. The possible assistance of a officer working for DCAL was mentioned. It was proposed by Mr David McKeown, seconded by Cllr Cavlan and <b>AGREED to invite the DCAL officer to next working group meeting.</b> Examples of other merchandising items were mentioned to aid the raising of project funds.	<b>F. Cunningham</b>
<b>1.9</b>	<b>Community Facilities</b>	
	CA Reps made reference to recent press reports concerning capital funds for both Dervock and Megaw Park. Mention was also made of possible funding via village renewal and also rural development. The Director of Borough Services outlined the work done previously in partnership with the CA in order to provide better community facilities for Dervock and also apprised members as to what the £500,000 now set aside by Council might be used for. The present location, etc of CA premises was also discussed. Development of Council ground in Dervock was discussed. Report will be completed in near future. Input of D&DCA required. Cllr Kennedy informed members of the possible availability of temporary buildings that might be of use as part of an overall community facilities package. The CA Reps assess the premises and consider the option put forward.	<b>HCDS</b>  <b>DBS</b>  <b>Cllr Kennedy/ CA Reps</b>
<b>1.10</b>	<b>Next Meeting Date</b>	
	Wednesday 23 March 2011, 2.00pm, Dalriada Room, Riada House	

**Causeway Coast and Glens Good Relations Audit and Strategy  
2011 – 2014**

**for Ballymoney, Limavady, Coleraine and Moyle Councils**

**January 2011**

**(Action Plans for each area are separate)**



**January 2011**

<b>Section 1: Introduction</b> .....	16
<b>Section 2: Summary Socio Economic Profile of the Four areas</b> .....	17
<b>Section 3: Audit Work</b> .....	19
<b>Surveys of Community and Businesses</b> .....	13
<b>Survey of Staff</b> .....	23
<b>Stakeholder Interviews</b> .....	25
<b>Summary of Public Meetings</b> .....	28
<b>Section 4: The Strategic Fit</b> .....	30
<b>Section 5: Summary of Strategic Issues, Need Aims and Objectives</b> .....	35
<b>Vision for Good Relations in the Causeway Coast and Glens area</b> .....	38
<b>Aims</b> .....	38
<b>Principles that drive the new plan</b> .....	40
<b>Section 6: Headline Themes and Actions for each of the four Councils</b> .....	41

**Endorsement by the Four Councils**

We fully endorse this Strategy and its resultant four Action Plans and see it as the next stage in the development of a shared and cohesive community in the Causeway Coast and Glens area. We are delighted to have come together as four councils to develop this integrated Good Relations Strategy for our area.

We recognise our role as one of proving civic leadership within our communities in order to build a more integrated, equal and cohesive community in the Causeway Coast and Glens area – one that is prosperous, integrated, open, accessible, safer and welcoming to all. We commend this plan to all those who live, work or socialise in our areas as an example of our continued commitment to creating a new more inclusive and cohesive society in this area. It aims to build cohesion and good relations among and between all of our citizens.

We will aim to embed good relations into all that we do and will work with others agencies who work in our areas to do the same.

xx	xx	xx	xx
Mayor Coleraine Borough Council	Mayor Limavady Borough Council	Mayor Ballymoney Borough Council	Chairman Moyle District Council
xx	xx	xx	xx
Chief Executive Coleraine Borough Council	Chief Executive Limavady Borough Council	Chief Executive Ballymoney Borough Council	Clerk and Chief Executive Moyle District Council

Date:

## **Section 1: Introduction**

This Good Relations Audit and Strategy is the culmination of six months' work with the four councils of Ballymoney, Limavady, Coleraine and Moyle.

The four Councils of Ballymoney, Limavady, Coleraine and Moyle have been pro-active in seeking to identify common ground where their work on good relations and community cohesion can attain greater impact and value for money. Regardless of the future for local government, the four Councils are keen to work in a more collaborative and integrated fashion.

The Councils in early 2010 produced a scoping study that identified common issues and needs, and identified a number of potential areas for greater collaboration.

Phase Two of that work has involved an audit and consultation process to produce this over-arching strategy for the Causeway Coast and Glens area and four separate detailed action plans for each Council for the period 2011 - 2014.



**Section 2: Summary Socio Economic Profile of the Four areas****Demographics and Changing Environment**

The four Council areas had a resident population in 2001 of 131,564 that is estimated to rise to 138,105 by 2008 in the mid year estimates. Coleraine has the largest population with 42.8% of the total 2001 population followed by Limavady with 24.6%, Ballymoney with 20.45 and Moyle with 12.1%. (ninis 2001 & 2008).

During the census in 2001 the community background of the four areas showed that Moyle and Limavady had majority Catholic populations (60.3% and 56.6% Catholic respectively) and Coleraine and Ballymoney with majority Protestant populations in 2001 (69.4% and 66.2% Protestant respectively). This amounted to a community background overall of 58.1% Protestant and 39.4% Catholic. Those of “other” or “no” community background make up a small percentage. Many of the wards within the Council areas reflect substantially single identity communities (wards with over 90% of the population coming from a single community background) – 11 wards out of 68 throughout the existing boundaries are regarded as such. Of these, 7 are in Moyle (out of a 15 wards in that area – 4 of which are majority Catholic and 3 of which are majority Protestant). Areas such as Coleraine, Limavady and Ballymoney demonstrate wards that are more mixed.

Migrant worker numbers have not been very high for any of the Council areas. Official statistics from NINIS is 2004 and 2007 suggest the A8 nationals registered and working in the areas as being in the hundreds; and that those attending schools in the areas with English as an additional language (including Irish speakers) in 2007 was 259 for all areas at primary and post primary school. (ninis. A8 Migrant Population 2007)

**Crime**

Offences against the person was the highest type of recorded crime within the Cluster area for the period 2009/10 with 30.6% of all recorded crime in this category. Under this type of crime Coleraine had the highest number with 1,389 recorded offences. Robbery showed the lowest percentage of overall type of crime for the cluster area at 0.3% of all recorded crime, a total of 27 incidents, with Moyle recording the lowest at only 2 incidents. The area with the greatest percentage of recorded crime within the cluster area was Coleraine which showed 50% of all crime for the four areas, while Moyle had the lowest at 11.2%. (Source: PSNI: Police UK/Detailed Crime Statistics 2009/10).

**Hate Crime**

Sectarian motivated hate crime has the highest number of incidents and offences across all areas, while Coleraine demonstrates higher than proportionate numbers in several categories. It has also increased

between the 08/09 and 09/10 periods. Racially motivated hate crime has the second highest numbers for incidents and offences with Coleraine showing the greatest number. This type of crime has reduced during the period. Limavady demonstrates higher than average proportion of incidents and offences with a faith/religious motivation, although overall numbers are low and have reduced over the period. Homophobic crime with a disability motivation is very low. (Source: PSNI annual statistics "Hate Incidents & Crimes 2009 – 2010").

The "Cost of the Troubles" report suggests that the four Council areas had a relatively low incidence of fatal incidents in the areas and resident victims of the conflict. However, Limavady had a higher number of fatal incidents in its Council area than the other areas, and is the only Council area to have a higher ratio of resident victims to fatal incidents. This suggests areas like Coleraine and Ballymoney may have had higher numbers of security service personnel killed during the conflict. The four areas are in the bottom half of the prevalence table for all Council areas in Northern Ireland. In addition during the conflict it appears that many families were moved to the area, from Belfast.

The Flags Monitoring Project suggests the display of political symbols on arterial routes has been an issue in each Council area. This illustrates that the geographical dispersal of political symbols has increased slightly in each of the four areas with Limavady showing a slightly higher increase than the others – 0.8% increase in the 06/07 period in comparison to 0.6% in Ballymoney, 0.5 % increase in Coleraine and 0.2% increase in Moyle over the period.

#### The Security Situation

**PSNI's Annual Security Situation Statistics give an overview of security related incidents occurring throughout the four boroughs from 2008/09 to 2009/10. This illustrates some incidents in some areas over the period in all areas including for instances bombing incidents in Ballymoney and Moyle; firearms found in Coleraine and Limavady and rounds of ammunition found again in Coleraine and Limavady.** (Source: PSNI Annual Security Situation Statistics 08/09 and 09/10.)

