February 4th, 2022

Notice Of Meeting

You are requested to attend the meeting to be held on **Wednesday, 9th February 2022** at **7:00 pm** in **Virtual via Zoom.**

Agenda

Zoom Guidance

📄 *Zoom Guidance BRCD.pdf*   ***Not included***

Agenda

📄 *09.02.2022 CWB Agenda.pdf*   ***Page 1***

1.   Apologies

2.   Declarations of Interest

3.   Public Analysts Services

(Report attached)

📄 *3. Public Analysts Services.pdf*   ***Page 4***

4.   Ards and North Down Borough Councils Good Relations Strategy (2022-2025) and Action Plan (2022-2023)

(Report attached)

📄 *4. AND GR Strategy and Action Plan .pdf*   ***Page 6***

📄 *4.1 Appendix 1 Draft Ards and North Down Borough Councils Good Relations Strategy (2022-2025).pdf*   ***Page 8***

📄 *4.2 Appendix 2 Draft Ards and North Down Borough Councils Good Relations Action Plan (2022-2023).pdf*   ***Page 126***

5.   Multi-Annual Arts Grants 2022-2024

(Report attached)

📄 *5. Multi Annual Arts Grants 2022-2024.pdf*   ***Page 173***

6.   Call for Views to Inform the Development of (i) a Domestic and Sexual Abuse Strategy and (ii) a Strategy to Tackle Violence Against Women and Girls

(Report attached)

📄 *6. Call for views to inform the development of Strategy DSA & Strategy VAWG.pdf*   ***Page 176***

12. Greenways Network Consultation

13. Notices of Motion

13.1 Notice of Motion Submitted by Councillor T Smith and Councillor Brooks

That this Council recognises the great anger from residents regarding the proposed closure of Play Parks contained in the Play Strategy. This Council notes the strong public opposition from residents in Donaghadee, Groomsport, Ballywalter and beyond - including a petition signed by nearly 1700 people as well as hundreds of letters and emails opposing the plans. The people have spoken and this Council must demonstrate that it listens. Therefore, we make it clear that this Council will not close any play parks as recommended by the Play Strategy. Also, given concern around Pinks Green, the Council confirms that it has no intention of disposing of this land which is a very valuable asset for the residents of the town and the Borough. When the Play Park Strategy was first proposed, one option was to proceed with the Strategy but without making any of the closures that the report contained. We believe this is the best way forward. We should not only maintain the parks that we have but, as laid out in the Play Strategy, build, maintain and upgrade them for the future.

13.2 Notice of Motion submitted by Councillor McKimm, Councillor Dunlop, Councillor Smart and Councillor Mathison

In light of recent events that have seen a number of refugees seeking sanctuary in this Borough and building upon this Council's good relations work in the community. This cross-arty motion proposes that this Council takes the following actions. 1. That, officers return to us at their earliest convenience a proposal for a refugee strategy, outlining amongst other issues the cross directorate working that would be required. 2. That the officers compile a report detailing necessary considerations, benefits and costs, if any, in Ards and North Down Acquiring "Borough of Sanctuary" status as recently attained by Belfast City Council.

13.3 Notice of Motion submitted by Councillor Egan and Councillor Douglas

That this Council recognises the health and wellbeing benefits of Sea Swimming and therefore will write to the DAERA Minister to ask him to increase the sites in our Borough where bathing water quality is tested and the time of the year which testing occurs and officers will bring back a report detailing how the Council can promote and better facilitate safe sea swimming; including consultation and engagement with

swimming groups to address their needs, and promote information on the activity on a central webpage.

14. Any Other Notified Business

IN CONFIDENCE

15. Sportsplex Update

IN CONFIDENCE

(Report attached)

📄 *15. Update on Sportsplex Athletics Track Refurbishment Project .pdf*   *Not included*

16. Northern Community Leisure Trust Quarter 1 and Quarter 2 2021/22

IN CONFIDENCE

(Report attached)

📄 *16. Northern Community Leisure Trust Q1 and Q2 2021-22.pdf*   *Not included*

📄 *16.1 Appendix 1 Q1 Financial Report.pdf*   *Not included*

📄 *16.2 Appendix 2 Q2 Trust Report.pdf*   *Not included*

ARDS AND NORTH DOWN BOROUGH COUNCIL

2 February 2022

Dear Sir/Madam

You are hereby invited to attend a meeting of the Community and Wellbeing Committee to be held remotely via Zoom on **Wednesday, 9th February 2022** commencing at **7.00 pm.**

Yours faithfully

Stephen Reid
Chief Executive
Ards and North Down Borough Council

A G E N D A

1. Apologies

2. Declarations of Interest

3. Public Analysts Services (Report attached)

4. Ards and North Down Borough Councils Good Relations Strategy (2022-2025) and Action Plan (2022-2023) (Report attached)

5. Multi-Annual Arts Grants 2022-2024 (Report attached)

6. Call for views to inform the development of (i) a Domestic and Sexual Abuse Strategy and (ii) a Strategy to Tackle Violence Against Women and Girls (Report attached)

7. Children and Young People 3-year Delivery Plan 2021-2024 (Report attached)

8. Ards and North Down Sports Forum Grants (Report attached)

9. Ards and North Down Borough Council Sports Awards for 2021 (Report attached)

10. Commemorative Tree Planting (Report attached)

11. Ards Peninsula 3G Multi-Use Pitch (Report attached)

12. Greenways Network Consultation (Report attached)

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14.   Any Other Notified Business

ITEM 15-16 ***IN CONFIDENCE***

15.   Sportsplex Update (Report attached)

16.   Northern Community Leisure Trust Quarter 1 and Quarter 2 2021/22 (Report attached)

MEMBERSHIP OF COMMUNITY AND WELLBEING COMMITTEE (16 MEMBERS)

Alderman Carson	Councillor Johnson
Alderman Irvine (Vice Chair)	Councillor Kendall
Alderman Menagh	Councillor McArthur
Councillor Boyle	Councillor Mathison
Councillor Chambers	Councillor Smart
Councillor Douglas	Councillor T Smith
Councillor Edmund	Councillor Thompson (Chair)
Councillor Egan	Councillor McRandal

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ITEM 3

Ards and North Down Borough Council

Report Classification	Unclassified
Council/Committee	Community and Wellbeing
Date of Meeting	09 February 2022
Responsible Director	Director of Community and Wellbeing
Responsible Head of Service	Head of Environmental Health Protection and Development
Date of Report	17 January 2022
File Reference	CW61
Legislation	Food Safety (NI) Order 1991
Section 75 Compliant	Yes ☒ No ☐ Not Applicable ☐
Subject	Public Analysts Services
Attachments	None

Article 27 (1) of the Food Safety (NI) Order 1991 requires that the Council appoint one or more persons (Public Analyst(s)) to act as Analyst(s) within the district of the Council.

Furthermore, the Framework Agreement on Official Feed and Food Controls by Local Authorities, amendment of 5 April 2010, Chapter 2, paragraph 12.8, states that Ards and North Down Borough Council shall ensure that a Food Analyst is appointed to carry out examinations and analyses of food samples. In making these appointments, all relevant legal requirements and Codes of Practice shall be satisfied.

Due to staff changes in Public Analyst Scientific Services which has been awarded the contract to provide services, it is necessary to update the appointment of Public Analysts.

The qualifications required by Analysts are set out in the Food Safety (Sampling and Qualifications) Regulations (NI) 2013. The Environmental Health Protection and Development service is satisfied that the following persons, who are employed by Public Analyst Scientific Services, fulfil the requirements of the Regulations for appointment as Public Analysts on behalf of the Council.

Unclassified

Duncan Kenelm Arthur BSc, MChemA, CChem, MRSC
Nigel Kenneth Payne MSc, MChemA, CChem, MRSC
Lilian Emma Jane Downie MChem, MChemA, CChem, MRSC
Michelle Evans BSc, MChemA, CChem, MRSC
Donna Hanks BSc, MChemA, MRSC
Mary Butts MSc MChemA MRSC

RECOMMENDATION

It is recommended that the Council approve the appointment of the above persons as Public Analysts to the Council under Article 27 (1) of the Food Safety (NI) Order 1991, effective from 14th January 2022. They replace the list appointed by Council on 27th February 2020.

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ITEM 4

Ards and North Down Borough Council

Report Classification	Unclassified
Council/Committee	Community and Wellbeing
Date of Meeting	09 February 2022
Responsible Director	Director of Community and Wellbeing
Responsible Head of Service	Head of Community and Culture
Date of Report	26 January 2022
File Reference	GREL 433
Legislation	The Local Government Act (NI) 2014
Section 75 Compliant	Yes ☒　　No ☐　　Other ☐ If other, please add comment below:
Subject	Ards and North Down Borough Councils Good Relations Strategy (2022-2025) and Action Plan (2022-2023)
Attachments	Appendix 1 Draft Ards and North Down Borough Councils Good Relations Strategy (2022-2025) Appendix 2 Draft Ards and North Down Borough Councils Good Relations Action Plan (2022-2023)

The Council's current Good Relation Strategy and annual Action Plan terminates on 31 March 2022 and in order to access funding from The Executive Office a new three-year Strategy and annual Action Plan must be submitted to the Department by 7 February 2022, therefore the attached Draft Strategy and Action Plan has been submitted, subject to Council approval.

Blue Zebra were appointed in November 2021 to carry out the necessary consultation to inform the development of the Strategy and Action Plan. A comprehensive on-line consultation process has been carried out including:

- 7 x Public consultation meetings by DEA (including local Elected Members)
- 2 x Section 75- across the Borough

Unclassified

- 4 x Focus groups with hard to reach, marginalised and isolated community and voluntary sectors
- 2 x Young People engagement sessions (through Youth Council)
- 1 x Elected Members Meeting
- 4 x Statutory Body Meetings
- 1 x Community Planning Meeting
- 8 x Staff meetings
- Turning the Curve Exercise
- GR Public & Staff Surveys & Analysis
- Strategic Context undertaken
- Desktop Analysis
- New TEO guidelines consideration for outcomes and monitoring

As a result of the above consultation the attached Good Relations three-year Strategy (2021-2024) and annual Action Plan (2021-2022) is recommended for approval.

RECOMMENDATION

It is recommended that Council approves the attached Good Relations three-year Strategy (2021-2024) and annual Action Plan (2021-2022).

Ards and North Down Borough Council

Good Relations Audit 2021/22

Good Relations Strategy 2022-2025

Good Relations Action Plan 2022-2023

Draft January 2022

The Executive Office

T:buc
Changing for the better, together

Contents

DRAFT

1.0 Introduction and Methodology

Ards and North Down Borough Council (ANDBC) has developed a new Good Relations Strategy and Action Plan 2022-2025. As part of this process a Good Relations audit of need was carried out across the Borough from November 2021 to mid-January 2022 inclusive of a comprehensive consultation process. The methodology was designed to ensure that Section 75 groups, the public, elected members, council staff, statutory sector representatives, young people and voluntary and community groups were given an opportunity to contribute to the development process. It should be noted that meetings were in the majority undertaken by zoom due to the COVID 19 restrictions at the time. A few socially distanced one to one face to face meetings were undertaken.

A range of consultations were held including public meetings across all seven DEAs, focus groups with hard-to-reach, marginalised and isolated groups, elected members, council staff, community and voluntary groups and statutory organisations. Some one-to-one meetings were also carried out. An online survey for the public on Good Relations activities and outcomes and an on-line survey for council staff were also carried out and analysed. These have provided both qualitative and quantitative information on needs and have been captured against the key priorities of The Executive Office's Together: Building a United Community Strategy (T:BUC) and Project Level Outcomes for the District Council Good Relations Programme for Ards and North Down Borough Council area. A Turning the Curve exercise, a benchmarking exercise and meetings with community planning were also undertaken as was a discussion around Peace Plus alignment with the strategy and action plan.

Figure 1: ANDBC Good Relations Audit, Strategy & Action Plan Development Methodology
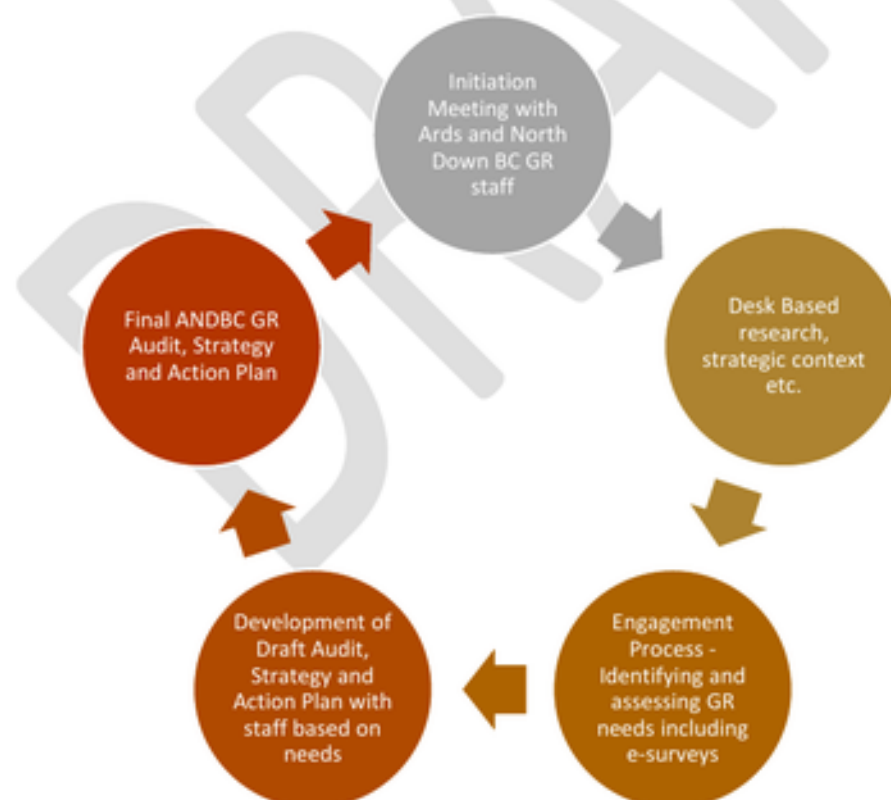
In total, 302 people took part in the consultation process. There were over 35 different promotional communications sent out via targeted community databases, social media and local media channels, including follow up phone calls with key stakeholders and delivery agents.

The research and plan development phases included the following:

- A review of the local and regional strategic context
- Public and Staff Survey Design
- A detailed socio-economic profile of the area
- Seven public meetings (by DEA and by zoom)
- Two section 75 public meetings by zoom
- Four hard to reach, marginalised and isolated groups face to face
- A Good Relations public online survey
- A Staff Good Relations online survey
- Elected Member consultation by DEA & private meeting by zoom
- Two Youth based consultation meetings by zoom
- Five statutory sector consultation by zoom
- Turning the Curve meeting & analysis by zoom
- Public and Staff Survey Design Results Analysis
- Community Planning Manager meeting by zoom
- Staff audit review and strategy and action planning meetings by zoom
- Presentation to EM committee for discussion by zoom

The result of the findings are demonstrated in:

- An Audit of Good Relations and a three-year Good Relations Strategy; and
- A one-year initial action plan.

2.0 What is Good Relations?

Good Relations is a legal requirement for public bodies. Section 75 is part of the Northern Ireland Act 1998 and it aims to ensure that practices of equality of opportunity and good relations are central to policy making and service delivery of government and public authorities. Section 75 (1) focuses on equality of opportunity, and section 75 (2) focuses on good relations.

The first duty, Section 75 (1), is the Equality of Opportunity duty, which requires (1) A public authority, shall in carrying out its functions relating to Northern Ireland to have due regard to the need to promote equality of opportunity

- between (the nine equality categoriesi):
- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Section 75 (2) of the Northern Ireland Act 1998 (the Act) states that (2) Without prejudice to its obligations under subsection (1), a public authority shall, in carrying out its functions relating to Northern Ireland have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. The relevant categories of people for which regard must be paid to the desirability of promoting good relations, according to Section 75 (2), are:

- between persons of different religious belief;
- persons of different political opinion; and
- persons of different racial group.

Recognition of the inter-dependence of equality and good relations is crucial.

The Equality Commissionii recognises the deep-rooted divisions within our society and the impact that this has on people's daily lives. While not underestimating the crucial importance of eradicating sectarianism and racism, it is vital that a shared and pluralist society also includes proactively addressing homophobic and sexist actions and behaviours, as well as the outworking of prejudiced attitudes to disability. Hate crime law in Northern Ireland encompasses disability and sexual orientation, as well as religion, politics and race.

The legislation as it is currently framed specifies only three grounds for promoting good relations – religious belief, political opinion and racial group. Although work undertaken by public authorities to promote good relations with reference to men and women, sexual orientation, disability, age, people with and without dependants, or marital status, is not currently within the scope of the Section 75 (2) statutory duty, and is not legally required, it is of course open to public authorities to undertake work to promote good relations amongst other groups covered by Section 75, and the Equality Commission welcomes such work.

Neither 'good relations' nor 'promoting good relations' is defined in legislation, nor is there a commonly agreed definition. Some public authorities have developed their own vision or definition. Although not defined in the legislation. The Equality Commission for Northern Ireland has agreed the following working definition of good relations:

'the growth of relations and structures for Northern Ireland that acknowledge the religious, political and racial context of this society, and that seek to promote respect, equity and trust and embrace diversity in all its forms'.

Mainstreaming

The Section 75 statutory duties make equality and good relations central to the whole range of public policy decision-making. This approach is often referred to as "mainstreaming". The Council of Europeiii has defined mainstreaming as: "the (re)organisation, improvement, development and evaluation of policy processes, so that a[n] ... equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making".

Mainstreaming good relations is important for several reasons. Experience in Northern Ireland and elsewhere shows that questions of good relations may easily become side-lined in organisations. Focused attention on mainstreaming addresses this problem by requiring all public authorities to engage directly with good relations issues through all stages of policy making and service delivery. Section 75 is part of the public policy agenda which is ultimately aimed at developing policies and services that address the needs of all people, especially those experiencing inequalities.

Together Building a United Community (TBUC)

Good Relations Programmes in all Council areas have to date been 75% funded by The Executive Office (TEO). It is essential that any new District Council Good Relations Strategy complements The Executive Office's latest Good Relations Strategic Document, its key Themes and Proposed SMART Targets. The 'Together: Building a United Community' Strategy published in May 2013, reflects the Executive's commitment to improving community relations and continuing the journey towards a more united and shared society. Its vision is:

"A united community, based on equality of opportunity, the desirability of good relations and reconciliation - one which is strengthened by its diversity, where cultural expression is celebrated and embraced and where everyone can live, learn, work and socialise together, free from prejudice, hate and intolerance."

The Executive Office proposes to work with District Councils based on their current good relations audits and to focus on delivering Good Relations outcomes under four key themes. These T:BUC themes have the following shared aims and related strategic outcomes:

Theme 1 Aim: Our Children and Young People: to continue to improve attitudes amongst our young people and to build a community where they can play a full and active role in building good relations.

Strategic Outcomes:
      1.1 Positive attitudinal change towards people from different backgrounds.
      1.2 Bringing Communities together.

Theme 2: Aim Our Shared Community: to create a community where division does not restrict the life opportunities of individuals and where all areas are open and accessible to everyone.

Strategic Outcomes:
      2.1 Increased use of shared space.
      2.2 Shared Space is accessible to all.

Theme 3 Aim: Our Safe Community: to create a community where everyone feels safe in moving around and where life choices are not inhibited by fears around safety.

Strategic Outcomes:
3.1 Reduce the prevalence of hate crime and intimidation.
3.2 A community where places and spaces are safe for all.

Theme 4 Aim: Our Cultural Expression: to create a community which promotes mutual respect and understanding, is strengthened by its diversity, and where cultural expression is celebrated and embraced.

Strategic Outcomes:
4.1 Increased sense of community belonging (widens contribution beyond community background).
4.2 Cultural diversity is celebrated.

TBUC Supporting Actions: Councils are requested to include any areas of proposed work that does not fall within the four key priorities of the Together: Building a United Community strategy.

