

Action Plan: ANTRIM BOROUGH COUNCIL

Rationale Audit Issue/ AFS/RES theme	Objectives	Actions		Performance Indicators qualit. & quant.	Good relations Outcomes/ Impacts	Resources Staffing & partners.
		2011/12	2012/2013			
Audit/ Strategic Theme 1: Civic Leadership – High priority						
Civic Leadership to include capacity building (ASF 4 + RES 1 + 5) GR Audit Findings page 8	Ensure that Council is informed and reactive to developments / best practice in the GR field	<ol style="list-style-type: none"> 1. Scope the GR field for developments 2. Research external work on reconciliation 3. Identify and learn from organisations working across ethnic divides 4. Network by attending meetings & conferences both locally /regionally x 6 	<ol style="list-style-type: none"> 1. Continue as detailed in 2011/12 	<p>6 meetings attended per year with external organisations</p> <p>Database of relevant GR and reconciliation studies</p>	<p>Enhanced knowledge of best practice reconciliation work</p> <p>improved newssheets</p> <p>Staff and EM's better informed on GR issues</p>	<ul style="list-style-type: none"> ▪ GR Officer ▪ PR Officer as required
	Promote greater understanding of GR issues within the Community	<ol style="list-style-type: none"> 1. Deliver 3 GR Events in each financial year <ol style="list-style-type: none"> i) CR week Showcase Event – May 2011 ii) International day of Peace – 21 Sept 2011 iii) International day of tolerance November 2011 2. Deliver a citizenship programme with young people to increase understanding of GR issues and development of their own programmes 3. Deliver summer diversionary programmes to young people tackling grass root issues 4. Send out GReat News – 	<ol style="list-style-type: none"> 1. Deliver accredited GR training 2. Deliver diversionary programmes (areas to be identified) which tackle hard issues 	<p>3 GR events delivered with 80 + attendees overall</p> <p>12 young people and 4 youth leaders involved in programme (young people and leaders to be identified)</p> <p>2 local schools (to be identified) involved in programmes</p> <p>8 local people with GR qualification</p>	<p>Better community understanding of GR principles</p> <p>Better informed community</p> <p>Increased networking between youth groups</p> <p>More young people engaged in GR work</p> <p>Groups better equipped to deliver GR projects</p>	<ul style="list-style-type: none"> ▪ GR Officer ▪ Other Council officers ▪ PSNI ▪ Local groups ▪ Local schools ▪ NEELB Youth Service

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		2011/12	2012/2013			
		GR information on back of Resources Newsletter 5. Evaluate programmes		Publish 4 editions per year		
	Promote greater understanding / raise awareness of GR principles throughout the Council	<ol style="list-style-type: none"> 1. Undertake base level research re levels of understanding 2. Design and implement training workshops x 2 3. Post event research to establish outcomes 4. Quarterly meetings with relevant departments to ensure GR tie-ins. 5. Continue to deliver training to highlight good GR practice 6. Promote GR good news stories 	<ol style="list-style-type: none"> 1. Ongoing Continue to roll programme out through Council's traditional learning weeks, information provision, activities and awareness sessions 	<p>3 intra-departmental GR projects run annually</p> <p>3 GR good news stories in local press and Council website per year</p> <p>GR Principles being incorporated into projects throughout the Council</p>	<p>Council officers more aware of underpinning GR principles</p> <p>Council work reflecting GR principles</p> <p>4 Antrim Borough Council GR news releases per year</p>	<ul style="list-style-type: none"> ▪ Personnel Training Manager ▪ GR facilitators as required
	Enhance Elected Members understanding of GR issues within Antrim Borough Council area and new developments within GR Work	<ol style="list-style-type: none"> 1. Clarify any potential issues in area 2. Design and implement councillor workshops x 3 3. Undertake base level research re levels of understanding 4. Post event research to establish outcomes 5. Invite specialised GR speakers to council 6. Send invites to all GR events 7. Arrange publicity 	<ol style="list-style-type: none"> 1. Continue as detailed in 2010/11 	<p>Issues identified</p> <p>A minimum of 2 workshops carried out</p> <p>Base level research completed</p> <p>Audit completed by Elected Members</p> <p>4 speakers attended committee meetings</p> <p>All Elected Members</p>	<p>EM's gain an enhanced understanding of GR principles and GR issues across the Borough and regionally</p> <p>Increased Council representation at GR Events</p> <p>Council seen as an ambassador for GR</p>	<ul style="list-style-type: none"> ▪ GR and Policy Officer ▪ Senior Management Team ▪ Personnel Training Manager ▪ GR facilitators as required ▪ PR Officers