#### Deprivation

The area has mixed findings regarding deprivation indicators, with Limavady demonstrating most deprivation overall – 7<sup>th</sup> worst out of 26 Council areas in NI for the extent of deprivation and 16<sup>th</sup> for local concentration. However, there are a number of wards in each Council area that rank in the worst 20% in Northern Ireland for various indicators. Coleraine has the highest number of wards falling within the top 20% across five of the seven domains. Moyle has the highest number of wards within the cluster area falling within the top 20% most deprived wards under the Income and the proximity to services domains. (Source: [ninis.nisra.gov.uk](http://ninis.nisra.gov.uk). Northern Ireland Multiple Deprivation Measure 2010).

**Section 3: Audit Work**

As part of the development of the strategy a number of surveys were conducted with the community sector, the business sector, staff at each of the four councils and with elected members. A summary of the first three is outlined here. See appendix for full survey results and survey template. This was also supplemented by almost 30 stakeholder interviews and 11 public meetings – all of which are summarised in the pages to follow and form the basis of the new Strategy.

**Surveys of Community and Businesses**

More than 500 people replied to the various community audits undertaken – 235 replied to a general community questionnaire, 185 staff to a good relations survey of staff the four Councils and 81 businesses replied to a survey about how good relations issues impact on their businesses.

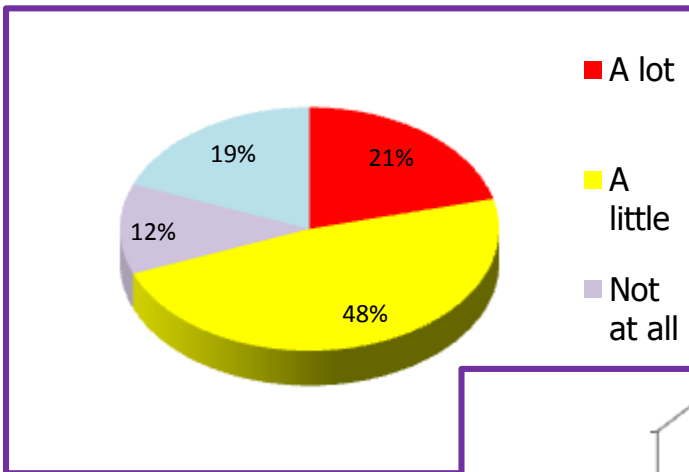
The summary below relates only to community and business replies.

**Some other things for Ballymoney to consider:**

- There was perceived to be a higher degree of sectarianism than other areas;
- There was a relatively higher level of identification of paramilitary influence;
- Leadership from politicians was perceived as something that could improve;
- There were considered to be parts of the Borough that were not shared space;
- There were a higher than average identification of Council facilities as not being/located in areas that were not welcoming of all communities.

in

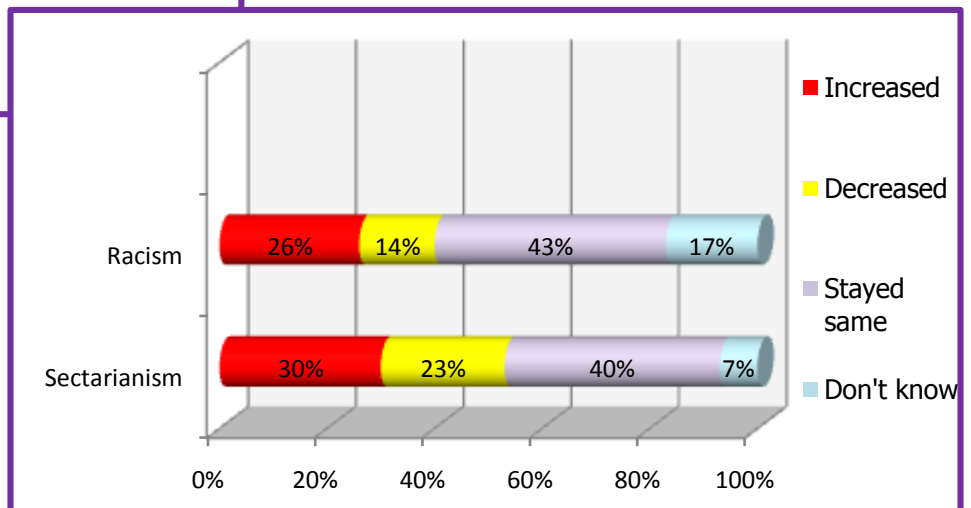
**Community**



The local community were reasonably well aware of the Councils good relations strategy and the good relations functions. However, promotion of good relations activities and events could clearly be better.

However, just 21% of people thought their area supported diversity a lot, suggesting some way to go in promoting different traditions and in building more pluralist communities.

Many people thought sectarianism and racism had increased in the last three



years. Fewer than one person in seven thought racism had declined and just one person in four thought sectarianism had declined in recent years.

Generally elected members of Council were regarded as more poor than good at promoting good relations. – 39% of the community regarded them as poor/very poor compared to 23% considering elected members as good/very good. There were also some variations per Council area, although in no area was there a positive rating.

The top six key issues identified that caused or sustained division were:

- 1) Flags and emblems – 75%
- 2) Hate incidents with a sectarian motivation – 69%
- 3) Behaviour of Councillors – 61%
- 4) Parades or protests against parades – 57%
- 5) Paramilitary influence – 56%
- 6) Behaviour of Stormont politicians – 55% (especially men)

Bonfires also rated highly within the Catholic population (62% compared to 39% of Protestants).

A person's religious/political background was thought to affect where people would socialise (84%) and live (83%), especially amongst men, or where they would apply for jobs (66%).

Most people (57%) believed parts their Council area was not shared space due to territorial markings and some places were named. Nearly a quarter of respondents (24%) thought some Council facilities were less accessible to people of different political/religious views. Causes of these included territorial markings such as flags and emblems, demographic make-up of areas and certain places.

**Some other things for Coleraine to consider:**

- There was perceived to be a higher level of sectarianism than other areas, that was also seen to be increasing;
- Paramilitary influence was thought to be higher than other areas;
- Leadership from politicians was regarded as significant and could be improved;
- There was prejudice against migrant workers identified that was higher than other areas;
- Parts of the Borough were perceived not to be shared space.

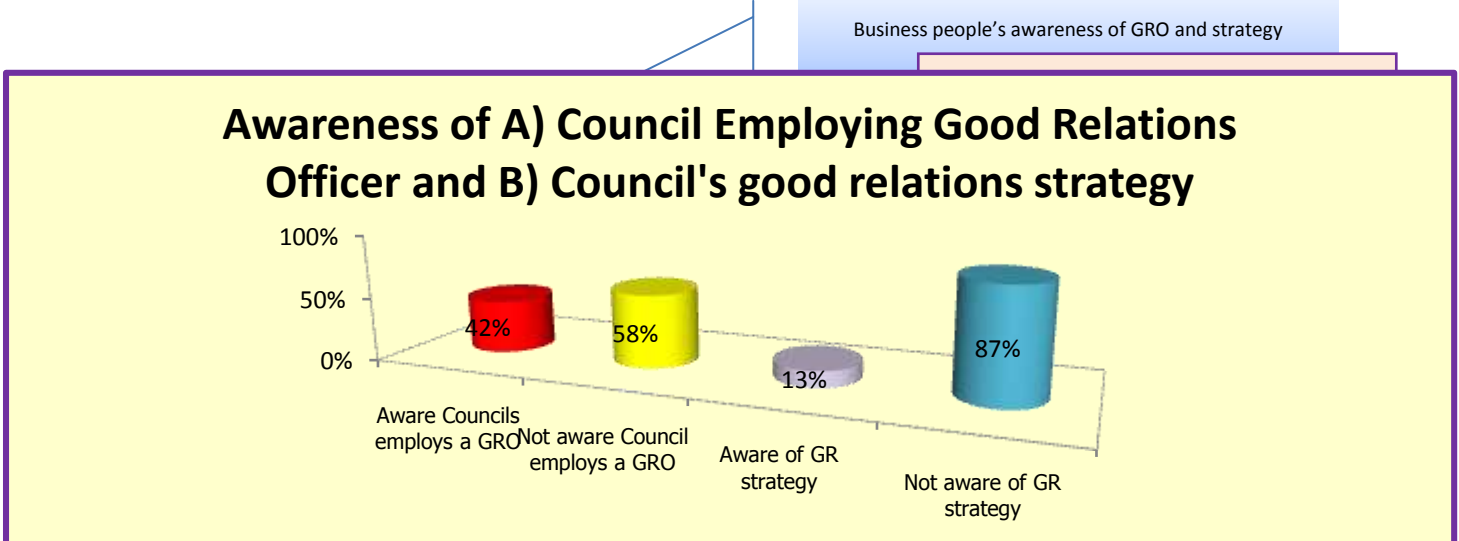
**Some other things for Limavady to consider:**

- There appears to have been more success at promoting good relations than other areas;
- Leadership is a significant issue that elected members could be better at;
- There were parts of the Borough identified as not being shared space.