Underpinning Principles of TBUC – to be bedded into this Strategy
The Executive Office believes that it is important that there are closer linkages between political activity and the work going on at a local level. The Executive Office believes that the underpinning principles of its Strategy, outlined below, provide a set of shared values that will link political leadership with individual and community effort and motivation in the delivery of good relations.

Figure 2: T:BUC Underpinning Principles Chart

1.0 Socio Economic Profile of the Area

Ards and North Down has many significant natural and built assets, great strength in the skills and education of its people and is well located to market opportunities through access to road, air and shipping ports in Belfast.

Ards and North Down (ANDBC) has a geographical area of 228 square miles and a coastline of 115 miles along two loughs and the Irish Sea. The population of the Borough (Jan 2020) was 163,396 (8% of NI population), comprising of 5 towns and 17 villages.

It is projected that by 2038 there will be 70,492 households (8.73% of NI households by 2038). Life expectancy of males is 79.5 (78.5 NI) and females 82.6 (82.3 NI). The age profile shows 0-15- 19% (21% NI), 16-64- 60% (63%) and 65+ - 16% (21%).

The average weekly earnings are £448 (£535 NI). The rate of employment is 75.9% (69% NI) and the economic inactivity rate excluding students accounts for 17% (20.1% NI). The business profile of ANDBC is dominated by sectors that typically produce low levels of productivity (retail/wholesale, public sector service provision and accommodation/food services). The total spend of visitors was £46 million in 2018.

Recorded crime, excluding fraud is 6,387 (6.32% of total NI crime). Harbour_1 Super Output Area ranks in the top 1% of crime and disorder areas in Northern Ireland while central Ards is in the top 6%.

Deprivation measures for Super Output Areas demonstrate that Ards and North Down, of the 890 SOA's in NI, has three in the top 100 (Scrabo_2 (71); Glen_1(97); Central Ards (99)), three in the 100-200 category, eight in the 200-300 category, 10 in the 300-400 category, 6 in the 400-500 category, 12 in the 500-600 category, 7 in the 600-700 category, 24 in the 700-800 category and 12 in 800-890 category of Super Output in terms of deprivation.

The infographic below provides a visual description of the demographics as recorded by NISRA in 2018 for Ards and North Down.

Figure 2: Infographic of Key Statistics of Ards and North Down Borough Council Area in 2018 - NISRA
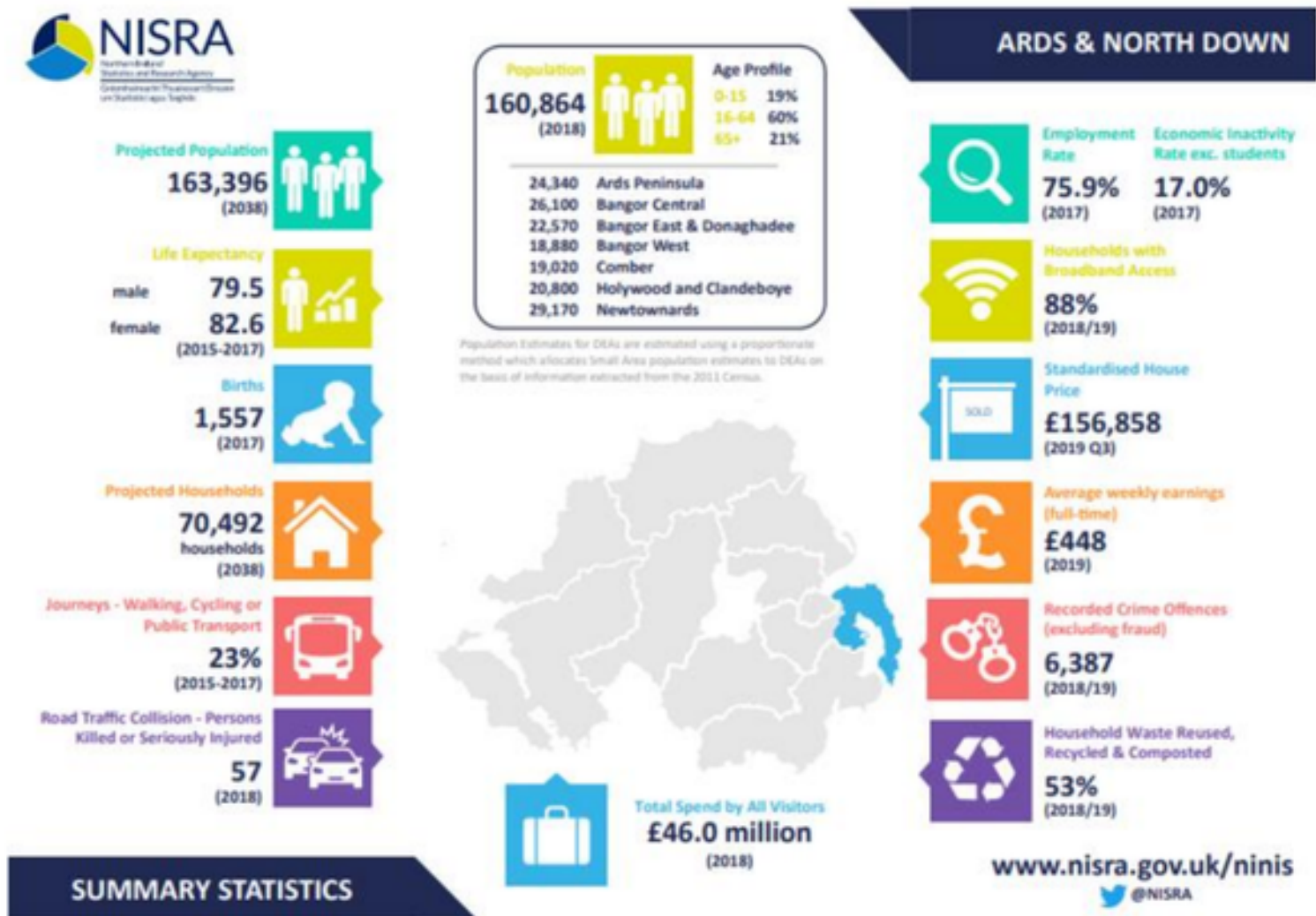
2.0 COVID 19 – The response, impact, and influence on Good Relations locally

The pandemic has impacted on Ards and North Down at its communities in a significant way. In March 2020 the first lockdown was implemented. Communities responded quickly to support their local neighbourhoods and shielding citizens. The response included local politicians, churches, sporting, community groups and volunteers. Council staffs' day to day functions and priorities changed as many had to work from home and take on new roles to assist its citizens in the Borough. The strength of infrastructure and relationships across the Borough were tested. Everyone had a story to tell, and no one was unaffected.

While the impact has highlighted many things including essential services which were limited for the elderly, the poorest and those with a disability; vulnerable women and children in an environment of abuse; migrants, food, fuel, and digital poverty; educational, social and connectivity inequalities; people suffering from mental ill health and well-being without help were all part of the story. The closure of many social services infrastructure led to the reduction in the ability of social safety nets and other measures designed to protect the most vulnerable, to work as effectively as they once did. The changing regulations and the opening and shutting down of society created uncertainty, gradually leading to increased dependency on crisis support systems.

The pandemic however has demonstrated how central and local government can work alongside the community and voluntary sector and the private sector in a crisis and get results. There are many lessons to be learned.

There is a need to demonstrates the importance of continued investment in local community infrastructure to support the recovery. The gains made during the Covid response cannot be allowed to disappear and move back into a business-as-usual scenario. There is a need to continue to develop integrated services at a local level building on the models created and contributing to the updates of the likes of the "Big Plan" outcomes and priorities, and similar strategies moving forward. This will mean investing in conversations around collaboration and networking and also ensuring a thread of good relations runs through everyday business, building relationships which influence future prosperity and peace.

While Good Relations at a delivery level for many projects may have been affected across the Borough, there is still a deeper sense of underlying positive progress as a result of the pandemic and the change in relationships, leadership and communication mediums widening out engagement at a practical level and hearing from voices which in the past were more silent.

The pandemic has shown that during this journey there has been progression and that transformative leadership at all levels can bring together and create change to improve the Borough. There has been an ability and willingness to work together to make things happen quickly and effectively. Community, statutory and voluntary organisations and citizens have shown social innovation which has collectively contributed to new ways of working. This has highlighted hard to reach, marginalised and isolated groups/citizens within the community who are vulnerable to poverty and to coercive control in some parts of the Borough. The challenge will be how this type of positive momentum can be maintained and how it can be used to address good relations stressors across the Borough.

Agenda 4. / 4.1 Appendix 1 Draft Ards and North Down Borough Councils Goo...

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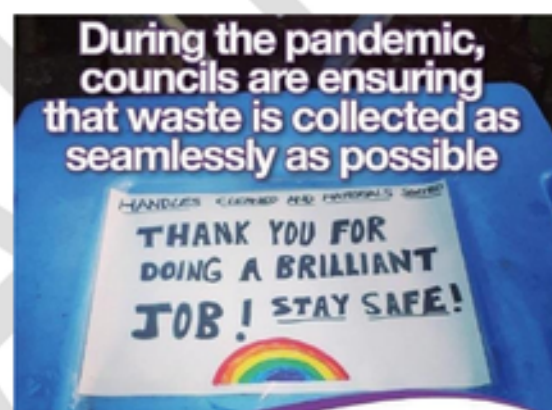
There is a sense that the reaction to the pandemic has possibly enabled and built more intercommunity trust. Many have reached out and helped regardless of religion, ethnicity, or cultural background because they shared a common enemy in the virus. Empathy has been built with a greater understanding and awareness of citizens wellbeing and needs.

The good relations team will continue to focus its experience and energies through this strategy and action plan, but it will also rely on wider investment in good communication methods and channels. These will be linked to the updated priorities for delivery of the Big Plan. It is now time to continue to grow capacity and bring partners and collaborators together. Leadership at all levels is vital and decision makers will need to engage with communities, evolve and deliver, ensuring a thread of good relations runs through everyday business, making good relations everyone's business.

During the pandemic much of the good relations programme was delivered on-line and while this did not reach everyone, it did reach new members of the public with an increase interest in some of the programmes once they went online. A hybrid model of delivery will continue to be employed in the early parts of the new strategy at least.

3.0 Strategic Context

TEO's - Together: Building a United Community (T:BUC) - the Strategy outlines a vision of *"a united community, based on equality of opportunity, the desirability of good relations and reconciliation - one which is strengthened by its diversity, where cultural expression is celebrated and embraced and where everyone can live, learn, work and socialise together, free from prejudice, hate and intolerance."* It has four key priorities:

- Our Children and Young People: To continue to improve attitudes amongst our young people and to build a community where they can play a full and active role in building good relations.
- Our Shared Community: To create a community where division does not restrict the life opportunities of individuals and where all areas are open and accessible to everyone.
- Our Safe Community: To create a community where everyone feels safe in moving around and where life choices are not inhibited by fears around safety.
- Our Cultural Expression: To create a community which promotes mutual respect and understanding, is strengthened by its diversity and where cultural expression is celebrated and embraced.

T:BUC cuts across all government departments and it is likely that there will be an increased focus on it in the coming years. It shows a commitment to improving community relations and continuing the journey towards a more united and shared society at local level. It is key to influencing the outcomes of the strategy locally in line with its four key themes.

Community Plan - The Big Plan 2017-2032 for Ards and North Down - The Big Plan's vision states *"Ards and North Down is a vibrant, connected, healthy, safe and prosperous place to live"*. It has a strong focus on outcomes with Outcome 3 demonstrating a strong commitment to the importance of good relations to a prosperous society. The overarching cross cutting ambition is to have empowered resilient individuals and communities; to reduce inequality; to promote good relations and sustainability; and to improve the accessibility of all public services. The Good Relations Strategy can contribute to all of these through building relationships and respect between residents across the Borough, raising aspirations and in turn helping people to make the area more attractive for local people and visitors alike. The following outcomes of the Community Plan complement those of Good Relations in particular outcome 1 and 3:

- o **Outcome 1: All people in Ards and North Down fulfil their lifelong potential**
- o Outcome 2: All people in Ards and North Down enjoy good health and wellbeing
- o **Outcome 3: All people in Ards and North Down live in communities where they are respected, are safe and feel secure**
- o Outcome 4: All people in Ards and North Down benefit from a prosperous economy
- o Outcome 5: All people in Ards and North Down feel pride from having access to a well-managed sustainable environment.

Good Relations is a cross cutting theme of The Big Plan and should continue to influence the delivery of the plan through the implementation groups. The Community Planning Partnership has a range of key community, statutory and voluntary stakeholders with whom the Good Relations Unit actively collaborates with to ensure that good relations is embedded in the delivery of actions within the Big

Plan. Where possible, Good Relations works in partnership with key partners to build upon existing work through the Delivery Groups of the Big Plan. A current review of the Big Plan is being carried out at the time of writing. The purpose of the review was to progress from 'business as usual' actions to activities that required collaboration between community planning partners. While its themes remain the same its priority needs and workstreams will be flexible and adapt/change as needed.

The Big Plan- Part II has in part being influenced as result of collaborative priorities and the response to the COVID-19 pandemic. This was a practical response in the form of community planning and involved working with community planning partners. The further building of relationships, increased levels of trust and confidence in partnership work should help future working of the Community Planning Partnership. Covid-19 has reinforced the value that community planning can bring as it helps to create the networks necessary to support collaboration and joint activities.

All people in Ards and North Down ...

		BIG PLAN PRIORITIES		WORKSTREAMS (Constantly under review)	
Outcome 1 Fulfil their lifelong potential	1. Participation			1.1 Community resuscitation	
				1.2 Civic participation	
	2. Infrastructure			2.1 Public estate and lands	
Outcome 2 Enjoy good health and wellbeing	3. Emotional wellbeing			3.1 AND Mental Health Hub/ Take 5	
				3.2 Social isolation and loneliness	
	4. Health equity			4.1 Whole system approach to obesity	
Outcome 3 Live in communities where they are respected, are safe and feel secure	5. Welcoming to everyone			5.1 Age friendly	
				5.2 Dementia friendly	
	6. Vulnerable people			6.1 Multi agency support hub	
Outcome 4 Benefit from a prosperous economy	7. Better jobs and skills			7.1 Labour Market Partnership	
	8. Economic inequalities			8.1 Social Supermarket	
Outcome 5 Feel pride having access to a well-	9. Sustainability			9.1 Sustainable tourism	
				9.2 Sustainable food	
	10. Valuing our environment			10.1 Moved by Nature (outdoor learning)	

managed sustainable environment			10.2 Nature recovery

The workstreams are not static and these may change over the next 4 years as they are based on need.

Ards and North Down Borough Council Corporate Strategy 2020-2024 - The purpose of the Strategy is to improve the quality of life for everyone in Ards and North Down. The vision echoes this saying, *"Ards and North Down is a vibrant, connected, healthy safe and prosperous place to be"*. Its focus on people, place and prosperity links to the aspirations under the objectives and outcomes of The Big Plan (the Community Plan). This corporate plan is being extended in its current format for another year. At the time of writing its initial draft has not been released, however it remains in line with similar objectives to its previous version but builds on recovery plans and the effects of COVID-19 Pandemic influences.

Ards and North Down Borough Council Good Relations Strategy 2019- 2022- The new 2022-2025 strategy will continue to build on the work carried out across the Borough from the 2019-2022 Good Relations Strategy and will work within its themes linked to T:BUC at a local level.

Ards and North Down Borough Council PEACE IV Strategy 2014-2020 – The PEACE IV programme is in its final stages of delivery. It has remained closely linked to the Good Relations plan. Its projects have been delivered through cross community engagement in a sustained, meaningful, and purposeful manner.   The long-term sustainability of projects and outcomes has fed into the Good Relations Strategy and compliment the delivery of services directly as part of The Big Plans agenda. This programme will now transition to the new PEACEPLUS programme towards the latter half of 2022. Co-design development of needs are currently at the time of writing feeding directly into the emerging strategy and action plan for PEACEPLUS.

The PEACEPLUS Programme - PEACEPLUS (the Programme) is a unique cross-border structural funds programme aimed at reinforcing progress towards a peaceful, stable and prosperous society in Northern Ireland and the border counties of Ireland. It represents the European Union's commitment to supporting the peace process across the region, with the first PEACE Programme launched in 1995. It will build upon previous PEACE and INTERREG Programmes by combining these two funding streams into one cohesive new programme.

PEACEPLUS is supported by the European Union, the UK Government, the Northern Ireland Executive and the Irish Government. It is managed by the Special EU Programmes Body (SEUPB). PEACEPLUS comprises six themes, which encompass 21 individual investment areas.

These themes include:

- Theme 1- Building Peaceful and Thriving Communities
- Theme 2- Delivering Economic Regeneration and transformation
- Theme 3- Empowering and Investing in Young People
- Theme 4- Healthy and inclusive Communities
- Theme 5- Supporting a Sustainable and Better-Connected Future
- Theme 6- Building and Embedding Partnership and Collaboration

While Theme 1.1 as outlined below is designed as the local council action plans, Council will also be able to bid under different investment areas within the other five themes as and when they are open.

This is part of a larger council vision which aligns with the community plan and other council strategies including the City Deal.

1.1   Investment Area 1.1 PEACEPLUS Action Plans - Within Theme 1, Building Peaceful and Thriving Communities, there are four individual investment areas, which will support peace and reconciliation activities which are designed to increase community cohesion across the Programme Area. The first of these is Investment Area 1.1 Co-designed Local Community PEACEPLUS Action Plans (€110m).

At the time of writing SEUPB has initiated the early stages of co-designing a PEACE PLUS Partnership and Strategy and Action Plan for all 17 councils across Northern Ireland and the border counties. This will be closely aligned with the T:BUC Programme including the District Council Good Relations Programme.

The **ANDBC Integrated Strategy for Tourism, Regeneration and Economic Development 2018-2030** presents a coherent vision for the pursuit of prosperity in the Borough of Ards and North Down. It responds to the vision and outcomes of The Big Plan for Ards and North Down and is used as the common point of reference for all those contributing to the growth of the economy, the welcoming of visitors and the improvement of the Boroughs' places, both urban and rural. This strategy aims to create jobs, increase economic productivity, increase visitor overnight trips and expenditure.

The **ANDBC Integrated Arts, Heritage and Development Strategy's (2018-2023)** vision demonstrates the important role that that arts and heritage have in contributing to the economic, social and cultural return on investment for the area. It contributes to the vision and outcomes of the community plan, creating opportunities for local people to engage in arts and heritage opportunities that can assist people remain in good health and build relationships and respect with their neighbours; it aims to create new jobs in the creative and cultural economy which in turn can attract visits thus contributing to the economic prosperity of the area. It can assist, through its heritage focus, the promotion of access to a well-managed and sustainable built and historic environment which local people respect and understand. Good relations can be woven into all of these activities.

Education Authority (EA) Youth Service Area Plan 2018/20. "Children and Young People" is one of the priorities of T:BUC Strategy and the Ards and North Down Good Relations Strategy. The Education Authority plays an important role in engaging with children and young people and is an important channel through which others can engage with children and young people. It recognises that a long-term developmental approach needs to be taken to working with children and young people who are marginalised and/or disadvantaged in the community. The aim is to build relationships between individuals and groups of different backgrounds. The Good Relations Strategy will take this into account and complement the EAs approach to working with children and young people by continuing to build good relations.

Ards and North Down Borough Council Community Development Strategy is currently under review. Historically it has included a partnership with the three community networks in the area in a delivery model which compliments and adds value to the Networks' provision and harmonises the Councils Community Development Services. Its areas of work include:

- Advice, guidance and support for community organisations
- Community programmes (on a needs led / partnership basis)
- To promote and support local volunteering

- Training for volunteers
- Grant aid funding
- Encourage community partnerships and collaborative working
- Share good practice and learning
- Councils' community engagement strategy
- Other Community Services provision
- Measurement and Monitoring

Ards and North Down Policing and Community Safety Partnership - The PCSP is focussed on crime, community safety and policing issues that matter most to people in the Ards and North Down area. It aims to make neighbourhoods safer. There are significant opportunities for collaborative work between Good Relations and the PCSP programme. Through the Good Relations consultation it was evident that there were many issues identified that are similar to those prioritised by PCSP. There is also the potential to work closely with PEACE PLUS and The Big Plan as they also share similar outcomes.