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				invited to a minimum of 3 GR events per year	Increased confidence and trust in Council	
	Audit GR programme	<ol style="list-style-type: none"> 1. Undertake an audit at the end of financial year 2. Engage consultants through tendering process 3. Assist with liaison /engagement of local community 4. Take report to Council 5. Identify improvements /gaps in GR programme 6. Roll forward new actions into the next year of the programme 	Publish outcomes	Audit completed	Greater awareness of the impact of the GR programmes both in Council and throughout the Borough	<ul style="list-style-type: none"> ▪ GR Officer ▪ Procurement Officer ▪ Audit agent ▪ PR Officer

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Audit/ Strategic Theme 2: Community Participation – High priority						
Community Participation to include Minority and Ethnic Groups (ASF 3 + 13 and RES 4 + 5) GR Audit findings page 9	Promote greater participation of local community activists in GR activities to include new and marginalised communities	<ol style="list-style-type: none"> 1. Identify level of GR knowledge within local groups 2. Promote local GR activities 3. Create opportunities for participation 4. Run awareness raising events x 2 5. Work to assist the further development and firm establishment of the Civic forum 	<ol style="list-style-type: none"> 1. Develop capacity of groups to undertake GR programmes themselves 2. Continue to develop / support Civic Forum 	Regular newsletters circulated to all community/voluntary groups Regular bi-monthly meetings between interested organisations Quarterly meetings with other statutory bodies Facilitated meetings and training for the Civic forum	A community that can see the GR principles fit within their own area to deal with their specific issues A more cohesive, shared and integrated community A forum where GR issues are discussed in an open and non confrontational manner	<ul style="list-style-type: none"> ▪ GR Officer ▪ EID Officer ▪ Community Support Officer ▪ Antrim Civic Forum ▪ PSNI ▪ NEELB YOUTH SERVICE ▪ NIHE
	Support Minority Ethnic work throughout the Borough	<ol style="list-style-type: none"> 1. Attend meetings and offer support /signposting as required to local interested groups 2. Research other relevant organisations /potential ME forum partners and liaise regularly to improve networking 3. Source appropriate Internet links and publicise to keep the ME community informed 4. Establish ME forum 	<ol style="list-style-type: none"> 1. Develop capacity of groups to undertake GR programmes themselves 2. Develop / support an ME forum 	Make contact /attend meetings with groups 4 times per year 10% increase in migrant workforce representation in community. Increased infrastructure Number of new partnerships with key stakeholders	ME communities active & influential in civic life Promotion of equity, diversity and interdependence between host community and migrant workforce A forum where ME issues can be brought forward by local representatives	<ul style="list-style-type: none"> ▪ GR Officer ▪ EID Officer ▪ Community Support Officer ▪ Antrim CAB ▪ PSNI ▪ NIHE

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	Support sports and arts programmes with substantial GR elements	<ol style="list-style-type: none"> 1. Develop programmes with GR content with interested parties 2. Encourage relevant partnerships between stats and community sector 3. Deliver GR programmes across the Borough x 2 – one Sporting programme/ one Cultural Heritage Programme 4. Evaluate programmes 	<ol style="list-style-type: none"> 1. Identify specific areas of need across the borough 2. Encourage / build new partnerships as required 3. Work with new groups as they develop 4. Continue as detailed in 2011/12 	<p>100 participants taking part in GR sports and arts activities</p> <p>Evaluation completed by all participants</p>	<p>Fewer incidents of sectarianism in sporting arena</p> <p>Greater awareness of cultural heritage</p>	<ul style="list-style-type: none"> ▪ GR Officer ▪ Community Arts Officer ▪ Sports Development Officers ▪ Community Development Officers ▪ PR Officers
	Support local groups to deliver against the community bridges programme	<ol style="list-style-type: none"> 1. Support local applications to community bridges <ul style="list-style-type: none"> ▪ Randalstown ARCHES ▪ Springfarm and District Community Association 2. Provide assistance to local workers to run programmes as devised 3. Monitor and evaluate as appropriate 	<ol style="list-style-type: none"> 1. Continue as detailed in 2011/12 	<p>Good relations training provided to individuals by grass roots community development projects</p>	<p>Local learning being delivered by local groups.</p> <p>Greater awareness of GR issues</p>	<ul style="list-style-type: none"> ▪ GR officer ▪ Local and council community development workers