**Businesses**

Most businesses replying had little awareness of the good relations function of Councils and of their local good relations strategies.

The top five issues that were considered to negatively affect business by the business owners were:

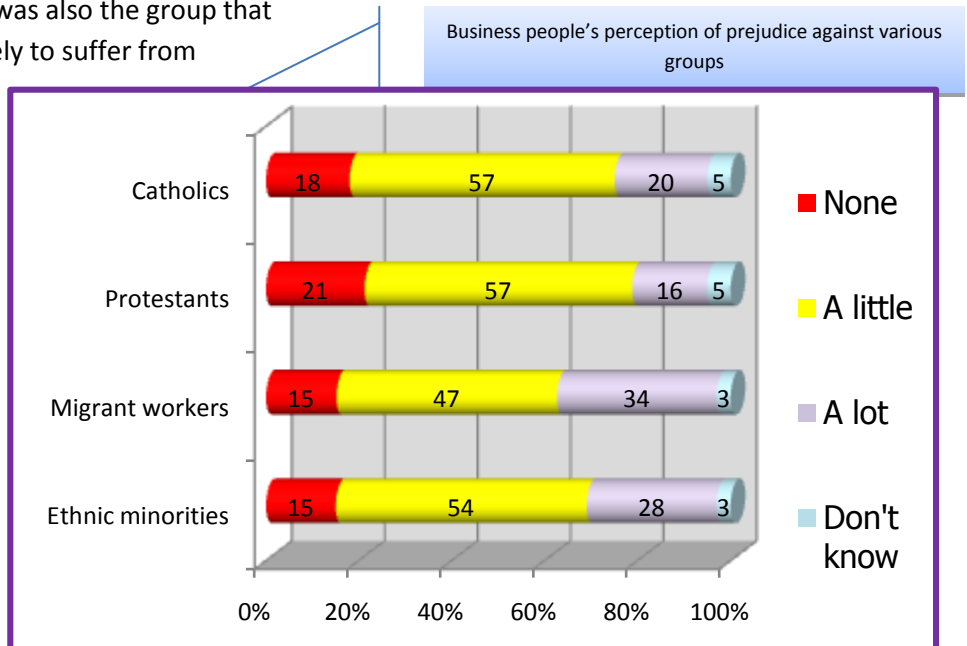


- 1) Community tension (57%)
- 2) Law and disorder (56%)
- 3) Hate incidents with a sectarian motivation (54%)
- 4) Flags and emblems (52%)
- 5) Parades and protest to parades (49%).

The main issue that was considered to positively affect business was the presence of migrant workers (28%), although migrant workers was also the group that business people felt was more likely to suffer from prejudice.

Ideas for improving things in future given by business people included working to develop better leadership and managing territorial markings.

Fewer business owners felt a person's religion/politics was likely to have an impact on where they shop (39%) than



where they socialise (75%) or live (77%). However, 26% of businesses also thought that a person's community background affected the way people did business with them.

Business owners appeared willing to further engage in good relations issues and receive information from their Council - 90% wanted to see the good relations strategy and 81% to hear about how it could link to businesses.

**Survey of Staff**

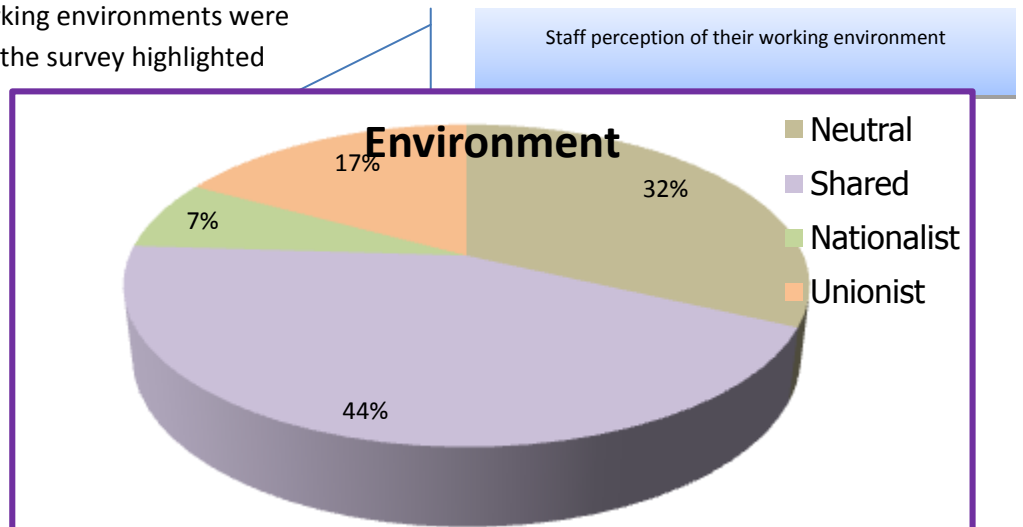
The staff survey received substantial support and achieved a robust sample across the Council areas. Overall 186 staff members participated in the audit across the four Councils, representing a participation rate of approximately 15%.

**Staff**

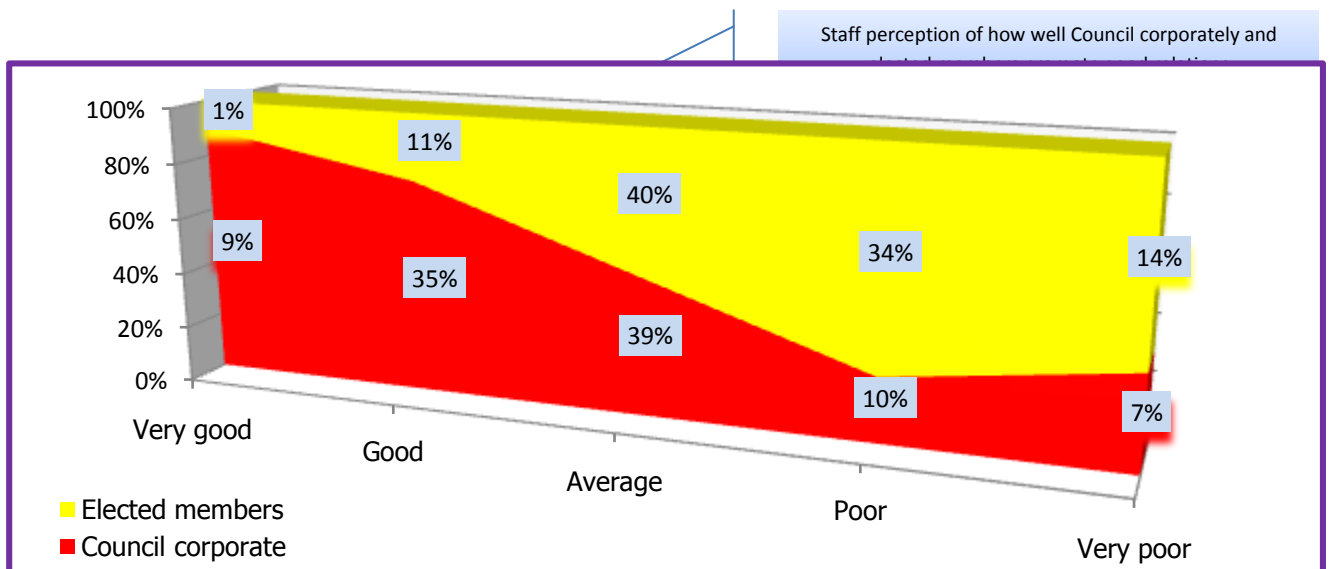
Staff were very aware of the good relations function of Council although the survey highlighted the need to continue to refine the impact of staff training and target particular groupings relating to awareness and participation.

Staff generally thought working environments were shared or neutral although the survey highlighted

continuing needs in some areas to continue the trend toward a shared working environment rather than a mainly nationalist or unionist environment.



Staff were positive about Council's promotion of good relations as a corporate body (44% very good/good compared to 17% poor/very poor). However the reverse is evident for staff's assessment of Councillors promotion of good relations (12% compared to 48%).



Overall, at some point 38% of staff has kept quiet about their own community background citing a variety of reasons for that. It again reflects continuing need for ongoing involvement of staff in training, development and awareness raising work around good relations.