Ards and North Down Borough Council Rural Development Strategy 2014-2020 – Rural Development Programme identifies the importance of social inclusion, reducing poverty and developing the rural economy. This scheme has supported mostly capital investments which will provide access to basic services or improvements in social infrastructure, including activities to reduce isolation or poverty. It has also improved the welfare and access to basic services of those living in rural areas and is working in line with and integral to The Big Plan and its priorities.

The Rural Business Development Grant Scheme opened and closed late in 2021 and provided investment support for the development of existing enterprises based in rural areas of Ards and North Down to sustain or grow through DAERA's Tackling Rural Poverty & Social Isolation (TRPSI) Programme. Capital-only grants were available. This has been an excellent platform for delivering elements within the Good Relations Strategy. The future funding for rural development will take into account PEACEPLUS and the new Good Relations Strategy and Action Plan priorities and outcomes.

Cultural Expressions Agreement engaged a range of bonfire groups from across the Borough in the programme over the past number of years. The programme continues to support inclusive local events and festivals that enable communities and groups to celebrate their culture and identity through grant aid. 75% of this financial support is provided through The Executive Office and 25% is provided by Council. When bonfires are associated with these local events and festivals, Council support is available where communities agree to core conditions which aim to lessen the negative social and environmental impact of community bonfires. All festivals approved by Council are attended by the Council's Good Relations Officer (GRO). Associated bonfires are monitored against the core conditions by the GRO over an eight-week period. Statutory agencies engaged continue to review the programme and have concluded that collaborative working between the agencies is working well and should continue be built upon. All statutory agencies agreed that although there are still some concerns with bonfires, engagement in the CE Agreement has reduced negative incidents that previously occurred during bonfire season. This programme is important for retaining engagement and communications. While external factors such as Brexit, the NI Protocol and the Irish Sea border influence participation, communications, and opportunities to develop good relations outcomes for all communities affected by bonfires continue positively.

Ards and North Down Local Labour Market Partnership - Following the Department for Communities confirmation in respect of making funding available to establish Labour Market Partnerships (LMP), approval was granted by Ards and North Down Borough Council in respect of its support and willingness to be the governing body and secretariat for the Ards and North Down LMP in June 2021. A Strategic Assessment was undertaken in July 2021, by the Council's Data and Evidence Analyst, and showed that AND experiences a high rate of economic inactivity; the area was the only council district in NI that had a reduction in employee jobs in 2019 from 2018, has increased rates of underemployment, lower weekly earning for jobs located in AND, low GVA and a decrease in VAT/PAYE registered businesses. A study of employment deprivation showed that within Scrabo_2 (SOA) 35.5% of working age population were excluded from work while Bloomfield_2 (SOA), contained a small area [3] (also known as Bloomfield_2) with 48% of working age population considered employment deprived. Furthermore, current and projected qualification imbalances will present challenges for the future labour market. The percentage of HE qualifiers gaining qualification in maths, computing, engineering and technology is one of the metrics used to measure skill flow by DEA. In AND, two DEAs performed poorly, Holywood and Clandeboye ranked 79th out of 80 DEAs while Ards Peninsula ranked 74th out of 80 DEAs. In 2018, data from South Eastern HSCT area showed that the employment rate for people with disability was only 37% compared to the average 72.9% in AND in 2018. The employment rate and number of self-employed males were higher than females. Higher economical inactive rate was also observed among females in AND (29.5% of female vs 20.8% of male). As a result of the Strategic Assessment and consultations with a wide range of key stakeholders, the following themes have been identified as local priorities:

- Supporting people into employment and employment enhancement

- Young People with employment challenges

- Covid-19 related labour market disruption

Strategic Context Conclusions - Many of the current strategies are currently being updated or reviewed. COVID-19 and the impact it has brought has changed the relationships and delivery mechanisms and highlighted positively and negatively the gaps which exist. There is a greater influence and positive progression of collaborative working and partnerships across different service areas of Council. The Big Plan and its Part II focus around priorities and workstreams is an important mechanism for collaborative gain in building good relations at a local level. The Labour Market Partnership work has highlighted challenging labour market issues in many parts of the borough and for different target groups. These issues have an influence on the heightened vulnerability of many communities to coercive control by others and points the need for a joined-up approach between the work of the LMP and the Good Relations Programme. There continues to be significant opportunities to design and deliver services that incorporate good relations as a thread which runs through everyday business and service delivery activities. This can help address some of the underlying issues experienced by local communities and build on the existing work which is being done by council and its many statutory, private and community partners.

Agenda 4. / 4.1 Appendix 1 Draft Ards and North Down Borough Councils Goo...

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4.0 Good Relations Consultation Audit Results

4.1 Quantitative results

4.2 Public Survey Summary

The survey results are summarised below in line with T:BUC most recent outcomes collection process. These provide evidence on the difference projects are making, and measures how they contribute to the achievement of the aims of T:BUC. The results help Council to see what is working well with projects, highlight areas for improvement, and allow examples of good practice to be identified and shared with others. These measure any changes in **knowledge, attitude and behaviours towards people of different cultural traditions and backgrounds.** A recommendation related to findings which influence the actions within projects is included.
(For more details on the survey please see appendix 2)

There were 145 responses to the public survey which was marketed through Council contact lists, social media, contacts with community groups, rural networks, PSNI and some community halls. The results show the following demographic profiles of respondents.
Gender: 52% Female, 45% Male and 1% Non-binary

Age: 52% 36-64 years, 39% 65years+ and 7% 19-35 years

Religious Background: 54% Protestant, 17% Catholic, 16% No religion and 12% Other.

Ethnic Background: 98% White 2% Other

The survey demonstrated that geographical responses were received from across the Borough, including towns and villages in all 7 DEAs, with the largest response, as would be expected, from the two main towns of Bangor and Newtownards. There is however a good response from people across the Borough.

Town/Village
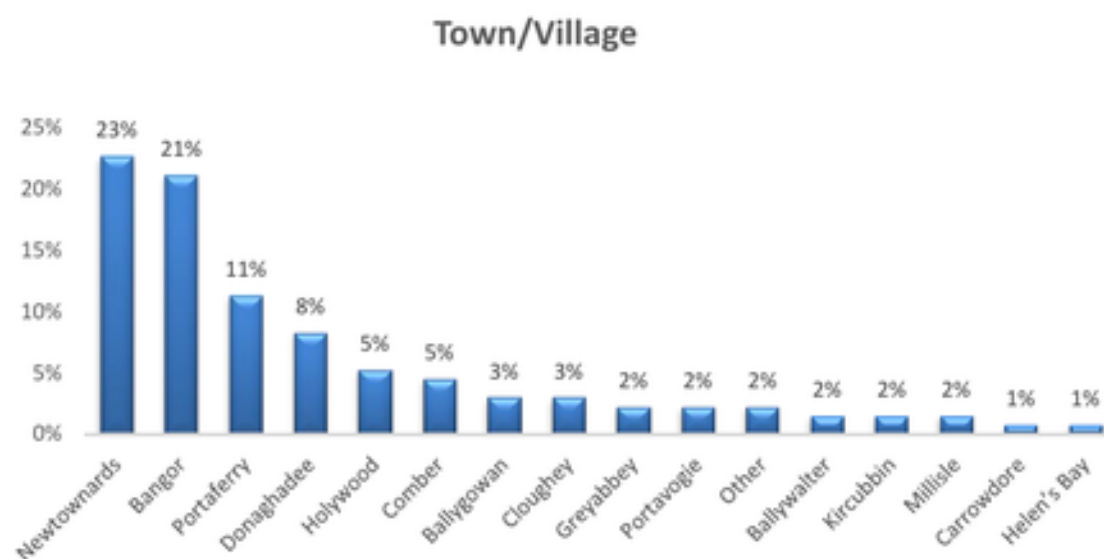
Knowledge of different cultural traditions and backgrounds

The graph below represents the responses to how knowledgeable respondents are about different cultural traditions and backgrounds. 59% demonstrated a good knowledge (i.e., above 7/10).

Knowledgeable about different cultural traditions and backgrounds

Recommendation around knowledge:
The Good Relations Strategy and Action Plan should build on this positive response. The programme should retain and build on the current educational programmes with citizens aimed at increasing knowledge about different cultural traditions and backgrounds with a view to increasing people's knowledge of different cultural traditions and backgrounds across the area particularly given the increasing diversity of the area.

Attitudes people have towards others of a different religious or ethnic background
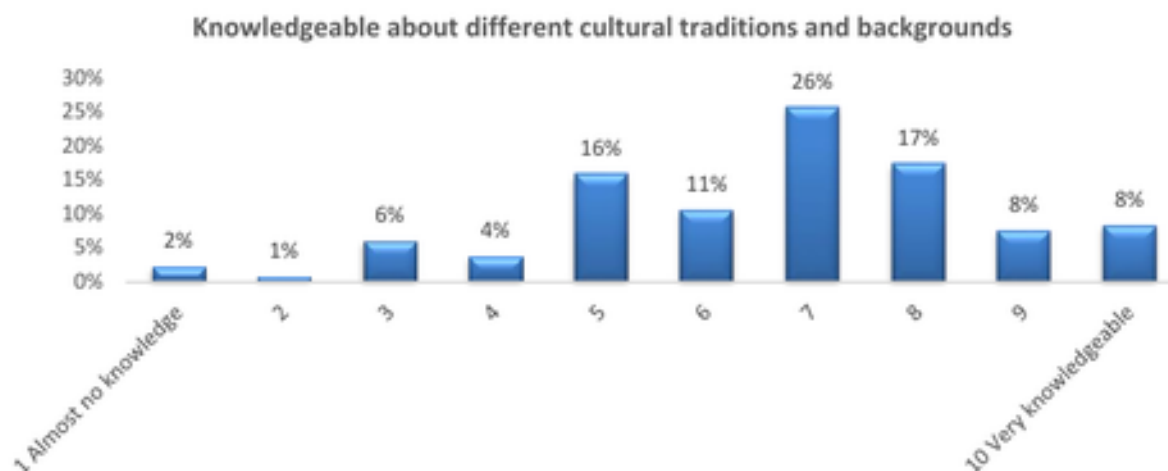The graph below represents the responses to the different attitudes people have towards others of a different religious and ethnic background. Once again, the responses are mainly positive. A comparison below demonstrates that 88% of respondents have a positive attitude *(7 and above)* towards people of a different religious backgrounds (blue bars on graph) while 85% of respondents have a very positive attitude towards people of a different ethnic background (red bars on graph). Very few negative views were demonstrated in either.

Attitude towards people from a different religious & ethnic background

- Attitude towards people from a different religious background?
- Attitude towards people from a different ethnic background?
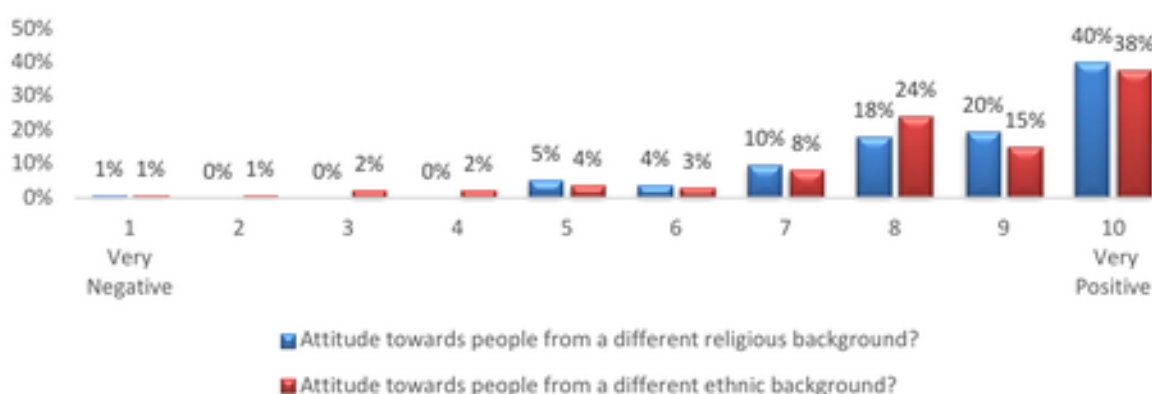
Recommendation around attitude:

21

The Good Relations Strategy and Action Plan should build on the positive attitudes demonstrated by respondents to the survey. It is recommended that ongoing myth busting, cultural events, shared education and training should continue.

In relation to behaviour the below graph demonstrates how likely respondents would be to attend an event in an area associated with another community.

Behaviours of people towards others of a different religious or ethnic background
The graph below demonstrates that almost four fifths of respondents stated that they were likely to attend an event in an area associated with another community (score of 7 and above).

Likely to attend an event in an area associated with another community?
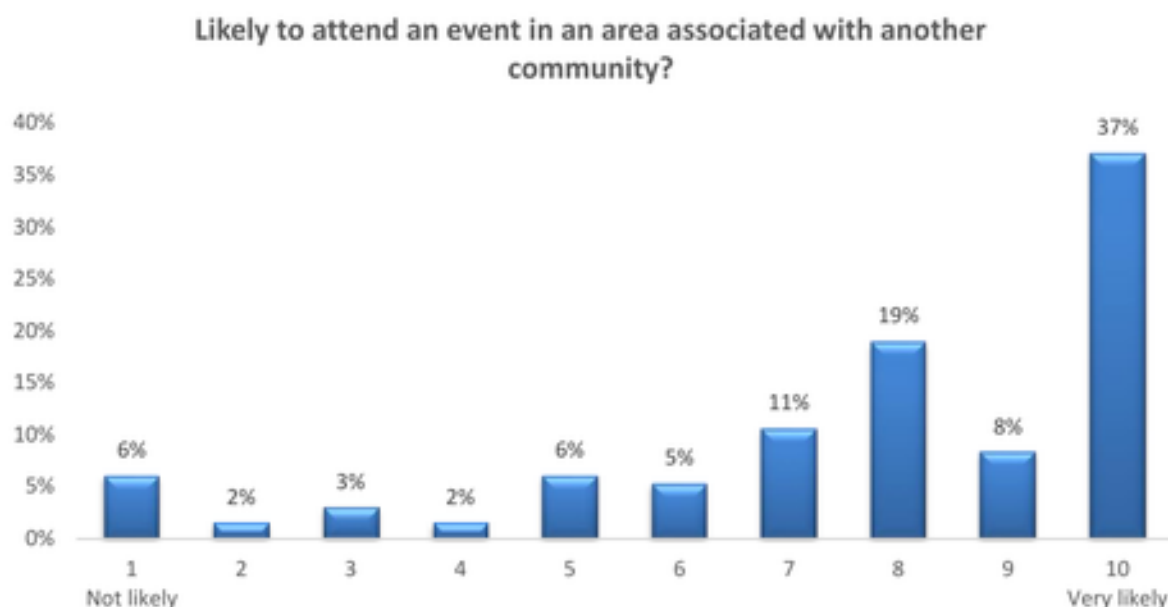
Recommendation around behaviour:
While this is positive it is recommended that the good relations programme should continue to promote cross community opportunities in all good relations work with a focus on reducing fear, myth busting and promoting inclusion.

Summary of the priority themes
The survey results indicated that respondents believed that the priority themes for the new Good Relations Strategy should be:

- Our Safe Community (65%)
- Our Children and Young People (61%)
- Our Shared Space (43%)
- Our Cultural Expression (20%)

Comments on good relations initiatives which could be supported based on priorities included the following:

- Increase in positive mental health activities & focus on what communities have in common
- Reduction in criminal gang activities & coercive control
- Shared sporting and school/education-based activities
- Provision of amenities and events for shared & specific communities equally- Embedded in family and cultural events

- More shared history talks, events and experiences
- Capacity building for community groups including Section 75, hard to reach and isolated groups
- More intergenerational programmes
- COVID 19 recovery activities which build good relations through shared community initiatives
- Promotion of respect and diversity activities for schools, intergenerational and new communities
- More safe and shared spaces for young people coupled with a greater understanding among older people about young people

Relationship between people from different backgrounds

The relationship between Catholics and Protestants in the last five years majority of people feel has stayed about the same.

- 55% Stayed about the same (*NILT 49%*)
- 22% Got Better (*NILT 40%*)
- 11% Got worse (*NILT 7%*)
- 12% Don't know (*NILT 3%*)

> *The NI Life & Times 2020 survey shows that a greater number people in NI feel relationship between Catholics and Protestant in last five years has got better than that of ANDBC.*

In the last five years relations between Protestants and Catholics have....
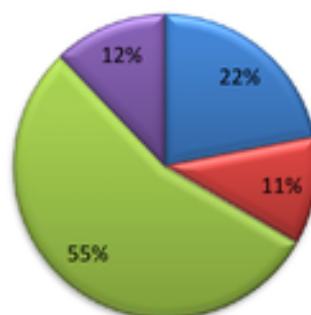
Got better   Got worse   Stayed about the same   Don't know

The **relationship between Catholics and Protestants in the next five years** people feel majority people feel stayed same or got better.

- 39% Stayed the same (*NILT 48%*)
- 28% Got Better (*NILT 35%*)
- 14% Got Worse (*NILT 9%*)
- 19% Don't know (*NILT 6%*)

> *In comparison to NILT survey 2020 a higher number of people in ANDBC feel the relationship in the next 5 years between Catholic and Protestants will have got worse or don't' know.*

In the next five years relations between Protestants and Catholics will have....

■ Got better   ■ Got worse   ■ Stayed about the same   ■ Don't know
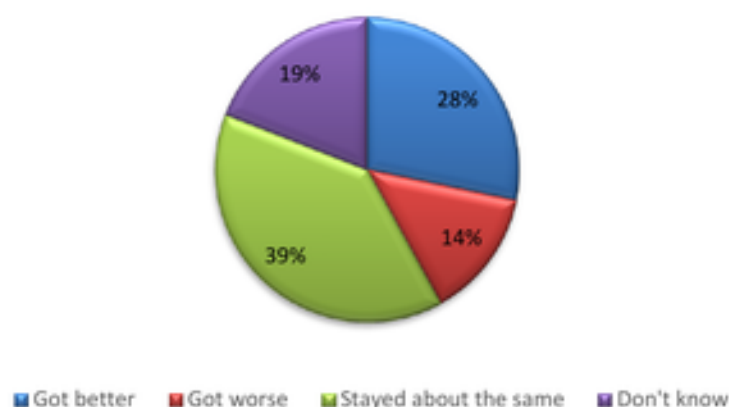
4.3 Public Survey Comments Summary

The survey response offered up many comments. These provide a broad view and reflect both positively and negatively across the range of topical good relations areas.

Senses of belonging

- *We are a minority community within the larger council area. We are also geographically at the periphery. This Council seems to be better than previous one and I accept that I may not be as aware as I should be. Digital events have helped because it means that all those around the peninsula can engage with event and each other. If only physical events then local transport and timings make attendance and engagement impossible or much less likely.*
- *A strong sense of local identity but could do better on wider influences.*
- *The council only recognised nationalists and unionists - not those of us who are from neither of those particular backgrounds. Council officers are far too aligned to paramilitary groups and keeping them happy than providing support for rates paying residents. Other than collecting my bin, they do little else*

Sectarianism and Racism

- *Flags and emblems, a constant reminder of our troubled past. Paramilitary markings on their 'territory' – awful*
- *My thoughts are that sectarianism remains ahead of racism as paramilitaries still wish to exert control in the local community.*
- *Young people live in fear in their local communities and may potentially get involved in activity that they do not want to get involved in.*
- *"Sadly, racism and sectarianism is becoming far too much exaggerated within ANDBC locations where it actually does not exist. It has often become popular and self promoting for those who rather thoughtlessly engage in this conversation. But this is not to detract from the very real situations that do exist although, thankfully, small in number."*

Sectarianism manifests itself....

- *Overt and often hidden in attitudes*
- *There is a combination of both overt and silent expressions of racism, many communities continue to live in fear with the on going impact of sectarianism and racism, whereas other areas experience these in a more polite/subtle manner.*

- *Sectarian and Racist Graffiti are visible evidence of both. Vocal attitudes and actions are also evident in individual reported incidents but apply also to other forms of Hate Crime and incidents.*

Levels of racism...