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Audit/ Strategic Theme 3: Re-Imaging – medium Priority						
Re-Imaging (ASF 2 + 12) GR Audit page 10	Reduce tension and conflict at interface areas	<ol style="list-style-type: none"> 1. Identify areas where problems exist 2. Develop relationships and partnerships with key stakeholders 3. Provide mediation / conflict resolution training as required 4. Set up localised working groups 5. Organise a residential for young people to explore cultural diversity 6. Run cultural heritage programmes 7. Encourage interchange opportunities between church groups 8. Identify potential shared space facilities 	<ol style="list-style-type: none"> 1. Audit areas of work and establish if further areas require assistance 2. Set up regular meetings between groups 3. Maintain existing partnerships and continue to develop new links 4. Run further residential for young people 5. Assist development of shared facilities 	<p>Two working groups set up in identified areas</p> <p>Groups from two areas undertaking training</p> <p>12-16 young people involved in residential and evaluations undertaken</p> <p>Two exchange visits between church groups</p> <p>One new shared area identified</p>	<p>Improved culture of tolerance and trust</p> <p>Reduction in community polarisation</p> <p>Enhanced perception of neutral shared space</p> <p>Enhanced provision of additional neutral venues locally</p>	<ul style="list-style-type: none"> ▪ ABC GR officer ▪ NIHE GR officer ▪ NEELB YOUTH SERVICE Youth Service ▪ External facilitators as required ▪ Antrim Interfaith Group
	Support programmes that develop groups in contentious areas and re-focus celebrations to improve community harmony	<ol style="list-style-type: none"> 1. Assist groups to identify ways to re-focus celebrations 2. Assist local community development workers to build capacity within areas 3. Arrange visits to recognised GR areas 	<ol style="list-style-type: none"> 1. Work with groups to identify external funding opportunities 2. Develop capacity of groups to run events themselves 3. Assist groups with 	<p>3 groups undertaking peace and reconciliation work</p> <p>2 new groups engaging in re-imaging work.</p> <p>2 groups re-focusing</p>	<p>Greater levels of trust, understanding and confidence between communities</p> <p>No of new groups emerging in sector</p>	<ul style="list-style-type: none"> ▪ GR, ▪ External facilitators as required ▪ GR facilitators as required ▪ External

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		for group members to improve networking/ partnerships 4. Deliver accredited training 5. Provide diversionary activities for young people which bring in GR principles	long-term action planning 4. Provide diversionary activities for young people in contentious area (to be identified) which bring in GR principles	celebrations 10% reduction of time specific (e.g. marching season) visible manifestations 30 local people training to OCR level II in a range of GR areas	Key influencers identified and up - skilled to cascade GR information within their own communities	funders as identified
	Reduce visible manifestations of sectarianism and racism	1. Continue to identify areas where local groups seek progress 2. Build capacity of groups to undertake programmes of work 3. Provide assistance to groups applying for and help develop skills to manage external funding 4. Referee appropriate applications as required	1. Continue to identify future areas of work	10% increase in groups engaging in GR work 3 areas where visible manifestations have been reduced	Reduction or softening of visible manifestations of sectarianism and racism Enhanced perception of neutral shared space	<ul style="list-style-type: none"> ▪ GR, Community Support and funding officer ▪ Arts Council's Re-imaging Programme ▪ Other external funders as identified
	Deliver a Small Grant Scheme across all 3 Theme areas	1. Publicise GR grant aid programmes through local press and Council media 2. Work with local groups to promote uptake 3. Support the application process 4. Encourage good	1. Support engaged group to progress to next appropriate GR level 2. Identify specific areas of need across the borough	Continue as detailed in 2011/12 5 local groups per year wishing to deliver good relations projects/ activities	Strategic and focused GR work delivered across the Borough Enhanced knowledge within the community of the impact of good	<ul style="list-style-type: none"> ▪ GR Officer ▪ CS Support Officer ▪ PR officers

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		practice throughout the duration of the programme 5. Ensure monitoring and evaluation is undertaken 6. Process claims	3. Encourage / build new partnerships as required 4. Work with new groups as they develop 5. Audit programme at end of year one	5 local groups with the capacity to complete an application to an agreed standard 5 programmes/ activities delivered	relations within their own area Increased understanding of GR principles and how they can be built directly into community development Events being delivered which are embraced by the whole community	