Reflecting the trend of community and business returns, just 16% of Council staff think their Council area supports diversity a lot.

The main issues identified by staff in causing or sustaining division in their area include:

- 1) Flags and emblems – 84% (higher in rural than urban)
- 2) Behaviour of Councillors – 79%
- 3) Parades and protest to parades – 78%
- 4) Hate incidents with a sectarian motive – 75% (especially people from a Protestant background)
- 5) Bonfires – 62% (especially people from a Catholic background)
- 6) Behaviour of Stormont politicians - 59%
- 7) Paramilitarism – 55% (especially people from a Protestant background).

Overall, again reflecting the trend in the community returns, 48% of Council staff believe some areas are not shared space, and 23% believe some Council facilities are less accessible.



## Stakeholder Interviews

As part of the development of the strategy a number of key stakeholders were interviewed to ascertain their views on how to improve good relations in the Causeway Coast and Glens area. Their views are summarised below.

### Main issues

- In the main people described good relations as being good to reasonably good in the area but with pockets where issues bubbled over and areas where sectarianism is hidden or silent especially in rural areas;
- However, some people – particularly those working or living in areas of high tensions, described good relations as average to poor with many issues bubbling under the surface – things however are improving
- A few hotspots were identified
- There is a sense of willingness among young people to work together
- There is low capacity within some of the protestant estates across the four areas
- Hidden sectarianism exists
- Paramilitarism exists in some estates; however some groups have been involved in dialogue on bonfires/murals etc. which is proving positive
- Segregation of schools, living, churches and geography do not offer opportunities for people to engage enough
- There is a fear among some of losing their local identity when doing good relations or cross community or shared work
- Sectarianism is hiding behind anti-social behaviour according to some
- Everyone has a certain prejudice – born out of ignorance and fear

### Main issues

- Good relations is still an issue
- It is often hidden and silent
- There is full commitment by stakeholders to working with council to build good relations
- Members are fully supportive of the Strategy and Action Plans
- There are still some hotspots
- Low capacity of communities still an issue for some
- Seeing small grants as the lynchpin

The **main divisive issues** identified were:

- Flags - many of which are up for too long which is a big issue for many
- Emblems, murals, graffiti, vandalism, marking of territory
- Contentious parades and the effects of these on surrounding areas
- Bonfires
- The killing in “The Heights” in Coleraine
- Drug use and drug dealing,
- Paramilitary activities and gate keeping – with harassment and intimidation in some areas
- Memorials can be intimidating to some
- Mistrust and Fear of others
- Racism and Prejudice
- Lack of political leadership in some cases to keep issues in control
- Anti-social behaviour

- Geographical segregation and neighbourhoods
- Hate crimes still there

**Main challenges/ risks in addressing these issues**

- Taking risks with good relations – need to explore and challenge in order to move forward
- Need to see political leadership which promotes shared society and keeps a lid on contentious issues
- There is still a peace dividend vacuum which is being increasingly filled by more sinister elements
- Changing the institutions (religious and education),
- Not acknowledging that single identity work is still legitimate
- Not taking account of the pace of change that the communities can achieve
- Opening discussions with organisations like the Orange Order or GAA
- How to engage the most hard to reach groups / individuals is a challenge
- Dealing with the lack of capacity within many estates to tackle hard issues
- Balancing the resource needs of all areas - motivating communities to want help but taking time to understand why they don't or can't take the help
- Political in- fighting in Council chambers spills out to local communities
- Not engaging with dissident elements is a risk
- Not engaging the media in a way that promotes good
- Re - educating the old and educating the young
- Community leadership – resolving problems within & by the community
- Challenge for PSNI regarding budget cuts
- Reducing the incidents of intimidation remains a challenge
- There have been incidents of physical risk to workers

**Suggested Projects**

- Community leadership programmes and civic leadership
- Continuing to address issues of flags, emblems and parades
- Something on shared spaces
- More work with museums and art departments - More exhibitions in shared spaces
- More cross council work in all areas
- Education projects
- More work with young people and with children from 3 years up
- Engage with the hard to reach
- Single identity work
- Maintaining small grants
- Informal networking
- More visits to Belgium
- Safe forums for engagement
- Football league
- Projects that build partnerships between communities & elected members
- Community Cohesion work
- Work with other statutory agencies – like Roe Valley Education Partnership
- Dealing with GR issues identified by staff and businesses
- Citizenship work
- Interchurch work – need churches to break down barriers and then the community may follow

**Current issues with shared spaces**

- Council buildings in the main were seen as shared but a few still needed to address internal and external emblems or flags which made these buildings not feel shared or open to all
- Within all 4 areas there are single identity villages and urban areas
- Community centres and buildings are considered either one or the other
- The segregated divided nature of all areas gives a feeling of not feeling shared
- There are “no go” areas across the cluster from both religions

- Need more activities in local areas that promote spaces as being shared

**Role of political leaders in creating a more equal and integrated place**

- Leadership for a shared society is key – lead by example
- Need a new generation of political leaders to come forward
- Asking and listening and then acting upon what communities say
- Get to know local areas and communities – be more visible
- Being more careful and responsible about what is said in Council chamber
- Talk to each other openly and with respect
- More dialogue together to promote integration - discussion forums
- Need to be transforming leaders
- Need to take risks and start hard conversations about flags etc.
- Present a positive illustration of cross community communication

**Summary of Public Meetings**

In total eleven public meetings were held with 48 in attendance. Issues explored included the quality of life of people in local areas; the big issues that cause or sustain poor community relations, bigotry or prejudice; those groups who feel less welcome or suffer from lack of equal opportunity; how respected public agencies are and whether the area respects diversity and difference.

The main issues flowing from these are outlined below:

**Main Good Relations Issues**

- Acknowledging the chill factor that still exists in some areas and the hidden sectarianism in the area
- The need to build leadership for good relations among both elected members and the community and voluntary sectors
- The need to address the collective issues of flags and emblems
- Greater interaction by members with their communities
- Addressing the lower capacity of some areas
- A focus on working with young people
- Possible resurgence of terrorism among young men who are currently living in a vacuum in terms of a peace dividend
- A focus on dealing with a lack of education and awareness of identity and history and the cultural differences and though education reducing fear
- A focus on cohesion
- A focus on maintaining small grants as way of building the social and bridging capital in local communities
- Media has an impact on heightening tensions
- The need to bring the churches into the fold
- Using the local reconciliation centre in Corrymeela more
- Increasing people’s awareness of themselves and others
- The need to reduce bigotry, reduce sectarianism and increase tolerance
- Need for shared spaces
- Need for Media wise politicians
- Keep an eye on the effects of cuts on more marginalised communities
- Addressing hard issues and
- Being mindful that single identity work is required before cross community work in some areas
- Need for vision building around cohesion and integration at local level

**Main Quality of Life issues**

- Fear of crime and anti-social behaviour
- The recession and its effects on people’s confidence
- Negative sub culture among young people and a drink sub culture – kudos brought by being “bad”; Reality is a lack of confidence among young people
- Unemployment and lack of employment opportunities
- Depression among men is becoming a growing issue in the area
- Lack of confidence and self-esteem among some protestant groups
- Lack of confidence and self-esteem among some rural groups
- Dereliction and lack of investment in some areas
- Lack of rural transport an issue
- A familial approach required and more integration between the schools especially around the curriculum

**Main Section 75 Issues**

- Lack of tolerance of new migrant communities
- Recent campaign regarding reporting hate crime has community backing and is working well
- The needs of people of different sexual orientation not on the radar; perception of few resources for disabled people
- Values very traditional in the area
- Many people from the EMC not visible in the community and many cannot afford to leave
- Exploitation of some people from the EMC in work
- Integrating the travelling community into society is still an issue in the area
- Racist graffiti in the area
- BNP reportedly having a growing influence in parts of the area

**Respect for Public Agencies**

- Lack of use of CVS to help deliver projects by public agencies and weaker groups tend to get left behind
- NIHE generally regarded as good while others have more work to do
- Cutbacks are being seen in rural areas – including police resources
- Fear of even more centralisation and less services for rural local people – effects of cut backs a fear
- Some elected members not engaging enough with the electorate

**Support for Diversity**

- Examples of good work and activity with BCRC, in Rasharkin with the Polish and Lithuanian communities
- Influence of BNP identified as an emerging issue
- Need to build on good practice work

**Suggested Projects**

- Leadership for community and civic leaders
- Better and more frequent PR
- More projects with youth & schools & parents and in particular disaffected youth
- Myth busting work – cultural awareness etc.
- Trips to the Somme
- More inter-community and civic dialogue to build trust and relationships
- Story telling nights and legend telling
- Networking and good practice events
- Support local groups with small grants as they are the link to the grass roots communities
- Intergenerational work
- Support for farmers
- More projects that allow bands to come together
- More projects that brings gatekeepers and those with more hard line views into the discussions –
- More engagement with and buy churches
- Group twinning project
- Shared space projects
- More use of Corrymeela
- Cohesion work - Place Matters – Communities Matter

#### **Section 4: The Strategic Fit**

“A Society’s cultural life is rich if people in the society can communicate with each other, describe their reality and their experiences, voice their feelings, understand one another and thus in the end - be in a position to respect one another”.