- I don't think it has increased but I do think with social media etc sectarianism & racism has become more vocal. This is probably no bad thing because it can now be addressed through 'good relations' events. But there will always be a hard core who refuse to consider change/equality. I firmly believe in the benefits of non-religious/mixed education
- *Since Brexit and the introduction of the NI Protocol there has been an increased level in both areas - racism and sectarianism.*
- *I think on the whole both have significantly reduced, particularly in regards to racism, I think Northern Ireland is fast becoming Multi-Cultural and people in general are getting used to this and accepting it.*

Relationships between Catholic and Protestants

- *Churches working together more positively but folk outside not always so.*
- *The relationships between Protestants and Catholics at a religious level is largely satisfactory but is divisive when local political views are taken into account.*
- *No Catholics allowed here, very likely will be intimated out of their homes if their religion is known*
- *I feel the best way to improve relations is through promoting understanding of our differences while exploring our similarities. I think events should be promoted as whole community events rather than cross community which to me implies and high lights division.*

Flags

- *I don't support any flags from any source for any reason; they are too triggering. However, reluctantly, I would support time limited flags but would prefer they were on related buildings in specifically related sites & not strung up on any available lamppost. Same management principle goes for bonfires & marches for all sides. All of these issues should be strictly managed by the council.*
- *Flags make an area very territorial and create a them and us, atmosphere. There are flags and murals which support Paramilitary groups which shouldn't be allowed in a community.*
- *Flags cause division here - don't want any of them. This place doesn't belong to any one 'side' or another - it should be for everyone, equally.*

Bonfires

- *More habitual than legitimate. Environmentally destructive, costly for council clean-up & intimidate residents & damage property. However, given the 'cultural' significance, I would subscribe to council-licensed bonfires that would have to adhere to certain conditions that would address current issues.*
- *Limit size and duration of time they are worked on. Clean up after the event*
- *I would not like to prohibit bonfires as this would cause anger. Their preparation gives kids something to occupy themselves with. Bonfires should be strictly controlled and limited in size. The organisers should be aware of the pollution caused by burning plastic and rubber.*
- *Absolute and total rubbish bonfires are for drunks and druggies to sing sectarian songs and burn each other's emblems!*

NI Protocol

- *Causing polarisation of attitudes*

- *Positively giving businesses a unique opportunity to gain from NI special status & residents from more open European borders i.e. well stocked shelves.*
- *Has negatively impacted as its made people feel insecure, not listened to and more isolated.*
- *Mainly causing concern that this is a back door into a United Ireland as already seen by many.*
- *Protocol has become a symbol for inept political management based on lack of foresight and vision. With the Protocol in place there are potential benefits for local business but Unionist limited perspective has served to minimise the acceptability of the concept and the potential opportunities*
- *Certain politicians are using the Protocol to further their own party aims, and cover their ineptitude to govern, to the detriment of the community. The protocol offers unique opportunities to operate within both the EU and the UK which are not being explored or promoted.*

Good Relations Support

- *Better support for young projects that are brining young people together and addressing challenging issues over a long-term basis, support with staffing for this. Work with PSNI and community stakeholders around community safety issues, to understand and build relationships in the community. In-depth relationship building with families in communities*
- *Using sport, concerts, festivals, food events*
- *Target teenagers and setup drop in centres in their own towns. More policing for drugs.*
- *Continue to source funding for local community groups to help their community*
- *More of the same programmes they have delivered, talks and outings on different cultural traditions*
- *Integrated schooling / International exchanges and projects / hands-on workshops*
- *Cross community and reconciliation programmes for adults and young people.*
- *Life skills incentives through local business. Mechanics for essential on road maintenance, green grocers for garden grows, bakeries for baking etc. Set up 'sheds and run programmes for teens to elderly separating when needed.*
- *Festivals of youth - children coming together to experience difference. Work with schools, multicultural music and culinary events*
- *Further support for youth activities, especially with young adults. These youth workers are often the only stable adult support in the lives of the young people. Support is needed to ensure continuity of relationships, to keep these young people off the streets and away from drugs/violence.*

Shared Space
- *Shared in one or two villages on the peninsula but not the rest.*
- *Transport links make it difficult for full sharing across the area. It is probably more open than is often perceived but for anyone without a car it is very difficult. The Southern end of the Peninsula and Portaferry would also go to Downpatrick for work, education and social life. The Ferry makes that easy. My answers above refer to the rural area of the peninsula.*
- *We need all schools to be mixed or integrated. Young people growing up should understand there is no us and them.*
- *Again depends on where live/ work some more shared than others . Good few areas still along religious association views. Not open/diverse/ forward looking.*
- *There are some limited exceptions - where sinister elements have a presence; all schools should be integrated*

Shared Space - places where shared and open to all people
- *Depends on their location entirely.*

- *Most community centres are hardly open to allow anyone in. They are very difficult to access. And most are in areas that are mostly one religion. Therefore aren't as open as they need to be.*
- *Some community centres are in estates, and perhaps seen as being for a certain 'side' only, with perhaps some paramilitary involvement. Causes 'outsiders' to feel intimidated or unwelcome*
- *Some community centres are, others definitely are not shared spaces.*
- *I don't feel qualified to answer this too accurately as I'm sure folks from ethnic minorities may well feel intimidated in certain settings in the Borough due to language barriers / cultural differences. This is what we should be addressing going forwards.*

Shared Space and living in a mixed neighbourhood
- *I have no interest in other peoples religion as long as they're not pushing it at me (an atheist). I'd also like to have different nationalities/minorities in my neighbourhood.*
- *My community is not a mixed one and I think this results in a narrow mindedness amongst some of the inhabitants. Diversity is much more interesting and I would welcome any other culture into this community.*
- *Diversity is the spice of life*

Comments on School being shared
- *Mixed religion but only if no favouritism shown to anyone*
- *Integrated education is the best solution.*
- *I would support mixed religion as long as it was mixed and children are not forced in one direction of religion to follow. I believe it should be a Christian ethos not just protestant, Catholic etc*
- *I would like a choice. Funding for all schools should be the same - integrated or not.*
- *Integrated education is unrealistic and no matter how they try to promote it many of the pupils still gather in their own 'community / religious' groupings.*

Shared Space and attending events – how safe would you feel?
- *I've been to a cross-community event at a GAA and a Catholic primary school. I had no issues and was treated with respect.*
- *I've usually found that in all these spaces people are very friendly. It's the cultural imagery and the decor that seems alien to others, but this must be respected and not seen as a threat*
- *Equally it would depend on the time of day and numbers present.*
- *Down to my personal attitude compared to acceptance.*
- *Regarding the GAA halls, only in the local area not province wide at present, very sectarian out of this area.*

Shared Space and attending events – use of different places to shop or excess services
- *I suspect it's mostly driven by locality. In a mostly Protestant or Catholic area residents access specific surgeries, shops but mixed areas all communities use what's most available. The bigger shops e.g. Tescos, M&S etc no difference.*
- *GP surgeries are usually attended by those who love locally to them, e.g. Whitehill, Ballyholme, or whenever they can get registered.*
- *I'm terms of shopping, all areas have their own small shopping offering, so those are attended by locals. If the area itself is resided in by mostly one sector of the religious community, then those shops will have more of 'one' than 'the other'.*
- *Divisions are subtle based on what services are in local areas*

4.4 Staff Survey Summary

The staff survey was promoted internally through communications within Council.

A total of 43 staff members responded to the survey. The demographic breakdown of respondents is as follows.

Gender: 49% Female, 51% Male

Age: 12% 19-35 years, 84% 36-64 years and 5% 65years+

Religious Background: 53% Protestant, 23% Catholic, 16% No religion and 2% other.

Ethnic Background: 98% White 2% Asian

Directorate of work: 31% Community and Wellbeing, 31% Environment, 24% Regeneration, Development and Planning, 7% Finance Performance, 5% Organisational development and Administration and 2% Chief Executives office. This demonstrates a good spread of responses across Council staff.

In which Directorate do you work within Ards or North Down Council?

- Community and Wellbeing
- Chief Executives office
- Environment
- Finance and Performance
- Organisational development and administration
- Regeneration, Development and Planning
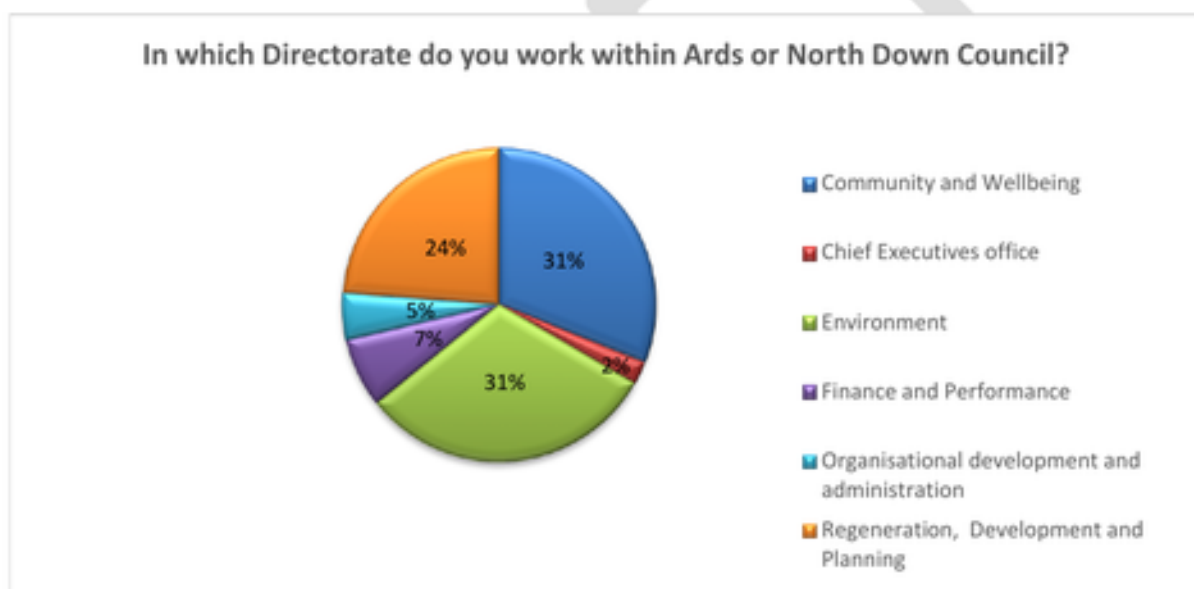
Good Relations awareness amongst staff

- 67% of staff respondents stated that they were aware of the council's legal duty to promote Good Relations and 60% were aware of council's Good Relations Strategy.

- 30% believe that people in the area have a positive image of the Council in terms of how it promotes Good Relations, 23% did not think it had a positive image while almost half, some 47% stated they didn't know.

Are you aware of Council's Good Relations Strategy?

40%

60%

■ Yes ■ No

Do you believe that people in the area have a positive image of the Council in terms of how it promotes Good Relations?

47%

30%

23%

■ Yes   ■ No   ■ Don't know

Relations between people of different community backgrounds

The pie chart below shows that the majority of staff respondents felt that relationships between Catholics and Protestants across the Ards and North Down area in the last five years has...stayed the same while 22% believe they have got better and only 11% believing they had got worse. 12% stated they didn't know.

- 55%   Stayed about the same
- 22% Got Better
- 11% Got worse
- 12% Don't know

In the last five years relations between Protestants and Catholics have....

12%

22%

11%

55%
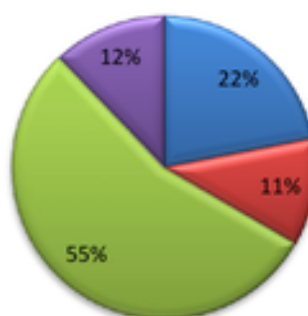
■ Got better   ■ Got worse   ■ Stayed about the same   ■ Don't know

The pie chart below demonstrates that staff respondents believe that relations between Catholics and Protestants in the <u>next five years</u> will change slightly with 39% stating that it will stay the same, 28% believing it will get better and 14% believing these relations will get worse. 19% stated they didn't know.
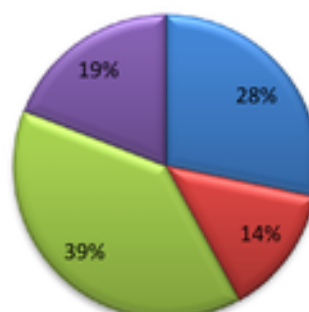
- 39% Stay the same
- 28% Get Better
- 14% Get Worse
- 19% Don't know

In the next five years relations between Protestants and Catholics will have....

■ Got better   ■ Got worse   ■ Stayed about the same   ■ Don't know

Recommendation around building relationships between communities:

These results demonstrate a need to continue with activities which create opportunities for communities of different backgrounds to meet and build positive meaningful relationships. It also potentially reflects the current external influences that impact on respondents' views of the future.

4.5 Staff Survey Comments Summary

The staff survey response offered up many comments. These provide a broad view and reflect both positively and negatively across the range of topical good relations areas in the workplace.

Positive image of good relations promotion by council

- *I think that the general public tend to have a negative view of Councils and the work that they do. I don't believe that there is enough publicity around the worthwhile and difficult work that good relations carry out.*
- *I think some will and some won't depending on what is in the news at the time. I don't believe that many of the public will be aware of Council's role.*
- *I never hear of anyone talking about it*
- *Try different methods to tap into the hard-to-reach communities and groups is very difficult considering the opinions and views of the majority of councillors and the sense of entitlement for the Council to provide for all events organised or associated with the loyal orders*
- *There's very little information on this apart from the council's Facebook page.*
- *Unfortunately, despite an excellent team behind Good Relations strategy I do not feel the message gets across.*

How you believe elected members of your Council promote good relations

- *Think some parties promote division*
- *I have seen how their particular position has significant influence with an obvious identity.*
- *The vast number of individual Councillors are proactive in promoting good relations but there are party lines and personal agendas within the TUV/DUP that solidify divisions*

Does your Council feel like a good place to work?

- *I think we have lots of programmes for staff to get involved with and the It Takes All Sorts talks have been great. It is sometimes hard to find the time to participate in many of these as our workloads are so intense.*
- *I feel it is a good place, but I can also see how for others it potentially may not be.*
- *Too many people stuck in their old-fashioned ways. Bad work ethic. Private sector would not put up with it.*
- *My dealings with CLT have shown me that they care deeply about the welfare of employees... This is of course set within fairness and good practise. This makes a big difference.*

How do you perceive the workplace environment in your Council?

- *Flags and Queen picture in Chamber - stated as not being extension of workplace, yet staff required to attend Committee meetings in Chamber; plus gives wrong impression to people from different background when coming to promote/object to a planning application*
- *I see and hear many things relating to mixed religions in the workplace with very little hostile actions or talk about the issues. We have mixed genders and religious beliefs within our department, and I am not aware of any issues. Religion and politics kept out of the general workplace.*
- *I believe the council area is mainly unionist and the workforce then is also mostly unionist but there is still a good proportion of nationalist workers*

Have you ever decided to keep quiet about, or not refer to, your own community background or cultural identity when at work?

- *It's my business, no one else's to know anything about my background.*
- *Fear of ridicule & abuse.*
- *The hassle it could cause appears not to be not worth the mention of it. I never feel the need to disclose my community background.*
- *There is a degree of silent sectarianism in certain sections of the Council*

Do you believe community/racial/political background could/has made a difference to your employment/promotion opportunities within your Council?

- *Have witnessed inappropriate behaviour by Members against staff depending on their background*
- *What I'm aware of now is positive discrimination are much more prevalent recently which I'm not sure is a good thing either*
- *I have never felt discriminated against at the council and I truly hope it continues that way.*
- *Again, I feel there is equal opportunity within the Council and they very much promote CPD*

Potential support offered by Council around increasing your awareness of Good Relations and how it applies to your job

- *A greater understanding of the issues that exist in Ards and North Down*
- *In my job I always treat all people the same so this is hard to answer. I wish everyone treated people how they would like their granny to be treated.*
- *I believe we all need more understanding about different backgrounds, education, and beliefs. Very often when an email is circulated regarding Good Relations one might be too busy to read it and therefore, we all need to take ownership to gain more understanding*

Comments on Sectarianism, Racism and Discrimiation in the workplace

- *I think sometimes society can go too far and have positive discrimination which could then have an impact on me. Equality doesn't mean giving favouritism to percieved minorities. Equality should mean equality.*
- *I have never ever witnessed any of these in my time in the council*

- *I do not believe that within my workplace there have been any examples of these behaviours hence my no change response*
- *I have witnessed racism within the work place many times, i have witnessed sectarianism, but to a lesser extent.*

Further opinion about what would improve Good Relations between staff members in your Council workplace

- *Just keep doing what you are doing. As previously stated the only way the community will heal is when education is integrated, and religions are taught as a subject*
- *Team days to bond with other departments. More communication from upper management to workers instead of using team leaders as a go between*
- *The Council as a work place should be a place for all. Flags and emblems of any sort should not be in the workplace.*

4.6 Qualitative results

This section is a summary of the 7 DEA public meetings, the focus groups with Section 75 groups, the focus groups with the statutory sector and the 1 to 1 sessions with harder to reach communities.