***Council of Europe, 1978***

#### **Equality - Sections 75 (1) and (2): Equality Commission**

Section 75 of the Northern Ireland Act 1998 (the Act) requires public authorities designated for the purposes of the Act to comply with two statutory duties. The first duty is the Equality of Opportunity duty, which requires public authorities in carrying out their functions relating to Northern Ireland to have due regard to the need to promote equality of opportunity between the nine equality categories of persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; men and women generally; persons with a disability and persons without; and persons with dependants and persons without.

The second duty, Section 75 (2), the Good Relations duty, requires that public authorities in carrying out their functions relating to Northern Ireland have regard to the desirability of promoting good relations between persons of different religious belief, political opinion and racial group. For ease of reference, the duty under Section 75 (2) is referred to as the ‘good relations duty’.

Section 75 (2) formalises the shift from managing diversity and difference to Promoting diversity and integration. It requires public authorities to take a pro-active initiating approach to contributing to a shared society, rather than responding to the effects of a divided one. It means recognising and acknowledging the legacy of decades of sectarian conflict, and challenging sectarianism and racism. This requires not only reacting swiftly to incidents and manifestations, such as graffiti or name-calling; but also educating and training people to understand that prejudice is not acceptable. It means creating an ethos, a culture, of good relations, and recognising the need to promote good relations both within, and between, communities.

#### ***Cohesion, Sharing and Integration (OFMDFM) - 2010***

The aim of the Draft Programme for Cohesion, Sharing and Integration (CSI) is to bring about real changes for people and places across our society. The document’s aim is:

‘To build a strong community where everyone, regardless of race, colour, religious or political opinion, age, gender, disability or sexual orientation can live, work and socialise in a context of fairness, equality, rights, responsibilities and respect.’

The document’s Key Themes are:

- Developing shared space
- Crises intervention
- Young people
- Interfaces
- Reducing segregation
- Expression of cultural identity
- Racial equality
- Hate crime
- Secure communities

**Aims and Objectives of CSI**

The draft document sets out the main aims under a number of key headings:

- People and Places
- Empowering the Next Generation
- Respecting Cultures
- A Secure Community
- A Cohesive Community
- Supporting Local Communities
- Looking Outward
- Mechanisms for the Co-ordination of

CSI is one of a family of policies which seeks to tackle prejudice and hate. Government intends to bring complementary policies to promote equality, fairness, rights, respect and responsibility for all of the Section 75 (1) groups. These policies, and the framework supporting them, will be complementary with this Programme for Cohesion, Sharing and Integration. Therefore the focus of this policy will be to promote cohesion, sharing and integration for all sections of society. Government has agreed to publish a sexual orientation strategy. This Programme is not intended to supersede or replace the Racial Equality Strategy for Northern Ireland 2005-10, which was endorsed by the motion made by the Assembly on 3 July 2007. Rather, it provides the framework for the delivery of aspects of that strategy relating to good race relations in a co-ordinated, joined up process. It considers that the six shared aims set out in the Racial Equality Strategy are robust and comprehensive. The document has identified a number of themes for action which, it believes, are already clear.

The Programme for Cohesion, Sharing and Integration’s aims and objectives match those of the Causeway Coast and Glens Good Relations Strategy and the four individual Action Plans on a number of levels, specifically:

- A shared understanding of the value of different cultural identities, positive and acceptable ways to commemorate and responsible use of symbolism
- Substantially less sectarian, racist and homophobic crime
- A more stable political climate with Councils adopting principles and practices in support of good relations throughout their work
- Moving towards acceptance of cultural identity & inclusive celebration
- Promoting the inclusion of ethnic minorities and other marginalised people and acceptance of multiculturalism.

### **Programme for Government**

The Government’s vision for Northern Ireland is set out in A Shared Future, its policy and strategic framework for good relations in Northern Ireland and the Racial Equality Strategy for Northern Ireland

(2005-10)2. These strategies set out policy objectives and priority areas, and identify specific actions for government departments and key non-departmental public bodies.

***A Shared Future: First Triennial Plan 2006- 2009 – Policy and Strategic Framework for Good Relations in Northern Ireland - OFMDFM***

To achieve progress on building a shared society, A Shared Future details a number of priority areas and illustrative actions around which actions would be identified in the first Triennial Action Plan. These priority areas are listed in the box:

- SF1: Tackling the visible manifestations of sectarianism and racism
- SF2: Reclaiming shared space
- SF3: Reducing tensions at interface areas
- SF4: Shared education
- SF5: Shared communities
- SF6: Supporting good relations through diversity and cultural diversity
- SF7: Developing shared workplaces
- SF8: Good relations, community development and tackling disadvantage
- SF9: Ensuring that voice is given to victims
- SF10: Shared services

***Racial Equality Priorities***

Under Article 67 of the Race Relations (NI) Order 1997, local councils are under a duty ‘to make appropriate arrangements with a view to securing that their various functions are carried out with due regard to the need to eliminate racial discrimination and to promote equality of opportunity and good relations between persons of different racial groups’.

**The Fair Employment and Treatment (NI) Order 1998 (as amended) (FETO),** makes discrimination and

- REP 1: Elimination of Racial Inequality
  - To eliminate racism, racial inequality and unlawful racial discrimination and promote equality of opportunity in all aspects of life, including public life, for people of different ethnic backgrounds in Northern Ireland.
- REP 2: Equal Protection
  - To combat racism and provide effective protection and redress against racism and racist crime.
- REP 3: Equality of Service Provision
  - To ensure equality of opportunity for minority ethnic people in accessing and benefiting from all public services.
- REP 4: Participation
  - To increase participation and a sense of “belonging” of people from minority ethnic backgrounds in public, political, economic, social and cultural life.
- REP 5: Dialogue
  - To promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long-standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.
- REP 6: Capacity Building

harassment on the grounds of religious belief or political opinion unlawful. In addition, the Fair Employment Code of Practice provides general guidance for employers as regards the promotion of a good and harmonious working environment. Section 5.2 of the Code states that:



‘To promote equality of opportunity you should...promote a good and harmonious working environment and atmosphere in which no worker feels under threat or intimidated because of his or her religious belief or political opinion, e.g. prohibit the display of flags...[etc]...which are likely to give offence or cause apprehension among particular groups of employees.’

The Fair Employment Code of Practice is given particular significance by FETO, which permits it to be taken into account by the Fair Employment Tribunal, in relation to the determination of any question before it. FETO was recently amended to incorporate a new statutory definition of harassment (Articles 3A (1) and 3A (2)).

The new harassment definition may be paraphrased as follows:

‘Harassment is unwanted conduct which is based on the grounds of religious belief or political opinion, and which has the purpose or effect of violating the dignity of an employee, or of creating an intimidating, degrading, humiliating or offensive environment for an employee.’

### ***Draft NE Peace III Programme Aims and Objectives – Phase II***

The overall aim of the Peace III Programme is to reinforce progress towards a peaceful and stable society and promote reconciliation in Northern Ireland and the border counties. The four councils in the Causeway Coast and Glens area are included in the North East Peace III Strategy and Action Plan.

**Objective 1:** To foster Community Leadership at civic and local level and to prepare the communities for change through capacity and reconciliation skills enhancement

### **Leadership in a Shared Society Programme (SP1), Faith work (SP2) and Youth and Schools work (SP3) (Cross Council, Cross Border) (RA)**

- Cross Council / Cross Border Faith Works Programme (Clergy & Laity) (RA) (includes establishment & support to Church Forums / Networks in each Council Area)
- Peace Building programme for Clergy (RA to be pooled between Clergy to create bigger programmes)
- Detached Youth Programme
- Peer Leadership Programme
- Schools Based Programme

**Objective 2:** To promote respect, inclusion and cultural diversity and to enhance respect and improved understanding of differences among the communities of the North East

**Cohesion & Integration (SP4) (Includes Community Dialogue, Visible manifestations, Messines & Conflict Resolution & Mediation initiatives)**

- Community Integration Programme
- Community Cohesion Programme
- Building Brighter Futures programme (VM & CD)

**Cross Cutting elements**

- Culture, Arts & Sports as Cross Cutting Themes
- Resource Allocation
- Reaction Fund / Dealing with the Unexpected

**Promoting Good Relations: A Summary Guide for Public Authorities**

The Equality Commission has produced guidance with regard to the development of Good Relations Strategies. Summarised below are a number of key principles and that should underpin a public authority’s implementation of the good relations duty and the core elements that should be in such a plan.

<b>Key Principles:</b>	<b>Good Relations Strategy – Key Elements</b>
<ul style="list-style-type: none"> <li><input type="checkbox"/> Effective leadership;</li> <li><input type="checkbox"/> A visible and unequivocal commitment which is communicated internally and externally;</li> <li><input type="checkbox"/> To address both equality of opportunity and good relations and to recognise their inter-dependence;</li> <li><input type="checkbox"/> To work towards integration not segregation; and</li> <li><input type="checkbox"/> To ensure effective collaboration, co-ordination and consultation</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> A vision or aim (reflecting leadership);</li> <li><input type="checkbox"/> The key principles under-pinning the strategy (see above);</li> <li><input type="checkbox"/> An action plan to include specific measures with a timetable for implementation;</li> <li><input type="checkbox"/> A commitment to meaningful and effective consultation;</li> <li><input type="checkbox"/> A commitment to the communication of the strategy;</li> <li><input type="checkbox"/> Training plans and performance indicators/targets;</li> <li><input type="checkbox"/> A commitment to monitor, review and evaluate.</li> </ul>

Other government strategies, such as the Our Children and Young People – Our Pledge: A Ten Year Strategy for Children and Young People 2006 - 2016 and Lifetime Opportunities, the government’s anti-poverty and social inclusion strategy, also have an important contribution to make to the inclusion of good relations in Northern Ireland.

**Section 5: Summary of Strategic Issues, Need Aims and Objectives**

The strategic issues below are organised in similar fashion to the initial scoping study to allow comparison.

They are a summary of common issues emerging from the audit suggesting where action plans should focus with a particular emphasis on those issues emerging for each Council area as well as those common issues across the four Councils.

**Strategic Issues, Need, Aims and Objectives**

The draft document sets out the main themes of the strategy linked to a need identified during the audit. The overarching theme of the strategy is about building cohesion and integration and the four aims all link to this aspiration.

Aim	Sub Theme		Need
Aim 1: Leading for a Shared Society	Leadership	Leadership – by elected members and Councils generally	Shared society leadership and the safe and quiet spaces to talk and discuss issues outside of the public glare
			Building the skills of emerging leaders post 2011 elections, at least in terms of new members induction
			Getting Councillors to engage in GR and GR issues
			Skills and knowledge of elected members and senior staff in Councils
			Engaging effectively with statutory agencies to encourage and embrace integrated planning within local areas
		Leadership – by community representatives	Community leadership to include leadership for emerging leaders
Leadership by	Leadership which promotes collaboration of effort between voluntary sector agencies and takes an		

Aim	Sub Theme		Need
		voluntary sector	integrated approach to resourcing and practice
		Leadership by businesses	Addressing the issues in local businesses and building greater relationships with them over the coming two years – good relations is everybody’s business. It may include exploring how the issues they have identified that negatively affect business actually do, and what options may improve things.
	Trust in institutions and ensuring the mainstreaming of good relations		Involvement of elected members and senior staff in Councils and promoting a greater cross council understanding of and commitment to the good relations duty and the long term value of it to the economic, social and cultural fabric of the area
			Developing a model for planning and information sharing involving all public agencies leading the way towards cohesion and integration
			Building cohesion and integration through encouraging and promoting more collaboration by service deliverers in local areas
			Work with others in doing more bonfire work in local areas
			Challenging institutions like the Orange Order and GAA to get engaged more proactively in good relations work
			Working towards greater shared ownership of councils by their local communities
			Whether minority communities in the areas need to be identified and targeted more effectively
			Ensuring that good relations is mainstreamed across and understood within all Council Departments and that where possible Councils influences how other public agencies, working in their areas, mainstream good relations
	Shared Working Environments		Building of shared working environments in all councils
			Continuing to engage people in making good relations real and helping them to understand how they can make a difference

Aim	Sub Theme	Need
<b>Aim 2: Engaging people in Good relations</b>	<b>Engaging / Involving individuals /rights and responsibilities</b>	<b>Use of new technologies that may target individuals, young people and provide interactivity. May help the Council(s) ask and listen to responses that will influence policy making. There is also the potential for two-way communication</b>
	<b>Relationship building – Respecting cultures</b>	<b>Building the capacity of communities to engage in good relations work through support and resources including small grants</b>
		<b>Raising the bar of the extent and quality of cross community relationship building within communities, including cross border and cross community capacity building</b>
		<b>Involving the churches and focussing on faith based organisations</b>
		<b>Capacity Building for peace – recognising that communities are all at different levels of readiness and require different levels of support to start engaging in good relations work</b>
		<b>Dealing with the past: Building relationships involving ex-security services, ex-combatants and victims including those who were re-housed in the areas during the conflict</b>
	<b>Celebrating Diversity: Exploration and celebration of traditions and cultures and the building of trust and understanding between and among communities</b>	
<b>Aim 3: Building and Promoting the use of Shared and Consensual Spaces</b>	<b>Visible manifestations</b>	<b>Flags protocol/flags forums/engagement of community activists /murals/ memorials/ emblems/ bonfires and addressing these visible manifestations of the conflict in a developmental manner</b>
	<b>Shared space and finding consensus about space</b>	<b>Parading/protest to parades where there is contention and a breakdown of relationships and trust</b>  <b>Defining what it is and how it is made more real for communities that do not want neutral space but need to find a way to define consensual space including genuine community involvement</b>
		<b>Involving the media in a supportive and collaborative relationship, including recognising achievement and</b>

Aim	Sub Theme	Need
<b>Aim 4: Delivering, Communicating and Evaluating an Effective Programme</b>	<b>Communication</b>	<b>profiling the vision of key leaders</b>
		<b>Promoting positive role models and recognising achievement/risk taking</b>
		<b>Assisting communities and elected members to learn about communicating for good relations, integration and diversity</b>
	<b>Good practice/ Collaboration</b>	<b>A number of successful initiatives have been initiated in the overall CCG area, and that good practice should find a means of being shared, replicated and refined in the CCG area – especially around Flags in Limavady, Cohesion in Coleraine, parading in Moyle or working in low capacity estates in Ballymoney. Continue to work in collaboration with the Peace III Programme especially around area based work and emergency planning work</b>
<b>Monitoring and Evaluation</b>	<b>Ensuring that the end result of the actions is monitored and evaluated</b>	

**Vision for Good Relations in the Causeway Coast and Glens area**

A place where all people feel welcome, can live, work, shop, socialise, where they choose and in a context of fairness, equality, rights, responsibilities and respect;

**Aims**

The themes above have been summarised into four main aims. These are then interpreted by each of the four councils based on the specific needs in each of their areas identified through the audit.

**Aim 1: Leading for a Shared Society**

To build multi and cross sectoral leadership within the Causeway Coast and Glens area that leads to and builds an understanding that good relations is everybody’s business and which builds a cohesive, integrated and shared society and creates the long term conditions for the improved social and economic vitality of the area

Areas for action

- Civic, statutory, community, voluntary and business leadership
- Building trust in institutions
- Mainstreaming good relations
- Shared Working environments

**Aim 2: Engaging People in Good Relations**

To build the capacity of the community to engage in good relations activities aimed at building a shared society using innovative and imaginative mechanisms to do so and build relationships within and between communities aimed at promoting greater understanding of differences and similarities

Areas for action

- Engaging / Involving individuals /promoting rights and responsibilities of an by individuals and communities
- Relationship building – promoting and respecting different cultures

**Aim 3: Building and Promoting the use of Shared and Consensual Spaces**

To work, in partnership with others to reduce the visible manifestations of sectarianism and racism in the Causeway Coast and Glens area and support the use and development of shared spaces that promote greater cohesion within and across the area

Areas for action

- Building Shared space and finding consensus about space
- Visible manifestations – addressing hard issues

**Aim 4: Delivering, Communicating and Evaluating an Effective Programme**

To deliver an effective and efficient Good Relations Programme in the Causeway Coast and Glens area communicating widely the end results of the actions supported and building on and sharing good practice across the four councils and beyond

Areas for action

- Communication
- Good practice/ Collaboration
- Monitoring and Evaluation

**Principles that drive the new plan**

We have developed a set of principles which will guide us in the way in which we will deliver our plan.