4.6.1   Our Children and Young People (C&YP)

Theme 1: Our Children and Young People (C+YP)		
Key Priority 1	Outcomes	Findings from Consultation Meetings across the Borough
1: Our Children and Young People **Shared Aim:** To continue to improve attitudes amongst our young people and to build a community where they can play a full and active role in building good relations **Strategic Outcomes:** Improving attitudes of children from different backgrounds; Young people engaging in bringing the community together	**1.1: Improving attitudes between young people from different backgrounds**	• Criminal gangs influence and coercive control in some local areas (e.g., West Winds, Kilcooley, Glen Estate etc) • Perceptions that criminals play on/ exploit mental health issues (Ards Peninsula) • There was a view that in some places young people are still under the influence of older gate keepers in their areas (Borough wide) • There is a lack of things to do for young people and transport is an issue, especially in rural villages (Ards Peninsula) • It was felt there is a need to educate young people on refugees and ethnic minorities. English is not their first language (Borough wide) • In some cases, influence of parents, grandparents and peer groups negatively impact cross community relationship building (Youth Forum- Borough wide) • Xenophobia and graffiti (Bangor West) • Easy access to drugs and drink (Bangor Central) • Drugs and alcohol, flag protest, protocol has heightened tensions. Addressed through history programmes. Some people want to protest but many don't understand the nuances of it all or why they are protesting? (Scrabo) • Need to hear the voice of the young people. The use of language should be more youth friendly (Youth Forum-Borough wide) • Engage with C&YP at schools/youth groups to ask what they want. (Youth Forum-Borough Wide) • Drug, alcohol and substance abuse still an issue for young people – easy access to thee and influenced by criminal gangs/ paramilitaries • Coercive control is an issue – many believe many young people are under the influence of older gate keepers in their areas • Difficult to undertake cross community activity in the area given the demographic makeup of the area – people tend to stick to their own communities (Borough wide) • Need a lot of peace and reconciliation work especially with young people – many have "rose coloured spectacle views" (Glen Estate) • Estate lacks amenities for kids things to do. A mixture of activities is needed in and out of estate. Kids need something to engage in (Estates in and around the Borough)

Theme 1: Our Children and Young People (C+YP)		
Key Priority 1	Outcomes	Findings from Consultation Meetings across the Borough

- Parental issues - parents are often disengaged and difficult to get involved in prevention type work (Borough wide)
- Many felt that youth clubs are being used as babysitting facilities - it is important that parents are more involved in the lives of their children and younger people (Borough wide)
- Lack of volunteers for work with young people - this affects churches, after schools and youth club activities (Youth Forum- Borough wide)
- C&YP in some villages do not feel safe and there are still some no-go areas for different sides of the community (Youth Forum- Borough wide)
- The 13/14-year-old age groups is at that transition period where they are too young for some types of youth activities and too old for other activities - this is a difficult age where gaps were identified (Borough wide)
- Under achievement of young people
- Some intergenerational projects have resulted in young people developing an interest in social care careers (Comber)
- Insular communities – lack of experience of different cultures and faiths outside of their own areas (Borough wide)
- There is reportedly an easy pull towards criminality from satellite groups in East Belfast, Shankill etc. The influence of these groups is hard to stabilise and keep on right track when drugs are easily available (Scrabo)
- Create exposure to other cultures through activities and programmes which share, talk, and learn about different music, art, sport and the environment. Things that young people can celebrate and have a common interest, build cohesion (Borough wide)
- Problem getting kids away from computers and influence of social media (Borough wide)
- Community Associations or uniformed organisations in the area are not fully equipped to run youth programmes (Kircubbin)
- There is a perception that young people are the problem when in fact there is a lack of understanding that young people need somewhere safe to go and are just "being young". However, in larger groups others may feel intimidated
- Re-introduce generations being together. Breaking down barriers. (Kircubbin)
- Collaboration between young people from different areas with common interests needed (Newtownards)
- Partnership is key – Education Authority, PSNI Neighbourhood Teams, Council's Community Safety Staff all need to share and work together

Theme 1: Our Children and Young People (C+YP)		
Key Priority 1	Outcomes	Findings from Consultation Meetings across the Borough
		- Positive narrative about young people needed. This is a challenge and needs to be addressed, through perhaps more intergenerational work (Borough wide) - Youth Council offers an opportunity to proactively engage with young people and understand their points of view and fears for the future - There is still low self-esteem and poor educational achievement among some young people in a number of areas across the Borough - More shared education opportunities should be encouraged including building on the many integrated schools that exist across the brough. - Health and Social care – getting young people interested in this sector and help build a skills base (Borough wide) - Single identity work is still required in many parts of the Borough with a view that this can and should then lead to cross community activities (Bangor, Newtownards and Portaferry, including the Ards Peninsula) - Young people need to feel safe when out and about in the borough. There is a need for more shared and safe spaces (EA) - Protocol raised ASB higher, Backward step for young people (Glen Estate) - Effect on community of territorial marking – different murals resulting in fear factor among parents for young people getting engaged in ASB or other activities (Glen estate). - Challenging behaviours of C&YP is an important part of developing good relations - Public Transport (especially rural town and villages) - limited times and routes across the Borough - There is a sense that young people are the problem, we need to change the message that young people are welcome in our community, we want them there, we want them to socialise and be visible. Young people are our focus for our outreach work. We have a duty of care to young people (EA) - Safe spaces – identify safe spaces. What constitutes a safe space in the eyes of a young person vs adult? The more welcoming the space the less risk. Huge challenge (EA)
	1.2: Young people engaged in bringing the	- Covid has caused separation of older / younger people spending time together (Borough wide) - Need for intergenerational work and education. Feel there is a lack of opportunities (Bangor West and Donaghadee) - More intergenerational work and skills-based programmes needed (most estates)

Theme 1: Our Children and Young People (C+YP)		
Key Priority 1	Outcomes	Findings from Consultation Meetings across the Borough
	community together	• Young people have their own hang out areas, which in certain places, can intimidate older people - if besides shops (Bangor, Newtownards, Holywood) • Football project very successful and YFC detached youth work across all villages (Portavogie) • Neutral themed events bring young people together with common interests – environment, wildlife, sport and art (Newtownards) • Intergenerational Days work so should continue but still addressing the fear among olde people of COVID (Portavogie) • Foster relationships and have role models (EA) • Promote good news stories about young people (Bangor) • Build programmes that get more young people involved e.g., through men's walking group, ladies' fitness groups, men's sheds and youth groups. Cater for everyone. (Glen Estate) • Brexit is a talking point-trying to keep YP away from trouble side of it, violent protests etc trying to make sure young people don't travel to areas of tension. Cultural Expressions programme has helped. (West Winds) • Shared education is important for a shared society (Borough wide) • Engaging to learn about their own and other cultures, they think more, local history is important so that they can find out what they want to learn and take it from there (Scrabo) • Need for safe spaces for young people and those with different sexual orientations (EA) • Young people need to involved in the location and shaping of safe shared spaces (EA) • Health Trust – five children's homes in the area which house many more vulnerable children and young people. Demand and resources for vulnerable children who get involved in crime which is a significant issue for police responding to these. Demand can be high. (EA) • Spark programme – bonfires. Identify young people who are potential leaders creating and building bonfires. Train them, paid voluntary hours. Not introduced in Borough just yet (EA) • Outreach work – hotspots in Aurora, Valley Home, Bangor and Newtownards. A mobile youth transit bus would be a great help to respond and work with young people on street, kitted out with teas, coffee and mobile charging points

4.6.2   Our Shared Community

Theme 2: Our Shared Community		
Key Priority 2	Outcomes	Findings from Consultation Meetings across the Borough
2: Our Shared Community **Shared Aim:** To create a community where division does not restrict the life opportunities of individuals and where all areas and open and accessible to everyone **Strategic Outcomes:** 2.1 Increased use of shared space and services; 2.2 Shared space accessible to all	2.1: Increased use of shared space	• Some people acknowledged that across parts of the ANDBC area there are intra community tensions, intra estate rivalry, town centre issues, some potential prejudice towards the Muslim community, flags/emblems which mark out territory and create fear for some, and more murals being erected again since the Protocol which mark territory and can intimidate some (Borough wide) • It was felt shared spaces are not utilised enough – skate park, walkway. Programmes need to encourage more use of these amazing facilities (Ards Peninsula) • First impressions of areas make people feel safe or not (Borough wide) • There was a view that some people were coming into the area from other areas and erecting paramilitary flags (some estates) • Not enough shared space for young people to meet (Borough wide) • An online 'recovery group' has been a great way to bring the community together (online shared spaces for the Borough) • Covid changed the way technology is used- more people are engaging locally in online talks, projects, sharing common experiences (Borough Wide) • Gatekeepers continues to be an issue in some areas – as was the need to work with local people within these areas who wish to improve their neighbourhoods but who may be fearful to do so currently • There is a stand-off approach from a number of individuals in certain communities not wanting to engage with statutory sector – ongoing challenge • Perceptions - West Winds – associated with PUL community but there is a small population of Catholics live in this estate without any issues (NIHE) • Changing perceptions and highlighting background and personal stories – sometimes it is difficult to share good news stories
	2.2: Shared Space is	• Shared spaces need to be safe and welcoming • Building cohesive communities – housing estates and surrounding populations

Theme 2: Our Shared Community		
Key Priority 2	**Outcomes**	**Findings from Consultation Meetings across the Borough**
	accessible to all	• It is important to engage with the isolated groups • Segregated schools, sports and education are part of day-to-day life and don't necessarily promote shared living but there are opportunities through shared education and integrated schools to promote more sharing • Misunderstanding about and not enough shared space for young people to meet (Borough wide) • Face to face events which attract all walks of life have, unfortunately, been impacted by the COVID Pandemic • Certain office locations prevent people visiting/attending appointments (Ards Peninsula) • Continue to work together to deliver shared services and take a lead from the Big Plan and its emerging Part II ten priorities • Flag issues still remain a concern for some – territorial marking - and an expression of identity for others. Issues arise for many when these are paramilitary flags • Flags on the entrance to estates can make an area feel less shared and can be intimidating to others from outside an area and also for those living in an area – many however don't express their views about this in case of intimidation

4.6.3   Our Safe Community

Theme 3: Our Safe Community		
Key Priority 3	**Outcomes**	**Findings from Consultation Meetings across the Borough**
3: Our Safe Community **Shared Aim:** To create a community where	3.1: Reduce the prevalence of hate crime and intimidation	• PSNI reported a growing number of PSA assaults in Ards and North Down. West Winds estate has highest level of PSA assaults in NI. 7-10 PSA per year (PSNI) • Domestic violence has risen since the start of the pandemic • Care for children at risk is an important issue to acknowledge especially given the number of children's homes in the area • Mental health issues – suicide tendencies is a worry • Lack of understanding of new communities – need for education • Poverty and unemployment are exacerbating many issues

Theme 3: Our Safe Community		
Key Priority 3	**Outcomes**	**Findings from Consultation Meetings across the Borough**
everyone feels safe in moving around and where life choices are not inhibited by fears around safety

Strategic Outcomes:

3.1 Reduce the prevalence of hate crime and intimidation

3.2 A community where places and spaces are safe for all | | • Employability programmes are important in getting people into well paid jobs that can help move them out of poverty (Statutory)
• Silent sectarism and racism were not seen as major issues but there is still a lack of understanding of differences among some people which requires continued education
• Address isolation of elderly in society
• Potential to increase awareness amongst Asylum Seekers about the issues, dangers and challenges they may encounter when out and about. Education, respect for others (EA)
• Education among the local population about foreign nationals, facts and figures and what they are entitled to would be useful (NIHE)
• Perception that all Romanians carry knives (not true) (NIHE)
• Perception foreign nationals are not welcome (again not true) (NIHE)
• Need to work with hard to reach, marginalised and isolated communities on theme-based issues (Statutory)
• Cross community – groups willing to work with migrants. East End – interaction with Muslim communities (NIHE)
• Intra Cultural Forum – Asylum seekers moving into Bangor.
• Generally, there are good relations among communities across Ards and North Down. Could be improved with more communication and dialogue around understanding diversity, different cultures and the loves and plights of refugees and the trauma from which they have fled. (Statutory)
• The Home Office and Mears Housing Group are managing the housing process for Asylum Seekers in Ards and North Down. May be an opportunity for some collaborative work with Council
• Flags and emblems intimidate many people from different backgrounds and make some people feel less safe (Borough wide)
• Coercive control is an issue within some communities across the Borough
• Challenge to create safe places and shared spaces. How can shared spaces be safe for young people
• Green and Blue spaces provide an opportunity to engage eg: teach new skills, surf, canoe, mountain biking, paddle boarding. Utilise spaces more effectively. |
| | 3.2: A community where | • Intra community issues locally – competing with each other
• Coercive control is an issue within some communities across the Borough |

Theme 3: Our Safe Community		
Key Priority 3	**Outcomes**	**Findings from Consultation Meetings across the Borough**
	places and spaces are safe for all	• There is a sense that some estates get everything (e.g., Kilcooley) • High level of segregated housing and schools means some people feel uneasy about going into unfamiliar areas • Helping people – tenancy, budgeting, tackling substance abuse • Improving stability of geography and place – some people feel uneasy about saying anything about their areas in case of reprisals • Shared spaces – fear and fear of the unknown among some people in the area • Shared space – a tighter definition of it is needed. It is difficult to create shared spaces within single identity areas. Needs also to be about creating welcoming spaces • Animating outdoor spaces can help create shared spaces where everyone feels welcome – this has budget constraint • Park Run is a great way of building a cohesive community while using a shared space – also encourages engagement in sport and physical activity and improving people's well-being. Proactive members in society can make a big difference. (Comber/KIllinchy) • Need to build on common denominators between people - bringing communities and people together – art, sport, environment, tourism (Borough wide) • Estates are territorial. Not enough opportunity of getting together (Newtownards) • Social isolation and loneliness amongst elderly (escalated during Covid, encouraged to stay inside for own safety). Health Trust wants to establish a Carer's Hub in Ards and North Down. There could be a good GR link and partnership (Health Trust)

4.6.4   Our Cultural Expression

Theme 4: Our Cultural Expression		
Key Priority 4	**Outcomes**	**Findings from Consultation Meetings across the Borough**
4: Our Cultural Expressions **Share Aim:** To create a community which promotes mutual respect and understanding, is strengthened by its diversity, and where cultural expression is celebrated and embraced **Strategic Outcomes:** 4.1 Increased sense of community belonging 4.2 Cultural diversity is celebrated	**4.1: Increased sense of community belonging (widens contribution beyond community background)**	• Cultural Expression programme is important for maintaining access and engagement with communities (Borough wide) • Some people in local communities are engaging and want to engage while other leaders do not wish to engage – fractured communities as a result of tensions related to the Protocol – very difficult for some people to bring others with them….this needs to be recognised in the design of programmes. Growing resistance from other community leaders not on same wavelength as some leaders who see the importance of dialogue. Big challenges for some community leaders to drive GR in area • Spray painting on walls in towns is like a declaration of war for some against the protocol • People waiting to see what might happen in relation to the effectiveness of the task force addressing criminality like drugs etc but things are still going on • Due to Protocol issues, some bonfires this year were bigger than normal – a protest. • In some cases, turf wars are dividing up the area and territorial markings are clear to see. However, no one reports on the good works that many groups are doing to keep their areas and communities safe • Display of flags in a positive manner is important – it is part of people's culture. • Strong positive views about the value of the programme among many stakeholders consulted – less drinking, more family-oriented events, less trouble at them • Cultural Expressions (CE) Programmes are open to all in the community and is advertised for everyone to attend. Beneficial for families (East End Estate and others) • School benefits from CE, band benefits from CE with help towards transport, seniors benefit from CE. (Portavogie) • Value of band in terms of mental health for participants is not fully recognised. It brings young people into something from which they learn respect for themselves and others as well as learning skills and being part of the community. Community support is essential. If in a band they need a routine, uniform, be prepared to learn and be supported by community. It keeps members busy and ensures support from the village (Portavogie) • History projects as part of CE Project very important – help young people to think more – adding new elements to this linked to education and possibly employment would be good (e.g., link with Labour Market Partnership work)

Theme 4: Our Cultural Expression		
Key Priority 4	Outcomes	Findings from Consultation Meetings across the Borough

- Many young people on the streets in the evening and parents do not know where they are….need for parental engagement in the programmes too
- Fear of identity being diluted- this a repeated concern for the PUL community (Borough wide)
- Extreme elements manipulate their own narrative. Effects the way in which services are delivered, don't have the same representation across the estates. Different elements in confined area, very complex and difficult to manage
- Illegal flags were noted as creating a threatening and sinister atmosphere in some areas especially since Brexit and the Protocol (e.g., Cloughey)
- A need for more positive expressions of culture
- Flags were a topic of conversation at most meetings. There was a general sensitivity around flags, including paramilitary flags, across most areas of the Borough and the sense of belonging that this can create for some people in some areas but also, the sense of fear and intimidation that it creates for others. There were issues around how long flags stay up for, the type of flags that are flown in some areas, who put them up, the fact that some are left in tatters with many feeling this represents disrespect for the flag. (Estates and other parts of the borough)
- Most people prefer to engage in face-to-face meetings. Broadband not good in some areas when delivering on-line programmes. Groups put off applying for grants when changes may deter people delivering.
- If working with schools always include both schools (Kircubbin)
- Myth busting in certain areas around hard issues requires ongoing activities and education (Borough wide)
- Bonfires – element within groups trying to outdo each other in building bonfires – intra area rivalry
- In Kilcooley it was reported that there are five different paramilitary groups. Suspicion of statutory services when you are working with community – a real barrier (stats)
- Political and religious topics need to be addressed at community level. Disconnect between generations and there is a need to create a platform to address these issues in a non-threatening way. Young people do not have legacy of the conflict, yet parents or grandparents do. (Stats)

Theme 4: Our Cultural Expression		
Key Priority 4	Outcomes	Findings from Consultation Meetings across the Borough
	4.2: Cultural diversity is celebrated	• In the past 12 months there have been raised PUL tensions, due to Brexit, the Protocol and Irish Sea Border issues. This has manifested itself in in parades in Bangor and Newtownards (Statutory) • The is a lack of understanding of different cultures among some groups (Hard to reach groups) • More needs to be done in recognition and celebration of all cultures across ANDBC area (hard to reach groups, new communities etc.) • There are no barriers between villages and while villages often keep themselves to themselves and do work within their own areas, they also support each other. For instance, Portaferry gala week is supported by Portavogie. Portavogie Fish festival is supported by other villages. At Christmas groups all come together to turn on lights. Portavogie and Ballywalter seniors do lots together including celebrating St Patricks Day in Portaferry. These common interests bring villages together helped by the Peninsula Villages Together Initiative. • It is currently difficult to engage with some individuals from the PUL community as a result of Brexit and the Protocol which is seen as threatening unionism (some statutory agencies) • In some areas some groups are "reserving walls" for murals which is preventing others from using this space - paramilitarism is still an issue (NIHE) • In the past 12 months there have been raised PUL tensions, due to Brexit, the Protocol and Irish Sea Border issues. This has manifested itself in in parades in Bangor and Newtownards (Statutory) • Single identity work is still required in order to build confidence among community about their cultural identity • Ards and North Down has a rich history – entice people into different spaces

4.7 Turning The Curve Exercise

Reviewing the Action Plan for 2021-2022 - A Turning the Curve exercise was carried out with staff to demonstrate overall that projects are meeting outcomes in their thematic areas and geography. A few projects require amendments due to changes related to delivery learning from the pandemic lockdowns. Many projects have adapted successfully to online delivery during COVID-19. Engagement and participation opportunities have increased due to online training and sharing - a wider audience is now being reached and are participating positively, but a mix of face to face is still essential for interaction post COVID.

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Some communities are not engaging as much as before due to other external factors e.g. Brexit, Irish Sea Border, NI Protocol; COVID-19.

Details of the projects can be found in the Strategy section ten and are carried through to the new Action Plan for 2022-2023.

5.0 Priority Good Relations Issues

Based on in-depth qualitative and quantitative consultation and engagement undertaken, the following table represents a summary of the top good relations issues under each of the T:BUC themes.

A summary of the top Good Relations issues under each T:BUC Theme (qualitative and quantitative)

TBUC: Children & Young People	Our Shared Community	Our Safe Community	Our Cultural Expression
• Criminal gangs influence and coercive control in some local areas	• Criminal Gangs / paramilitaries and their coercive control in communities. Communities often fearful and silent	• Still many "no-go" local areas, people feel threatened by flags, murals and pavement markings etc	• Cultural expression programme is important for maintain access and engagement with communities. Supporting leaders within communities
• Influence of parents and peer groups	• Racism is silent - myths need to be dispelled and busted	• External influences (NI Protocol, Irish Sea Border & Brexit) stop local engagement and prevent investment into the communities	• Fear of identity being diluted particularly among the PUL community
• Shared education important for a shared society	• Silent sectarianism in some areas	• Lack of understanding of new communities – need for education	• Lack of understanding of different cultures
• Safe and shared spaces for young people – importance of co-designing these with young people	• Need to work with hard to reach, marginalised and isolated communities on theme-based issues	• Silent sectarism and racism and a lack of understanding of difference- requires education	• Leadership and the use of language can sometimes be divisive
• Greater intergenerational work and skills-based programmes needed	• External factors causing certain communities not to engage- Brexit/ NI Protocol /Irish sea border	• Perceptions of unsafe town centres at night - safe and shared spaces for young people co-designed	• Myth busting in certain areas around hard issues
• Drugs & alcohol risks- too easy to access	• Behaviour of politicians – They need to lead by example	• Environmental considerations on all projects	• Recognition and celebration of all cultures across ANDBC area

6.0 SWOT Analysis

The following Strengths Weaknesses, Opportunities and Threats analysis has been undertaken and has assisted in the development of the revised vision for the new Ards and North Down Good Relations Strategy.