<b>Our Principles</b>	<b>Which means....</b>
Effective leadership	This plan recognises good civic and community leadership as central to the development of an integrated and cohesive community. We pledge, in this strategy, to work in partnership with others to create a more cohesive society in the Causeway Coast and Glens area – but also recognise our core leadership role in making this happen, helping others to make it happen and the importance of leading by example.
A commitment to good relations - communicated internally and externally	We are fully committed to good relations as elected members and through the work of all of our departments across all of our councils. This plan and its action plans have been passed by full councils and are fully endorsed by them. We also see the importance of countering the bad news stories that seem to dominate local and regional media. We see positive good relations stories and building relationships with the local media as a way of illustrating the effectiveness of investing in good relations for the social and economic vitality of our areas. Internal and external good relations stories that show how it has worked are part of this Strategy.
To address both equality of opportunity and good relations and to recognise their inter-dependence	We have developed a strategy that takes accounts of the interlocking and overlapping nature of the two Section 75 duties of equality and good relations. We are fully committed to building equality and good relations in all that we do in each of the four councils.
To work towards integration not segregation	We believe that an integrated community is one where everyone feels a sense of belonging to their place. Our overall aim and end result in this strategy is to strive to build a community where everyone feels as if they belong and do not feel intimidated or a fear of other areas.
To ensure effective collaboration, co-ordination and consultation	We in the Causeway Coast and Glens area have undertaken an extensive and wide ranging consultation and engagement process as part of the development of this Strategy. We will continue to do this and place great emphasis on asking, listening and acting upon what people tell us within our budgets and remits. We also understand that we cannot do this all ourselves and are committed to working with others, especially those who work or provide services in and to communities in our area to do the same. We will monitor and evaluate our plan and will engage regularly with local and regional stakeholders.



**Section 6: Headline Themes and Actions for each of the four Councils****Limavady's Headline Actions****Theme 1: Leadership for a Shared Society**

- Continue to provide updates for training / mentoring for Council staff on Good Relations
- Develop 'target groups' or constituencies for focused work
- Develop the capacity of groups to engage in cross community and diversity work
  - Develop new programme guidance and criteria; Provide mentoring to selected groups; Host a "Dragon's Den" style competition for funding/resource allocation for projects by selected groups; Training of six elected members across all parties trained on GR and judging to be judges in Dragon's Den; Groups carry out GR work according to their bid for funding/resource allocation.
- Continue to develop relationships across and between a wide variety of structures that are not coterminous and include key external stakeholders – Housing Executive, PSNI, local schools, Flags Forum –
  - Develop a Cohesion panel and strategy through Peace 3 lead by the GR team

**Theme 2: Engaging people in Good Relations**

- Engage with local communities to highlight the importance of Good Relations work within communities during Community Relations Week
  - Carry out a promotional campaign; Involve local community groups in celebrating Community Relations week by encouraging groups to organise their own projects
- Work with employers in the Borough to develop diverse work place planning.
  - Develop partnerships with relevant orgs ('business in the community' etc.) to progress workplace planning; Involve employers in running employee education and awareness courses
- Develop shared working within the equality and GR functions internally; Define clearly interface of work; Create shared objectives; Enhance understanding of GR function of Council
- Develop an interest in politics through Local Democracy Week
- In conjunction with relevant agencies, develop a programme of activities to address the needs of minority communities.
- Work with key Stakeholders including PSNI, Multicultural Forum and victim's support, to develop and support a programme to highlight and address the levels and impact of hate crime.
- Work with employers - Training and events with relevant publications

**Theme 3: Building and Promoting the use of Shared and Consensual Space**

- In conjunction with relevant stakeholders, continue the work of the flags forum. Continue regular meetings that began in 2008, develop a joint working scenario between "both sides of the community" in the target areas.
- Support the better management of cultural celebration such as bonfires
- Look at other councils areas to identify good practise where positive developments have been made to reduce mass flag flying and reduce tensions during bonfire celebrations Identify areas of best practise with similar issues to Limavady area.
- Engage with the other Councils within the RPA structure to plan and develop a joint grant programme focussing on supporting diversity.
- Continue to work within the North West Good Relations Officer group, and look at common themes which could be worked on jointly

**Theme 4: Delivering, Communicating and Evaluating and Effective Programme**

- Continue to participate in the Peace 3 Good Relations Officer's Forum and work in partnership
- Evaluation of Yearly Programme
- Staff are more fully engaged in making the Council a shared working environment - Host a series of discussion workshops with external speakers on topics designed to ensure people understand other traditions and can engage with members of the other side of the community
- Continue to develop a better public profile of Council which accurately portrays the work undertaken by the corporate body in Good Relations, community work, economic development, culture arts and tourism.
- Due to the demand and need for the Media Relations officer, we see a great benefit in this post continuing for the period of the 2011 – 2014 Strategy.

**Coleraine's Headline Actions****Theme 1: Leadership for a Shared Society**

- Establish & facilitate Council Members Advisory Group
- Continuation of Good Relations Cross-Party Working Group
- Good Relations Awards Scheme
- Series of Opinion Pieces in local Press – 6 per annum
- Elected Member training/development
- To drive the overall strategic community cohesion process to develop shared agendas within communities and between delivery agents
  - Community Cohesion Strategy developed and 'owned' by all stakeholders.
- To develop relationships between key stakeholders and decision makers by developing a Strategic 'Players' Forum and to promote more integrated decision making
  - Development of a Strategic Player's Forum in association with Community Cohesion to include Elected Members, VCS, other Agencies

**Theme 2: Engaging People in Good Relations**

- Build confidence within communities and be proactive in promoting good relations
- Community Dialogue programme – 2 per annum
- Support capacity-building, Single Identity work & Good Relations training for the community
  - Opportunities for local communities to validate their own culture whilst also promoting respect for cultural diversity; Development of Single Identity programmes in areas of greatest need, working with emerging/potential community leaders
- Assist VCS to lead an engagement process within communities to agree critical issues
  - 2 area/communities targeted per annum – targeted development support through external facilitation with emerging community activists
- Good Relations Practitioners' Forum
- Review, develop and promote new enhanced Small grants programme with additional themes
- Challenge attitudes which contribute to racism and other forms of hate crime
  - Support young people & their families to participate in an awareness campaign tackling attitudes which contribute to hate crime. Use the results for PR campaign