Strengths	Weaknesses
• Dedicated and experienced staff team working in good relations and making it everyone's business	• COVID 19 Pandemic has halted progress in some areas of Good Relations engagement with some hard to reach and isolated communities
• Good Relations projects which continue to evolve, engage and improve outcomes- building on success	• Intra community issues – some polarised, divided, and insular (inward rather than outward looking)
• Engaged elected members across all DEAs aware of many issues and keen to promote good relations, its projects and make GR everyone's business but also link it to the outcomes of the community plan	• Intra-community issues (e.g. in Kilcooley – with five alleged different paramilitary groups)
• Peace IV nearing completion with many successes and some mainstreaming into GR such as the Youth Forum which is a vital voice for C&YP.	• Estates are very defined and do not often come together
	• Paramilitary and coercive control influence in some areas
• PEACEPLUS Local Action Plan which will link strongly to GR and PCSP	• External factors causing certain communities not to engage- Brexit/ NI Protocol / Irish sea border
• Evolving priorities of the Big Plan strengthen its focus and outcomes which are supported by priority issues and focused workstreams. The Part II Plan outlines the level of collaboration required; how community planning would add value to the issue; the assessment of wellbeing; a willingness by partners to participate; and that fact that issues are not the remit of a sole organisation.	• Leadership and the use of language can sometimes be divisive
	• Still many "no-go" local areas, people feel threatened by flags, murals, spray painted slogans and pavement markings etc
	• There is a lack of understanding among some people of new communities which needs a continued education focus
• Successful delivery of projects during COVID through innovation and creative adoption of technology, increasing reach and engagement	• Need for recognition and equal celebration of all cultures across ANDBC area
• Urban and rural connectivity and collaboration through GR, PCSP and Peace IV projects have built meaningful and sustained relationships	• Some bonfires conflict with some Council environmental policies
	• Influence of parents, grandparents and peer groups can negatively influence CYP
• Strengthening cross community links between schools, sports clubs and arts sector through sustained projects with Council and delivery partners collaboration all with Gr focusses.	• Racism is silent in some parts of the Borough
	• Silent sectarianism in some areas
	• Perceptions of unsafe town centres at night
	• Lack of safe and shared spaces for young people
• Cultural Expressions Programme an essential engagement mechanism even for those influenced by external issues and not engaging, but still communicating	• Single identity work is still required to build capacity in some hard to reach, marginalised and isolated communities
	• Challenge to create safe places and shared spaces- How can shared spaces be safe for young people
• Strong sense of belonging and shared history with a growing understanding of different culture and traditions	• Housing Executive house allocations provided to some citizens from outside the Borough who exert

Strengths	Weaknesses
• Growing collaboration and information sharing in delivery with statutory partners • Cultural Expressions Programme works well in many communities • CIT programme engaging with some of the hardest to reach communities • The range of shared education activities across the borough coupled with a wide range of integrated schools • Green and Blue spaces provide an opportunity to engage e.g. teach new skills, surf, canoe, mountain biking, paddle boarding- utilise spaces more effectively	negative influence locally stifles progress of good relations in neighbourhoods • Educational attainment still a major factor for young PUL communities, including lack of skills and employment opportunities • High economic inactivity among some groups and areas across the borough • There is not enough for young people to do and transport infrastructure is weak in some rural areas • Drugs & alcohol risks- too easy to access • COVID 19 has highlighted poverty issues • Social isolation and loneliness amongst elderly (escalated during Covid, encouraged to stay inside for own safety)

Opportunities	Threats
• Recovering from the Covid 19 Pandemic • Area based and collaborative based approaches linked to the Big Plan Part II • Statutory bodies ready for collaboration • Community Networks active in areas and ready to offer collaboration support to local groups • Bonfires are part of the tradition of many loyalist communities - but for many are not understood – even within local communities • Networking by communities of interest as a means of promoting more collaboration – e.g., environment, history groups, interfaith groups etc. • An opportunity to have a greater focus on those communities who already promote good relations through their everyday lives • The focus of the range of DoJ and DfC programmes on paramilitarism, lawfulness and working with women and young people – Fresh Start etc • Good Relations is everyone's business	• Continuing Covid 19 issues • External influences including Brexit, NI Protocol and Irish Sea Border issues • Language of some regional and local politicians can heighten tensions – need to lead by example • Paramilitary influences - reportedly, paramilitaries coming into the area from elsewhere • External influences including by other groups that can heighten tensions locally • Uncertainty over budgets year on year when no Executive or local Ministers are in place • Drugs and drink issues among young people • Coercive control within some communities by paramilitaries • Negative influences of parents, grandparents and peers • Some sectarian and racist issues are silent • Lack of understanding of their own culture and the culture and traditions of others • Intra community conflict in some areas • Rural areas and the implications of transport costs in engaging in programmes across the area • Territorial markings - Flags are still an issue for many – stay up for too long and can be intimidating for many. Murals still an issue; graffiti and spray painting • Paramilitary influence still a concern • Lack of positive reporting by the media on GR issues and negative reporting by the media on GR issues

Opportunities	Threats
• Working with other communities and groups who have good relations – building on this • Myth busting programmes to learn about other cultures	• Some gatekeepers having significant influences • Class issues • Language of leaders • Low capacity of some communities

Conclusion

The results of this SWOT have been examined and the conclusions used to shape the new Ards and North Down Good Relations Strategy 2022-2025 and its strategic vision, mission, values, aims and projects.

The Covid 19 Pandemic has created a unique set of issues for the delivery of the good relations programme over the last two years and continues to have a significant influence on the ability of council to deliver some of its programmes. Many older people are still reluctant to engage for fear of getting the virus. However, the Pandemic has demonstrated the ability of all sectors to work together on a common issue – keeping people safe during the pandemic. There have also been some positives in that some of the online courses have appealed to others who may not have traditionally been engaged in good relations work – bringing good relations to a wider audience.

Ards and North Down has experienced another big challenge in the last two years – the fallout from Brexit – namely the NI Protocol and the Irish Sea Border and the sense of a loss of identify on behalf of many within the PUL community. This has resulted in many communities refusing to engage with statutory bodies in terms of service planning and delivery, including good relations. This stand off is likely to continue until such time as a political agreement on the issue has been reached.

The SWOT demonstrates an area with a strong well skilled Good Relations staff team within Council, supplemented by skilled and dedicated rural and urban community infrastructure support organisations across the Borough which actively support groups to engage in good relations activity.

The area is large geographically which presents its challenges in terms of people being able to engage across the area. A challenge also exists with regard to the demographic makeup of the area (with a smaller Catholic population living locally and an even smaller BME population) making it more of a challenge to engage effectively in cross community activities locally. Alongside this class issues have also been identified as a barrier. The area contains some strong community and voluntary sector groups but also has some weaker community infrastructure areas and groups. Many of these communities are not ready to engage in cross community work and as such some single identity work is still required but with a focus of moving on towards more cross community engagement.

There is a need to focus on youth and building their resilience, particularly in areas of disadvantage. Working with young people and co-designing programmes and helping them to articulate what for instance shared spaces mean for them is really important. The voices of young people need to be heard across service planning and the new Youth Council can assist this moving forward.

PEACEPLUS has the potential to further develop the capacity of local groups and address hard issues over the next five years.

The BIG Plan and its ten Part II Priorities offers many opportunities for statutory bodies and other council service areas to engage in collaborative approaches with council's good relations programme

on thematic based projects. There is significant opportunity for collaborative gain through the Big Plan. There is an appetite for change locally and a need for some challenge around some hard and stubborn issues especially with regard to work with young people and giving them the best opportunities in life - immaterial of where they live. A duty of care concept was discussed here by statutory bodies and politicians in making sure collectively that young people had opportunities to flourish locally and were not curtailed by a lack of hope, confidence, educational attainment, skills or coercive control in some areas. The issues identified in the strategic assessment as part of the new Labour Market Partnership work also highlighted the employability issues of some key areas and target groups. Some of these groups and areas may be harder to reach than others and as such the work of the cultural Expressions Programme and the relationships developed through it will be important in moving some of these stubborn challenges forward. Many of the areas where tensions and coercive control exists are some of the areas experiencing the worst economic inactivity issues.

Good Relations is everyone's business. Elected members need to continue to lead by example on good relations issues with a focus on promoting and celebrating success stories – many of which are often under the radar in comparison to some of the current stories around flags, murals and spray-painted walls linked to the Protocol issues. Good Relations activities should be supported in all areas of the Borough, especially within those areas who currently engage in good relations activities - supporting positive engagement and leadership stories. Using the existing assets of the area – including green and blue infrastructure - Good Relations can contribute to the ongoing sustainability of these assets as well as creating a greater sense of belonging to the entire area.

Sectarianism and racism are still regarded as issues in Ards and North Down by respondents. The silent nature of sectarianism and racism is something that still needs attention. Identifying and supporting actions that promote cross community contact, engagement, dialogue, education and myth busting should remain a focus of the new GR action plan as should projects that create a sense of welcome and belonging for all locally. With new asylum seekers coming to the areas, this has never been more important. Focusing on building the confidence of all communities to address myths and misperceptions that prevail around different cultures and traditions, including those of minority ethnic communities, and helping communities to positively celebrate different cultures, should be continued.

The public display of some expressions of cultural identity which can lead to fear or intimidation in some areas continues to be identified as an issue. This can have an impact on people's perceptions of how safe or welcoming spaces might feel. This requires continued attention and supported dialogue opportunities. The continued development and promotion of the existing shared spaces across the Borough including the green and blue spaces as well as council facilities should be actively pursued. Identifying innovative ways of making less shared spaces more shared and welcoming in partnership with local communities, young people and other partners including PEACE PLUS, should remain a priority.

There is a need to continue to offer opportunities for young people to play sport and engage in arts and heritage type activities with others from a different community background. Sport, arts and heritage were regarded as important engagement tools when working with young people. The environment was also recognised as another area against which more shared working could be developed with the increasing interest and focus on our carbon footprint and the types of things that everyone can undertake. Having more environmentally friendly bonfires was also highlighted by some. Engaging with parents and grandparents is also a priority as is an enhanced focus on intergenerational work. This theme should also be explored further under PEACE PLUS for the area.

In light of New Decade, New Approach priorities, there is an opportunity for the Good Relations Programme to take a more strategic approach to testing new ideas and to develop some co-designed

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projects with relevant stakeholders using a community planning methodology over the next three years. This will enable a greater focus to be placed on prevention and collaborative gain which can be gleaned from working together.

7.0 Vision, Mission, Values and Delivery Model
Vision

The Vision for the Ards and North Down Borough Council Good Relations Strategy reflects the T:BUC Strategic Vision and is outlined below:

"Ards and North Down Borough Council area is a united community, based on equality of opportunity, the desirability of good relations and reconciliation - one which is strengthened by its diversity, where cultural expression is celebrated and embraced and where everyone can live, learn, work and socialise together, free from prejudice, hate and intolerance"

Mission

The Mission or Purpose of Good Relations in Ards and North Down Borough Council is:

"To deliver a range of initiatives that promote Good Relations with a view to increasing knowledge, and awareness of and improve attitudes towards others from a different community, religious or racial background"

Values

Certain core values will drive the Ards and North Down Good Relations Strategy to ensure that it complements the Council's Big Plan.

- It will focus on **thematic outcomes** – demonstrating the difference that it will make to the **knowledge, attitudes and behaviour** of people towards others from different ethnic and religious community backgrounds in the area;

- It will take a **locality-based approach** to the work - focusing in on areas in the Borough that make sense to local communities through **collaborative relationships and partnerships**;

- The everyday delivery of good relations projects will help **address stubborn issues** for **hard to reach, isolated and marginalised communities** and **build capacity** for long term sustainable relationships

- It will also encourage people to **engage in dialogue and challenge perspectives** to broaden knowledge, attitudes and improve behaviour towards others

- The plan should take account of **emerging PEACEPLUS opportunities** and build on the learning from PEACE IV, PCSP and GR projects, including new ways of working as a result of the COVID 19 Pandemic

- At its core, good relations should be **everyone's business**

These are outlined in the diagram overleaf.

Figure 3: Values of the Ards and North Down Good Relations Strategy

Aims

Aim 1: To enable children and young people in the Ards and North Down area to engage in good relations activities through building their resilience, self-esteem, self-confidence and their trust and understanding of people from different community backgrounds with a longer-term outcome of improving their attitudes towards others

Aim 2: To reduce division which has the potential to restrict life opportunities for the people in the Ards and North Down area through the creation of more welcoming and shared spaces and services within which all people are able and feel comfortable to engage and where barriers to this sharing, visible or invisible, have been removed

Aim 3: To ensure that Ards and North Down feels safe for all in moving around and where life choices are not inhibited by fears around safety and are not blighted hatred or intimidation based on religious belief, political opinion and racial group

Aim 4: To support communities in the Ards and North Down area to create a community, which promotes mutual respect and understanding, is strengthened by its diversity and where cultural expression is celebrated and embraced and where stubborn good relations issues, prejudice or mistrust are addressed

TBUC Themes

1.0 Our Children and Young People – to continue to improve attitudes amongst our young people and to build a community where they can play a full and active role in building good relations

2.0 Our Shared Community – in moving from contested spaces to shared spaces, we aim to create a community where division does not restrict the life opportunities and where all areas are open and accessible to everyone

3.0 Our Safe Community - to create a community where everyone feels safe in moving around and where life choices are not inhibited by fears around safety

4.0 Our Cultural Expressions – To create a community, which promotes mutual respect and understanding, is strengthened by its diversity and where cultural expression is celebrated and embraced

TBUC Local Outcomes

1.1 Positive attitudinal change towards people from different backgrounds.

1.2 Bringing Communities together.

2.1 Increased use of shared space.

2.2 Shared Space is accessible to all.

3.1 Reduce the prevalence of hate crime and intimidation.

3.2 A community where places and spaces are safe for all.

4.1 Increased sense of community belonging (widens contribution beyond community background).

4.2 Cultural diversity is celebrated.

The outcomes are all programme activity is set a baseline at the start of each project and evaluated again at the end of that programme to measure any changes in **knowledge, attitude and behaviours.** The new collection methods online of good relations outcomes from projects became a key part of delivery for the local programme moving forward into normal times post pandemic.

Delivery Model

In terms of delivery, the strategy will be delivered in partnership with other Departments of Council and other agencies active in the area including the Education Authority, PSNI, PCSP and PEACE IV/PEACEPLUS. Moving forward, a co-design approach will be taken in the development and delivery of some future actions as appropriate in partnership with other statutory agencies and in line with the Big Plan through its Delivery Groups.

8.0 Good Relations Themes and Project for 2022-2023

Based on the audit findings and recommendations, strategic context and a turning the curve exercise, four aims for the ANDBC Good Relations Strategy 2022-2025 have been developed and are outlined in the table below.

The following priority projects for the first year (2022-2023) of the plan build on the previous audit findings and delivery, taking into account the impacts and changes, developed through lessons learnt during the pandemic.

Theme	Outcomes	Aims	Project Number and Name	Project Description
1.0 Our Children and Young People – to continue to improve attitudes amongst our young people and to build a community where they can play a full and active role in building good relations	1.1: Improving attitudes of children from different backgrounds	Aim 1: To enable children and young people in the Ards and North Down area to engage in good relations activities through building their resilience, self-esteem, self-confidence and their trust and understanding of people from different community backgrounds with a longer-term outcome of improving their attitudes towards others	AND01: Shared Education Project - Youth Educational & History Shared Trip	Delivering a cross community shared educational programme to battlefield sites in France and Belgium, demonstrating the joined effort of all community backgrounds who took part during WWI. The young people will learn about the local people who fought and died during this period. The young people will deliver exhibitions and assemblies on their return at their respective schools, for peers and parents. It will encourage the participants to build friendships with someone from a different background.
			AND02: Shared Voices – Racism Awareness Programme for Schools and Groups	A programme co-designed with GR staff and volunteers from different ethnic backgrounds to address racism awareness in primary schools and groups. The programme will be adapted to meet the needs and capacity of the schools and groups. Facilitators and Volunteers from different ethnic backgrounds visit schools to educate children on their culture and traditions. Delivery to post primary schools and groups includes a session with PSNI on the definition of hate crime and hate incidents.
	1.2: Young people engaging in bringing the community together		AND03: Youth Sport Urban Rural- Community Cup and Youth Sport Programme	Delivery of a youth sporting programme comprising two elements delivered to young people from all backgrounds. The programme will be delivered in partnership with the Councils Sports Development Officer. The elements will include: The Community Cup Programme and a Youth Sports Programme
			AND04: Building Young Peoples Resilience - Youth Council	A programme designed with the young people to build resilience against drugs the access to drugs in their local areas and the coercive control that usually comes along with it. Drug issues were discussed in many of the conversations across the current audit as was the need to continue to build

Theme	Outcomes	Aims	Project Number and Name	Project Description
				the resilience of young people, especially as a result of the COVID 19 Pandemic.
			AND05: Community Relations Through Sports - Youth Schools Sport Rural Urban Facilities	This programme will work with pre and post primary schools in the borough. The Community Relations Through Sport Programme is designed to introduce young people to sport with which they may not normally associate.
2.0 Our Shared Community – in moving from contested spaces to shared spaces, we aim to create a community where division does not restrict the life opportunities and where all areas are open and accessible to everyone	**2.1:** Increased use of shared space and services (e.g., leisure centres, shopping centres, education, housing)	**Aim 2:** To reduce division which has the potential to restrict life opportunities for the people in the Ards and North Down area through the creation of more welcoming and shared spaces and services within which all people are able and feel comfortable to engage and where barriers to this sharing, visible or invisible, have been removed	**AND06: Allsorts - Staff Elected Members Equality and Good Relations Training Programme**	This programme is an in-house training on good relations and equality issues to all staff addressing how Good Relations and Equality issues. It impacts on staff and their role as council employees and members and how this can be improved in support of new collaborative actions. This programme reinforces and recognises that Good Relations is "everyone's business".
	2.2: Shared space is accessible to all		**AND07: Living History Visits to a range of key sites to learn about**	The Living History Programme is a 6 week programme for participants which includes a series of educational and historical based Rural and Urban visits to places of interest within the local areas and beyond that helps people

Theme	Outcomes	Aims	Project Number and Name	Project Description
			others in the local and wider community	understand their shared history, breaks down barriers and challenges people to venture elsewhere to learn about their shared past.
3.0 Our Safe Community - to create a community where everyone feels safe in moving around and where life choices are not inhibited by fears around safety	3.1: Reduce the prevalence of hate crime and intimidation	Aim 3: To ensure that Ards and North Down feels safe for all in moving around and where life choices are not inhibited by fears around safety and are not blighted hatred or intimidation based on religious belief, political opinion and racial group	AND08: Holocaust and other Genocides Memorial events	This programme is designed to deliver a series of events leading to the commemoration of Holocaust Memorial Day which are delivered every year – Normally c.5 holocaust and genocide talks with different schools and groups led by survivors. Project will also have a link to art projects in schools for expression and understanding.
			AND09: Getting to know your councillors	A programme designed to enable schools and community groups to better understand the role of Good Relations within Council and the role of elected members. The programme will enable participants to ask direct questions from local politicians on issues that are important to them. It is designed to educate the participants on local government while informing elected members of issues important to their communities. All political parties and independents will be invited to take part.
			AND10: No Hate Here	A diversity programme will be delivered to a range of different communities with a focus on hate crime and building cohesion across the Borough. This programme will be designed to assist participants understand themselves and others.

Theme	Outcomes	Aims	Project Number and Name	Project Description
			AND11: Intergenerational Programme	This programme is designed to bring together different generations from different communities. It encourages participants to share their skills. Through workshops between generations, it will enable them to gain new abilities and knowledge from each other.
4.0 Our Cultural Expressions – To create a community, which promotes mutual respect and understanding, is strengthened by its diversity and where cultural expression is celebrated and embraced	4.1: Increase sense of community belonging (widens contribution beyond community background)	Aim 4: To support communities in the Ards and North Down area to create a community, which promotes mutual respect and understanding, is strengthened by its diversity and where cultural expression is celebrated and embraced and where stubborn good relations issues, prejudice or mistrust are addressed	Project AND12: GR Grants – application process for community groups	A grant programme available for communities to deliver relevant programmes in their area and based on their needs. Meetings with groups to encourage greater uptake. An application process is supported and awarded.
			AND13: Cultural Expressions Programme	The cultural expression programme has been developed and builds on previous programmes with hard-to-reach groups and key influencers from perceived ex paramilitary backgrounds. The programme supports cultural expression festivals to encourage the positive promotion of PUL and CNR culture to the wider society. Festivals and bonfires will be regularly monitored, and any negative issues addressed before they become more challenging. The cross-community Cultural Expression programme gives the PUL community a sense of belonging that they feel is being eroded and the CNR community a sense of inclusion. While bonfires are always going to be contentious if Good Relations can work with the groups to minimise the negativity seen around bonfires it will develop greater respect among communities and cultures in the local areas; the aims are that by reducing the negativity this may also influence wider society and those who would not normally be associated with cultural festivals. The programme maintains and builds relationships between the Council and retains engagement. This will also enable and encourage engagement around other hard issues (e.g., paramilitarism, flags, murals), and find alternatives means for dialogue, training and capacity building.