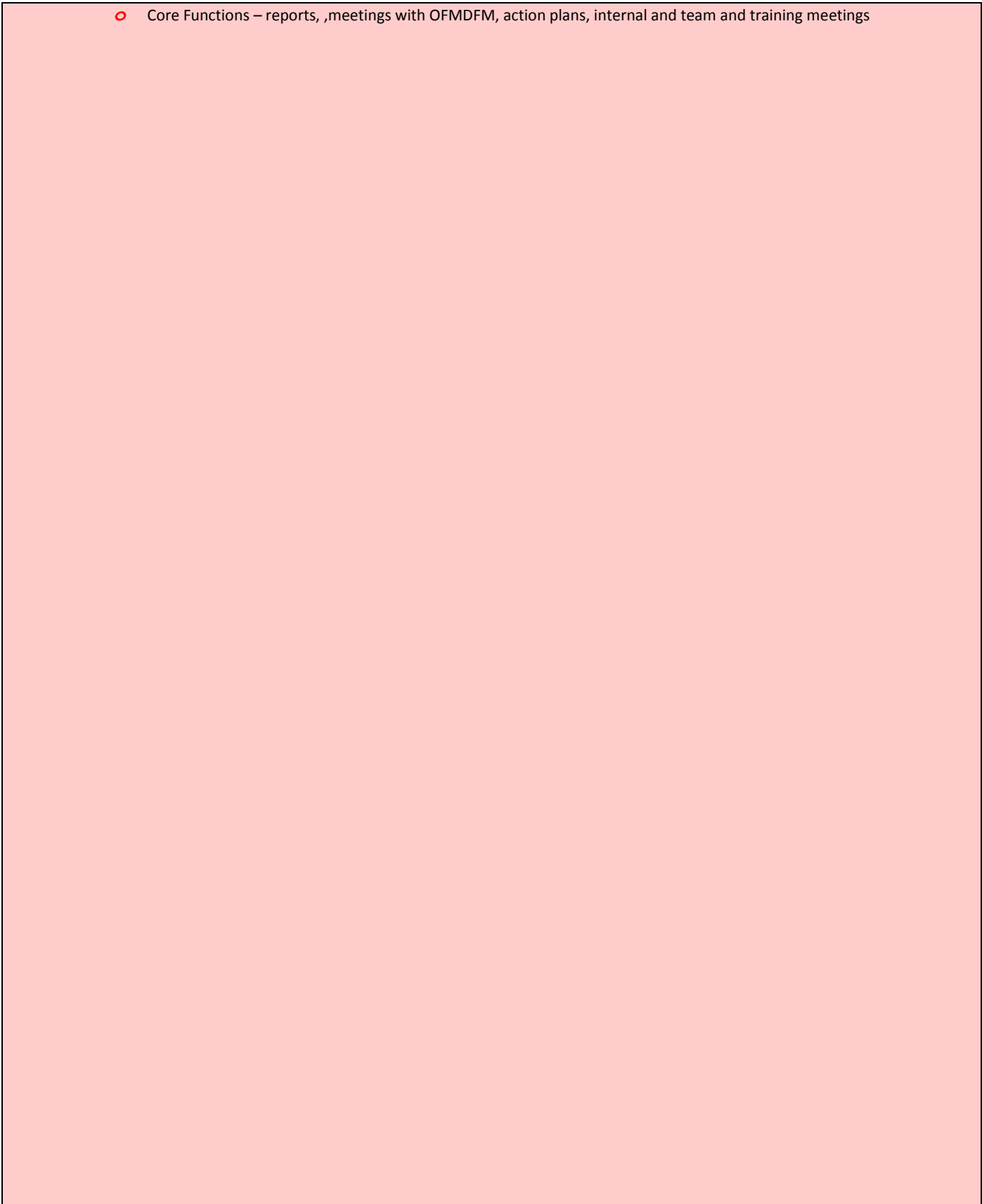
**Theme 3: Building and Promoting the use of Shared and Consensual Space**

- Expressions of Cultural Identity in Physical Space
  - In consultation with the VCS and in light of available research, develop a Programme to assist people from different backgrounds to have a sense of belonging in their area; assist local communities to understand the effects of the display of their identity on others; assist communities to reach local agreement on displays in their area; assist communities to consider alternative/ more inclusive celebrations
- Assist to raise the capacity of communities, supporting actions that improve their physical environment
  - Undertake Parades/ Protests mediation/ dialogue with support of other statutory agencies (Subject to VCS research verifying this as an issue) ad hoc – intervention/reaction fund
- Safer Bonfire Programme
  - Continue to meet regularly with other Council departments, statutory bodies and community representatives to improve safety of traditional bonfires; engage with the community on associated good relations & quality of life issues, develop bonfire scheme for potential delivery with small grants

**Theme 4: Delivering, Communicating and Evaluating an Effective Programme**

- Continue to work with SMT and other Council depts. To screen Council policies and practices to ensure Council fulfils its statutory responsibility for Good Relations
  - Emerging policies and changing practice on Good Relations issues (bonfires, memorials, flags & emblems, cultural expression) which impact on the quality of life
- To develop the capacity of Council to fulfil its statutory Duty by providing opportunities for Staff Training
  - Opportunities for staff to receive training/ participate in workshops & discussions on Good Relations issues relevant to their role within Council and to the public they serve
- To maintain Sub-regional collaboration and to promote more integrated decision making
  - To encourage public agencies to join and take part in an information sharing working group Representatives from all public agencies to meet regularly and development of Protocol for collaboration between agencies

○ Core Functions – reports, ,meetings with OFMDFM, action plans, internal and team and training meetings



### **Moyle's Headline Actions**

#### **Theme 1: Leading for a Shared Society**

- Facilitate all 15 councillors to take part in a Moyle focused Good Relations training and awareness programme
- Facilitate discussions and training on how Good Relations is mainstreamed across all Council Departments through a programme of staff training across all departments and liaise with Equality Working Group on emerging strategies/ plans.
- Develop partnerships with statutory agencies and community/voluntary groups that enhance good relations
- Work in conjunction with other District Councils to optimise the Good Relations benefit to Moyle (in particular through the Peace III Plan)
- Maintain Good Relations Working Group that informs and advises on the implementation of the strategy

#### **Theme 2: Engaging people in Good Relations**

- Provide financial support to programmes of engagement that enable the delivery of the aims set out in the Good Relations Strategy with local groups. Includes Good Relations Grant Scheme in accordance with relevant criteria.
- Undertake a Good Relations programme specifically targeting young people with innovative engagement projects/ media
- Provide training and capacity building to enable local communities to engage in good relations for up to 10 groups per annum. (Alternative approaches may include more use of film, theatre, community dialogue etc)
- To enable and support increased understanding of local cultural heritage, traditions, cultures, languages & history through a schools programme over a three year period targeted at Yr 8-10 schoolchildren (through music or arts projects or through a shared history programme)
- To support the delivery of a range of different language or cultural classes in Moyle which promotes greater inclusion of new communities and increases peoples immersion in new and existing cultures including Irish and Ulster Scots
- Use the Arts to showcase Good Relations by supporting at least 1 innovative project per annum

#### **Theme 3: Building and Promoting the use of Shared and Consensual Space**

- To facilitate Good Relations on the sensitive issue of Parading
- Enable and support the celebration of cultural diversity & multiculturalism among the community (through e.g. music or arts projects in particular)
- Increase the awareness among groups of other examples of good practice in relation to addressing the visible manifestations of sectarianism and racism including hate crime

#### **Theme 4: Delivering, Communicating and Evaluating and Effective Programme**

- Ensure that the Good Relations programme is delivered in an equitable manner, reporting directly to Council and in full consideration of PfG, S75 and Council's Equality Scheme
- Develop detailed annual actions plans to ensure the delivery of the Good Relations Strategy and monitor and evaluate the delivery of same on a yearly basis
- Improve public awareness of the Moyle Good Relations Programme & Good relations generally by working with the local media to ensure positive good relations are promoted
- Produce/ purchase good relations merchandise which promotes a good relations message
- Review regularly the public's perception of good relations in the Moyle area
- Attend quarterly meetings of the Northern Regional Forum of CROs/ GROs

## Ballymoney's Headline Actions

### Theme 1: Leading for a Shared Society

- Ongoing meetings of the Community Services and Good Relations Council Committee
- Ongoing Elected Member dialogue/ debating forum and Programme
- Run civic/ community engagement open day at Council venue each year
- Facilitate the Good Relations Internal Coordination Group
- Facilitate a Ballymoney Good Relations Forum
- Facilitate senior officers of the main public agencies along with Council to meet bi-annually to demonstrate commitment to developing a cohesion strategy and to emphasise the importance of those agencies continuing to engage in the cohesion process at a District-wide level
- Undertake an education and awareness programme on new ways of doing things and how to make the workplace more shared

### Theme2: Engaging people in Good Relations

- Schools based programme
- Youth based programme
- Networking visits
- Good relations award scheme
- Supporting the integration of people from minority ethnic communities
- To offer developmental support to the community sector through a coordinated series of workshops and clinics
- To support the delivery of a programme of cultural events which celebrates and develops the cultural diversity and which encourage the use of arts and sports as a means of cultural expression
- Deliver on the Good Relations Grants Programme

### Theme 3: Building and Promoting the use of Shared and Consensual Space

- Maintain regular contact with local communities and maintain and further develop contact points with key influencers
- Continue to work on the flags protocol and an education programme about flags and emblems
- Research around parading
- Continue to work on the Mediation programme with local groups
- Support diversionary projects
- Supporting groups to develop shared and/or consensual spaces especially in areas most in need of support in the area

### Theme 4: Delivering, Communicating and Evaluating and Effective Programme

- Organise Local Democracy Week Event with members and young people each year
- Organise activities for Community Relations Week celebrations
- Continue to engage in Northern Forum CROs Annual Project
- Devise and implement internal and external communication plan on good relations
- Review and amend GR plan with the community and civic leaders yearly
- Agree and review budget spend including grant allocation quarterly
- Monitor and evaluate the plan at end of 2011 – gather monitoring data from projects and insert into agreed

computer based monitoring template

- Seek to access additional resources where possible to deliver the plan – as per aims