Theme	Outcomes	Aims	Project Number and Name	Project Description
			AND14: History Talks – Understanding Ourselves and Others	A number of programmes that will include talks on our shared history, remembrance, gender e.g., international women's day, Good Relations week, Peace and reconciliation and will include relevance to upcoming historical dates.
	4.2: Cultural diversity is celebrated		**AND 15: Good Relations Action Plan 2023-2024**	Various methods of communication to consult on relevant Good Relations issues in the Ards and North Down Borough Council and to inform an action plan to address these issues at a local level.

9.0 Description of the Action Pan 2022/2023

Project Number and Name	Project Description and Delivery
AND01: Shared Education Project -Youth Educational & History Shared Trip	Delivering a cross community shared educational programme to battlefield sites in France and Belgium, demonstrating the joined effort of all community backgrounds who took part during WWI. The young people will learn about the local people who fought and died during this period. The young people will deliver exhibitions and assemblies on their return at their respective schools, for peers and parents. It will encourage the participants to build friendships with someone from a different background. The aim of undertaking the visits is to develop increased knowledge and understanding of key anniversaries and develop an appreciation of their social, political and cultural significance for NI and the UK and Ireland then and now. This incorporates knowledge and awareness of the national and European context of this period can help to change participants perspectives of our shared history. By visiting key historical sites within Europe, young people have the opportunity to truly locate the local historical narrative within the wider European context and therefore truly embed the learning from the programme. This can consolidate the learning gained through directly interfacing with the actual sites of WWI. It will also enable participants the space and opportunity to reflect on the wider learning from the workshops in NI in a new environment which takes them out of their comfort zones (for some this may be the first time out of NI) and enables them to see their own environment through a different lens and from a different perspective. It will cement relationships that they have made at home which can result in much longer lasting relationships moving forward. It brings history alive for the participants. Furthermore, it connects parents of the children from the different schools widening out cross community relationships in the borough. This programme will build on the experience of previous educational programmes.
AND02: Shared Voices – Racism Awareness Programme for Schools and Groups	A programme co-designed with GR staff and volunteers from different ethnic backgrounds to address racism awareness in primary schools and groups. The programme will be adapted to meet the needs and capacity of the schools and groups. Facilitators and Volunteers from different ethnic backgrounds visit schools to educate children on their culture and traditions. Delivery to post primary schools and groups includes a session with PSNI on the definition of hate crime and hate incidents. With the increased use of online platforms, we hope to increase the participation of groups/ individuals as well as schools. This programme builds on past programme experiences and learning to increase outcomes.

Project Number and Name	Project Description and Delivery
AND03: Youth Sport Urban Rural- Community Cup and Youth Sport Programme	Delivery of a youth sporting programme comprising two elements delivered to young people from all backgrounds. The programme will be delivered in partnership with the Councils Sports Development Officer. The first element will include: The Community Cup Programme will involve c.20 different clubs who will play in a sports league, culminating in a sports festival event where the top winning teams come together to compete for the Community Cup. It will also include GR workshops. The second element will include: A Youth Sports Programme which will work with c 50 young people from across the Borough ensuring a CNR/PUL mix over a 6-week period and will include GR workshops. While it has been Covid affected in past years the addition of youth sports and experience of running the community cup in past programmes will build on and widen out the outcomes.
AND04: Building Young Peoples Resilience - Youth Council	A programme designed with the young people to build resilience against drugs the access to drugs in their local areas and the coercive control that usually comes along with it. Drug issues were discussed in many of the conversations across the current audit as was the need to continue to build the resilience of young people, especially as a result of the COVID 19 Pandemic. Young people have missed meeting friends and enjoying opportunities to meet new people from different community backgrounds. The EA will be a key player in support of this programme and build on programmes from Peace IV and the past number of years with the Council in a partnership-based approach with stats and others which will include EA, YMCA, Alternatives, SERC & PCSP. There will be three elements: 1. Resilience programme with SERC – "Skills for your life" Programme students and with Include Youth 2. Youth Council – supported and delivered by EA 3. Resilience Programme for young people to build confidence delivered in schools. PUL & CNR mix.
AND05: Community Relations Through Sports - Youth Schools Sport Rural Urban Facilities	This programme will work with pre and post primary schools in the borough. The Community Relations Through Sport Programme is designed to introduce young people to sport with which they may not normally associate. The programme will run across the borough in both urban and rural areas. Similar to the Game of 3 Halves the programme includes a 'fourth half' on community relations. The programme includes the cost of accreditation if requested by the schools.

Project Number and Name	Project Description and Delivery
AND06: Allsorts - Staff Elected Members Equality and Good Relations Training Programme	This programme is an in-house training on good relations and equality issues to all staff addressing how Good Relations and Equality issues. It impacts on staff and their role as council employees and members and how this can be improved in support of new collaborative actions. This programme reinforces and recognises that Good Relations is "everyone's business". Sessions may include but not be limited to Mental Health, Race, Dementia and Shared History using a mix of online and face to face in times which permit staff to attend. This programme will build on the learning from past programmes to embed and expand outcomes.
AND07: Living History Visits to a range of key sites to learn about others in the local and wider community	The Living History Programme is a 6weeks programme for participants which includes a series of educational and historical based Rural and Urban visits to places of interest within the local areas and beyond that helps people understand their shared history, breaks down barriers and challenges people to venture elsewhere to learn about their shared past. Some of the trips include visits to places like, Crumlin Road Gaol, Grange Gorman, Dublin Library, Glasnevin. Some online lecturers/courses will be included as this expands the reach and outcomes.
AND08: Holocaust and other Genocides Memorial events	This programme is designed to deliver a series of events leading to the commemoration of Holocaust Memorial Day which are delivered every year – Normally c.5 holocaust and genocide talks with different schools and groups led by survivors. Project will also have a link to art projects in schools for expression and understanding. The interaction and participation in the programme will introduce the groups to the impact of hate and what it can lead to. Delivery in schools will also be extended to writing groups in libraries. Online materials and recording from previous projects will also be used to demonstrate the issues being highlighted and add the depth of good relations messages to the outcomes.
AND09: Getting to know your councillors	A programme designed to enable schools and community groups to better understand the role of Good Relations within Council and the role of elected members. The programme will enable participants to ask direct questions from local politicians on issues that are important to them. It is designed to educate the participants on local government while informing elected members of issues important to their communities. All political parties and independents will be invited to take part. This programme will build and expand on the past programmes and widen out the understanding to more schools and groups in the Borough.

Project Number and Name	Project Description and Delivery
AND10: No Hate Here	A diversity programme will be delivered to a range of different communities with a focus on hate crime and building cohesion across the Borough. This programme will be designed to assist participants understand themselves and others. It will involve a series of "No Hate Here" events, supporting a campaign developed by stat agencies and others including PSNI, NIHE, YMCA and intercultural forum (which includes a No Hate Here subgroup).

It will help deals with racism and sectarianism. The programme will also include arts-based approach. This will include drama, arts, the use of puppets alongside an interactive element. Working closely with internal departments to avoid duplication. |
| **AND11:   Intergenerational Programme** | This programme is designed to bring together different generations from different communities. It encourages participants to share their skills. Through workshops between generations, it will enable them to gain new abilities and knowledge from each other.

During the public consultations for the GR Audit 2022-2025 it was highlighted about the increase in young people unemployed and skills bases especially from the PUL young men in the community. This intergenerational programme will encourage young and old to kindle relationships through similar interests and skills bases and encourage apprenticeship choices.

The programme will build on past pilot programmes pre and during covid where men's sheds and young people were brought together. |
| **Project AND12: GR Grants – application   process   for community groups** | A grant programme available for communities to deliver relevant programmes in their area and based on their needs. Meetings with groups to encourage greater uptake. An application process is supported and awarded. |
| **AND13: Cultural Expressions Programme** | The cultural expression programme has been developed and builds on previous programmes with hard-to-reach groups and key influencers from perceived ex paramilitary backgrounds. The programme supports cultural expression festivals to encourage the positive promotion of PUL and CNR culture to the wider society. Festivals and bonfires will be regularly monitored, and any negative issues addressed before they become more challenging.
The cross-community Cultural Expression programme gives the PUL community a sense of belonging that they feel is being eroded and the CNR community a sense of inclusion. While bonfires are always going to be contentious if Good Relations can work with the groups to minimise the negativity seen around bonfires it will develop greater respect among communities and cultures in the local areas; the aims are that by reducing the negativity this may also influence wider society and those who would not normally be associated with cultural festivals. |

Project Number and Name	Project Description and Delivery
	The programme maintains and builds relationships between the Council and retains engagement. This will also enable and encourage engagement around other hard issues (e.g., paramilitarism, flags, murals), and find alternatives means for dialogue, training and capacity building. The programme will also help engage hard to reach groups positively when external negative influences effect certain communities (e.g., Brexit, NI Protocol and Irish Sea Border). The programme and its activities are designed to include the wider community and create a sense of belonging, reducing the fear of intimidation often associated with bonfires. Recent consultation with groups continues to reflect the need to offer young people more opportunities locally, addressing the sense of hope that some feel and the lack of educational attainment faced by many young protestant boys. While the delivery of programme will not directly address this, it acts as important link and engagement mechanism for council and other agencies to progress their interagency activities in these areas with a focus on the community planning.
AND14: History Talks – Understanding Ourselves and Others	A number of programmes that will include talks on our shared history, remembrance, gender e.g., international women's day, Good Relations week, Peace and reconciliation and will include relevance to upcoming historical dates.
AND 15: Good Relations Action Plan 2023-2024	Various methods of communication to consult on relevant Good Relations issues in the Ards and North Down Borough Council and to inform an action plan to address these issues at a local level.

10.0   Monitoring and Evaluation

For 2021/2022 delivery of the Together: Building a United Community (T:BUC) Strategy a new collection of good relations project outcomes became a key part of delivery.

They are designed to help see what is working well with projects, highlight areas for improvement, and allows examples of good practice to be identified and shared with others. All these contribute to the achievement of the aims of the T:BUC Strategy.

Participants complete questionnaires at the start of a programme of activity to set a baseline and the end of that programme to measure any changes in **knowledge, attitude and behaviours**. Additionally, for one-off events, TEO have developed a separate, standalone questionnaire for those attending such events. Uniform Resource Locators (URLs) and Quick Response (QR) codes for the questionnaires are used. The administrative burden for project managers is reduced through these methods of capture online. Participants are allocated a Unique Reference Numbers (URNs).

The URN is how TEO identify the project provider and the name of the project itself and ensures that the individual participant's journey through the programme is effectively measured. It allows TEO to collate the data at a project/participant level without identifying the individual participant. The URN, if used correctly, is specific to the project participant and links the pre- and post-project questionnaires. The URNs are generated by the GROs in Council.

Online surveys will be analysed automatically once they are uploaded to the system and we can provide this analysis upon request via Delivery Partners.

TEO has a Good Relations Outcomes Team to support and advise Council with these processes.

Questionnaire	Link	QR Code
Pre-Programme Questionnaire To be completed at the start of the programme	Pre-Programme Questionnaire	

Post-Programme Questionnaire

To be completed at the end of
the programme

Post-Programme Questionnaire

Events Outcome Questionnaire

To be completed for one-off or
one-day events

Events Outcome Questionnaire

11. Appendices

Appendix 1: Good Relations Consultation Questions

Appendix 2: AND Good Relations Public Survey Report- Life & Times

Appendix 3:AND Good Relations Staff Report

Appendix 1: Good Relations Consultation Questions

PCSP Policing & Community Safety Partnership
making Ards and North Down safer

Ards and North Down Borough Council- Good Relations Strategy Audit

2022-2025

DATE:

TIME:

MEETING:

ATTENDEES:

GOOD RELATIONS
1. What are the most important good relations / community relations in your area?
2. What do you think are the top three barriers to achieving good relations / community relations in your area?
3. What do you think could be done to improve good relations between people of different religious or racial backgrounds in your area?
Other Issues or solutions:

Appendix 2: AND Good Relations Public Survey Report- Life & Times

Ards & North Down BC Good Relations 2022-2025 Public Survey

A total of 145 people completed the survey. The survey was promoted via social media, email to Council citizens database, at public meetings, focus groups and shared with key stakeholders and delivery organisations across the Borough. Paper copies were also shared with community groups and hard to reach groups who did not wish to complete the survey online. The survey was live from the 30th November 2021 to the 19th January 2022.

Respondents Background and Geographical Response

- **Gender**: 52% Female, 45% Male and 1% Non-binary

- **Age**: 52% 36-64 years, 39% 65years+ and 7% 19-35 years

- **Religious Background**: 54% Protestant, 17% Catholic, 16% No religion and 12% other.

- **Ethnic Background**: 98% White 2% other

- **Town/ Village**: 23% Newtownards, 21% Bangor, 11% Portaferry. 45% live in various other town/villages. A good response was received across the entire geography.

Gender

1%   1%
45%
52%

■ Male ■ Female ■ Non-binary ■ Other

Age

7%
39%
52%

■ 19-35 ■ 36-64 ■ 65+

Religious Background

12% 17%
16%

Ethnic Background

1%
98%

Town/Village

■ Cat

Newtownar...	23%
Bangor	21%
Portaferry	11%
Donaghadee	8%
Holywood	5%
Comber	5%
Ballygowan	3%
Cloughey	3%
Greyabbey	2%
Portavogie	2%
Other	2%
Ballywalter	2%
Kircubbin	2%
Millisle	2%
Carrowdore	1%
Helen's Bay	1%
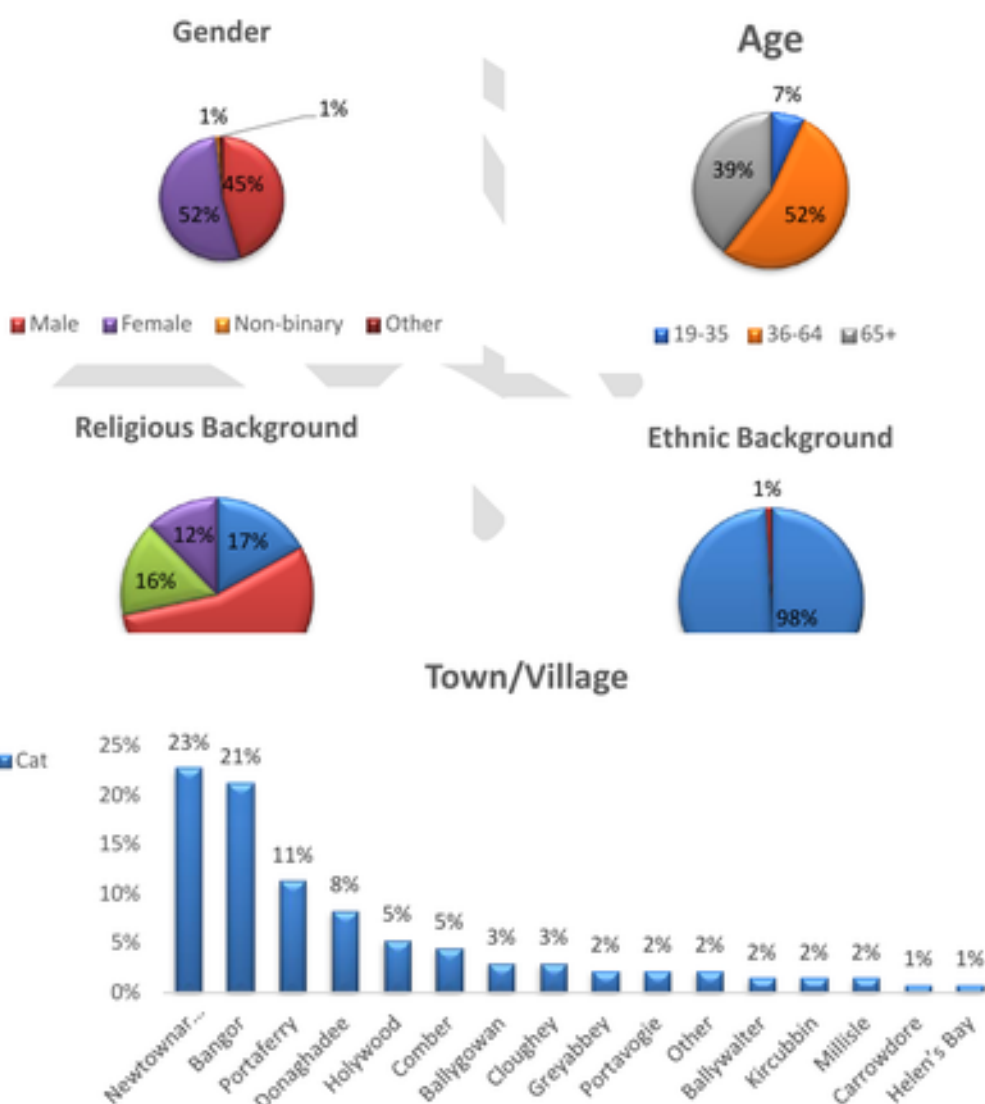
Respondents' relationship with Council and Good Relations promotion

73% were residents and 14% from community groups. 49% of respondents believe Ards & North Down BC promote Good Relations Very well/Well. 32% average and only 10% believe the Council Poorly/very poorly promote Good Relations.

What is your relationship with Ards and North Down Borough Council (ANDBC) ?

Other	2%
Local Institution	1%
Community group	14%
Service provider within...	3%
Staff member	2%
Business owner	3%
Elected representative	2%
Resident	73%

Rate how well you believe A&ND BC promotes Good Relations?

Don't Know	8%
Very Poorly	4%
Poorly	6%
Average	32%
Well	36%
Very well	13%
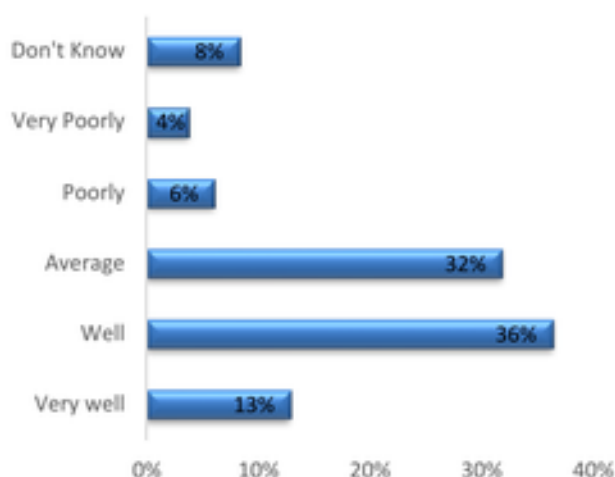
Knowledge, Attitudes and Behaviour to different cultural traditions and backgrounds.

Over 60% (6-10 on scale) respondents have knowledge/very knowledgeable about the different cultural traditions with only 9%(1-3 on scale) having almost no/little knowledge.

Knowledgeable about different cultural traditions and backgrounds

Scale	%
1 Almost no...	2%
2	1%
3	6%
4	4%
5	16%
6	11%
7	26%
8	17%
9	8%
10 Very...	8%
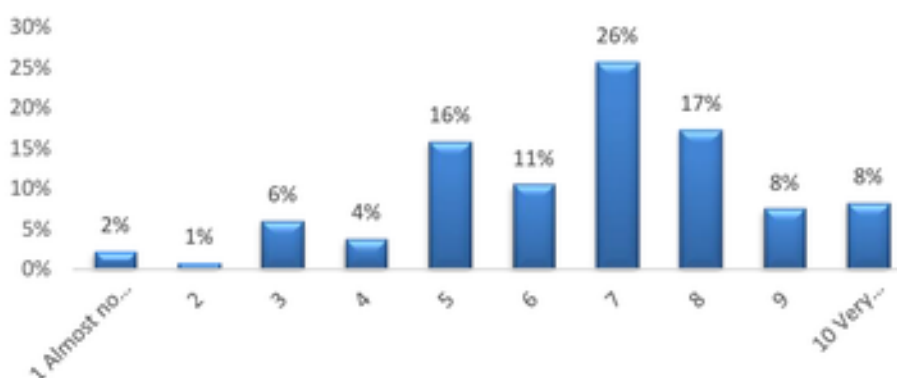
Respondents have a Positive/Very positive attitude towards people from a **different ethnic and religious background.**

- 92% Religious
- 89% Ethnic *(NILT 61%)*

People of ANBC have a greater positive attitude towards people from a different ethnic background in comparison to NI Life & Times 2020 survey.

Attitude towards people from a different religious & ethnic background

■ Attitude towards people from a different religious background?

■ Attitude towards people from a different ethnic background?
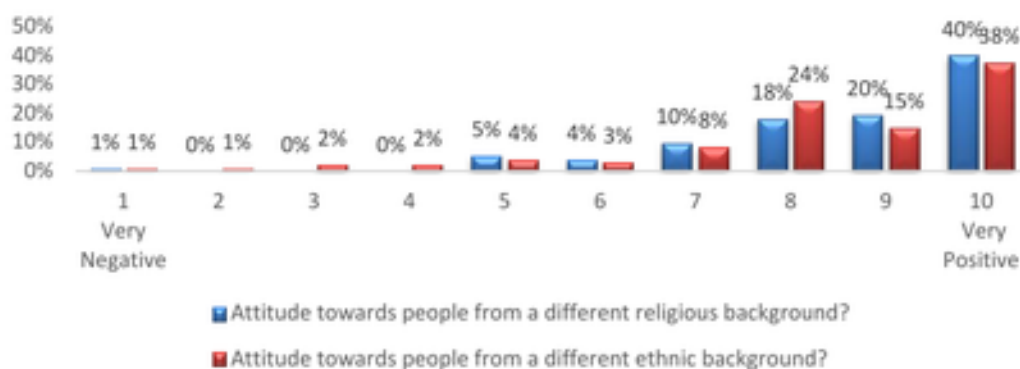
Respondent do not have a problem with attending an **event in associated with another community** with 80% Likely/Very likely to attend. Only 11% are Not likely to attend.

Likely to attend an event in an area associated with another community?
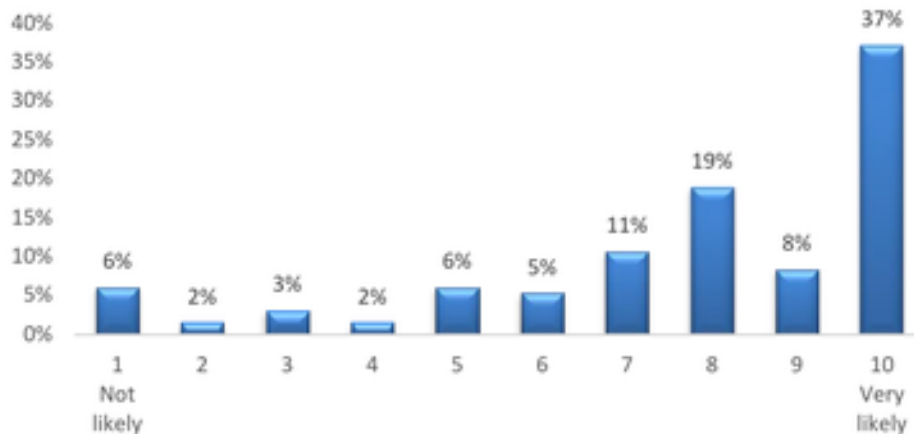
Sense of Belonging

Over 60% Yes definitely have a sense of belonging in their Neighbourhood (61%) (*NILT 46%*) and Northern Ireland (70%) (*NILT 42%*) but only 36% have a definite sense of belonging in their council area. 43% have a little bit sense of belonging in their council area.

> *In comparison to NI Life & Times 2020 survey people of ANBC have a greater sense of belonging in their neighbourhood and Northern Ireland.*

Sense of Belonging

Category	Northern Ireland	Council Area	Neighbourhood
Don't Know	2%	2%	3%
No, not at all	4%	17%	7%
Yes, a little bit	23%	43%	29%
Yes, definitely	70%	36%	61%
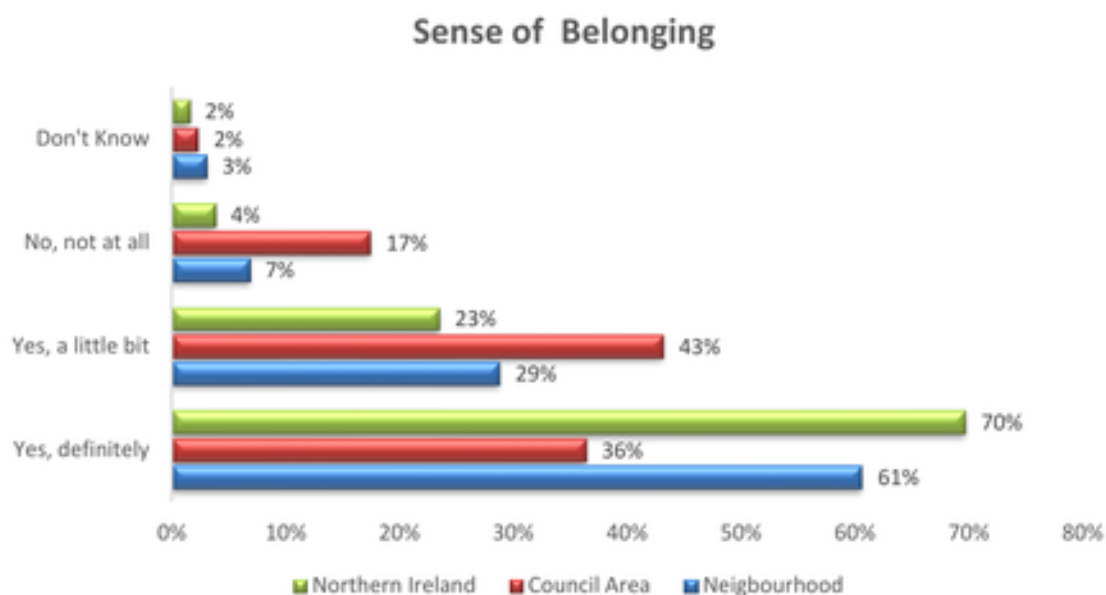
There is a strong feeling among the people of Ards & North Down BC that they do not have much/little say or influence with decisions made by Public Bodies, Council and about Northern Ireland.

- Only 10% feel they have a *definite voice* which is heard by *Public bodies* and only 23% have a *definite trust* in public bodies. Over 50% feel they have *a little bit of voice/trust* in public bodies.
- Only 5% (*NILT 5%*) think they have a *definite influence* over decisions made about their local area within council. 36% (*NILT 19%*) *a little influence* and 49% (*NILT 71%*) *no, not all*.
- A majority of 70% (*NILT 79%*) think they have *No influence* over decisions made about Northern Ireland.

The feeling of having an influence over decisions made by local council the people of ANBC feel stronger about having a little influence in comparison to NI Life & Times 2020 survey. There is a strong feeling felt across NI regarding having no influence over decisions made about NI.

Do you think your community has a voice which is heard by public bodies?

10%
11%
21%
58%
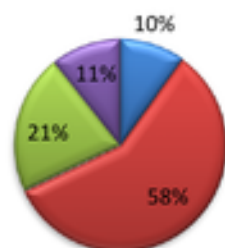
■Yes, definitely ■Yes, a little bit
■No, not at all ■Don't Know

Do you trust public bodies i.e. Council, PSNI, NIHE?

5%
20%
23%
52%

■Yes, definitely ■Yes, a little bit
■No, not at all ■Don't Know

Do you think you have an influence over decisions that are made about your local area within Council?
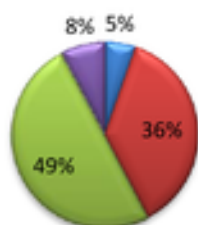
8% 5%
49%
36%

■Yes, definitely ■Yes, a little bit
■No, not at all ■Don't Know

Do you think you have an influence over decisions that are made about Northern Ireland?

5% 1%
22%
70%

■Yes, definitely ■Yes, a little bit
■No, not at all ■Don't Know

Comments on Senses of belonging:

- To elaborate on why I answered "don't know" on whether I feel identified with Northern Ireland - I'm Dublin born, but lived in NI from the age of 2, am completely non religious or sectarian and have struggled all my life with the community divides here, and the sense of aggression that still exists from one 'side' towards the other. I would wish that Stormont politics could be more 'independent'.

- "The only time I would see a Councillor is at election time. I've never been consulted on any local issue, no matter how small. Councillor are only interested in their Party Policies "

- As far as my small town is concerned no governing body really cares. My town needs a lot of work carried out to facilitate young people and old e.g. drop in cafes. I run the local Community Centre and would be delighted if something could be promoted here.

- We are a minority community within the larger council area. We are also geographically at the periphery. This Council seems to be better than previous one and I accept that I may not be as aware as I should be. Digital events have helped because it means that all those around the peninsula can engage with event and each other. If only physical events then local transport and timings make attendance and engagement impossible or much less likely.

- Public bodies tend to be more accessible to the public and are more open to deal with.

- Councillors seem to work mainly for the good of their respective parties - would like them all to be independents, to better serve everyone in their electoral area.

- In relation to the last question, I trust public bodies such as the PSNI, NIHE, etc but have very little trust in the Council which, at an operational level, I consider inept and, at a governance level, dominated by party politics to the detriment of the community.

- The Assembly have made numerous errors when spending/using public monies in the schemes to help businesses etc during this Covid pandemic and with regards the RHI, that I have no faith whatsoever in them for the future. What part Councils, PSNI and NIHE have contributed to these erroneous decisions I don't know. Basically, I would like to trust these organisations, but recent news shows that there is bullying, misuse of funds in Ballymena Council. Selling land for £1 instead of it's true value of £800,000. so, my confidence in most of the institutions has been depleted by investigations by Spotlight and such like.

- "Planning applications - a matter of who you know in the Council, Assembly & Westminster. PSNI - no service or public contact. NIHE - inept and controlled by paramilitaries"

- I have been away for many years - from 1968-2012- and, in academia, engaged in international exchanges and EU projects - and have travelled extensively to do with academia and related opportunities. I have come 'home' on a regular basis throughout this time. I am not dyed in the wool religious ! I have had little engagement with the local council.

- Politics and economics are to the forefront of all public bodies, individuals and groups thoughts may by chance tie in with their plans and strategies. The exception to this are individuals are connected to paramilitaries.

- Depends on councillors at time etc can be bit biased to old school brigade and not cross community representation. Hopefully times are changing but dinosaurs do still roam certain organisations.

- There is a perception that their individual performances are waning and an increasing lack of interest in really supporting struggling community groups even those who have endeavoured to demonstrate really positive contributions to their environment. It is therefore of little surprise that willing volunteers are becoming much more difficult to be found.

- Our system of government is such that decisions about governance in Stormont are made only if they suit both DUP and Sinn Fein

- Personal experience with public bodies has not been positive in recent years while crying for help.

- *At present trust weak in PSNI, no dealing with NIHE, and councillors sadly I have no time or trust in or for them, all the whole lot of them are interested in, is weekly photographs in the local papers, telling us everything they do instead of getting and doing what they are elected to do.*
- *Don't trust any councillors at all, our council is a joke. reasonable trust with PSNI, No knowledge with housing executive.*
- *As a protestant I believe that the Union parties would be in a stronger position if they could be united, (United we stand). It would appear that it will only be a matter of time when Republican and National Parties take over. Middle- and Upper-class protestants seem somewhat reluctant to vote at times.*
- *A strong sense of local identity but could do better on wider influences.*
- *"The community and community groups are not consulted at the very early stages of major plans or schemes in the Borough. Rather major plans that are at a very well-formed advanced stage are laid before the public for consultation., This means that the council will have already invested a lot of time and money in their plans and makes it very hard for residents or community groups to have any real influence on final outcomes, or even have faith that they have any influence."*
- *The council only recognised nationalists and unionists - not those of us who are from neither of those particular backgrounds. Council officers are far too aligned to paramilitary groups and keeping them happy than providing support for rates paying residents. Other than collecting my bin, they do little else*

Levels of Sectarianism and Racism

Over 60% respondents feel there is No/Minor problem with sectarianism and racism in their local area. 11% feel that racism is a Major problem, and 15% sectarianism is a Major problem. Over 30% say there is No problem with sectarianism and racism in their local area.

To what extent is sectarianism a problem in your local area?

13%
31%
15%
41%
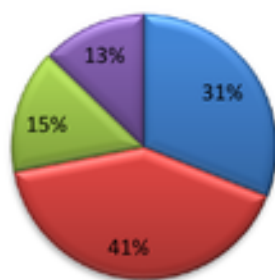
■ No problem   ■ Minor problem
■ Major problem ■ Don't know

To what extent is racism a problem in your local area?

17%
34%
11%
37%

■ No problem   ■ Minor problem
■ Major problem ■ Don't know

Comments on problem of Sectarianism and Racism:

- *Sectarianism was a norm when I was growing up (50 yrs. ago). Racism was unknown because there were almost no immigrants. Times have changed greatly. The sectarian attitude is very deep-rooted but probably improving. I am not confident enough to say that it is disappearing. Flags and graffiti are common and provocative.*

- *In this area, most law-abiding citizens respect all those from all religions, countries and colour who want to live here in peace and integrate within the community.*
- *Not a big mixed area.*
- *We are an interface community - so we try to support everyone equally*
- *Last question: my response is overall however it depends on the time of year so that during 12th July period significantly higher.*
- *"Paramilitaries still have a large influence in communities. Lots of young people do not get meaningful opportunities to engage with other young people on the difficult issues.*
- *Schools remind predominantly divided which promotes divisions. Housing areas are largely divided again reducing opportunities for natural mixing. Do not feel racism and sectarianism is honestly discussed or addressed, therefore allowing it to continue on. "*
- *Feel that politics in Northern Ireland should change its emphasis more towards community development than the constant entrenched sectarian rationale.*
- *I live in an area where there is a Bonfire on the green area every year. Sadly the local residents have their homes boarded up for 3 days and their homes smelling of stale firewood. I think these events should be centralised and not held in every separate area. There is more blending of Bangor's communities, in terms of religious beliefs, than there used to be.*
- *Other forms prejudice as well disability, homophobia, faith*
- *Because I am from the majority race it is easy for me to say racism is a minor problem. I think it is only minor as most people here are very welcoming to incomers.*
- *I am from white majority so it is easy to say it is not a problem. But I don't think it is. But perhaps difficult to get started in the area if from a different community.*
- *Flags and emblems, a constant reminder of our troubled past. Paramilitary markings on their 'territory' - awful*
- *"Sectarianism appears to be largely manifest through the utterances and actions of certain local party politicians and councillors, who play upon and inflame the tensions within certain sections of the community. Although growing there aren't great numbers of immigrants living in the area. The opportunity exists, through greater awareness, education and engagement, to gain a better understanding of, and help integrate, such people before problems develop. "*
- *Who approved the erection of flag poles with flags flying 24/7/365 in public spaces and roundabouts?????*
- *I am not aware of any of this, but that's not to say it is not going on in my area.*
- *There is a small element in this community which is very narrow minded, not open to new ideas and will probably always have an us and them attitude.*
- *Immigrants getting priority in health service, schools, housing*
- *To me, I have put 'minor problem' as the local community seems primarily white and predominantly protestant - in a bit of a bubble in relation to what is going on outside the region.*
- *My thoughts are that sectarianism remains ahead of racism as paramilitaries still wish to exert control in the local community.*
- *Young people live in fear in their local communities and may potentially get involved in activity that they do not want to get involved in.*
- *I live in Kilcooley Estate whilst it hasn't effected me personally I do understand how it would be off putting for people.*
- *I personally am not aware of any sectarian or racist problems in my local area.*
- *I'm sure there may be isolated incidents but I am not aware of any real problems in my area. I feel community relations are very good here.*
- *Not aware of statistics but imagine both are relevant in certain localities so depends where exactly in borough you live.*

- *"Sadly, racism and sectarianism is becoming far too much exaggerated within ANDBC locations where it actually does not exist. It has often become popular and self promoting for those who rather thoughtlessly engage in this conversation. But this is not to detract from the very real situations that do exist although, thankfully, small in number."*
- *I am confident that most people in my area are not sectarian or racist*
- *Graffiti and paramilitary flags in Bloomfield, Whitehall, Kilcooley should be removed.*
- *I personally face none and produce none.*
- *I would not describe either of above as major problems as every incident is one too many and undoubtedly there is under reporting of both, however in terms of overall recorded crime and other incidents as percentages both would not be considered as major problems. Any individual or series of incidents however can have a significant impact on victims and wider communities.*
- *You know that every estate is under control in the council area by the wrong people, and councillors support them.*
- *Area is ran by the wrong people eg (Paramilitary sections)*

Sectarianism manifests itself....

From their experiences 39% feel sectarianism manifests Overtly – vocal in attitudes and actions, 39% Silently – not overt but subtle. 48% feel racism manifests Silently – not overt but subtle and 20% There is none – doesn't manifest itself.

Describe how sectarianism manifest themselves from your experience in the ANDBC area?
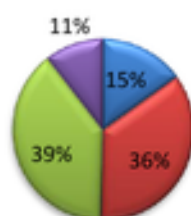
11%
15%
39%
36%

- There is none - doesn't manifest itself
- Silently - not overt but subtle
- Overtly - vocal in attitudes and actions
- Don't know

Describe how racism manifest themselves from your experience in the ANDBC area?

13% 20%
18%
48%

- There is none - doesn't manifest itself
- Silently - not overt but subtle
- Overtly - vocal in attitudes and actions
- Don't know

Comments on Sectarianism and Racism:

- *Generally speaking, sectarianism and racism are only prevalent against those who want to kill or injure those from other religions or countries.*
- *My experience is largely in middle class areas*
- *Paramilitary flag got put up here for 12th July - no-one would take it down*
- *The overt really refers to the over abundance of flags & bonfires at certain times. The subtle relates to not being a regular participant or resident however have been involved with various groups. It seems that sometimes the questions I am asked by more regular participants/ residents seem intended to elicit my political &/ or religious leanings.*

- "Have experienced sectarianism from people in the area, directly to face. In terms of how people continue to vote. Lack of support for police and going to paramilitaries to deal with issues. Don't feel people of ethnic minorities have enough of a profile. "
- Sectarianism is the main problem that basically the attempts made to lessen to problem to date have somewhat failed. Therefore I feel new strategies are needed if we are to remove this difficulty for our society to move forward.
- Overt and often hidden in attitudes
- The issue of flags, murals and painting of kerbs, this is all about marking territory and can intimate people not of that religious persuasion. Also burning of flags on bonfires.
- I do not think this is true of the Portaferry area. However I am disturbed when I read news of other parts of the Peninsula and further North of it also. This discrimination and sectarianism does not represent me or the village of Portaferry.
- village has mainly people from one side and very few non whites
- Not in Portaferry as far as I can see and know, but it is very disturbing to read about it in other parts of peninsula, Ards and Bangor.
- "Lots of flags almost constantly flying, band parades very frequently, murals, graffiti etc.
Racism is evident in mutterings about 'those ones getting all the houses' or 'coming here to get benefits' etc "
- Flags flying 24/7/365 - especially around Killinchy Street
- I'm not aware of any incidents, but I don't regard myself as being in the 'know' and don't go onto any social media sites, where I am sure there would be evidence of both.
- para military signs , unlawful flags and public comments in local community pages
- "As above, paramilitaries want to maintain their control of the community so sectarian murals remain and paramilitary flags are flaunted. I think racism takes place in more subtle actions."
- There is a combination of both overt and silent expressions of racism, many communities continue to live in fear with the on going impact of sectarianism and racism, whereas other areas experience these in a more polite/subtle manner.
- Usually robbed on walls or represented in banners
- I've never met folk like this, just heard stories. You can never really change someone full of hatred or racism unfortunately!
- Sectarian and Racist Graffiti are visible evidence of both. Vocal attitudes and actions are also evident in individual reported incidents but apply also to other forms of Hate Crime and incidents.

Describing Sectarianism and Racism in Ards North Down Area.

Sectarianism seems embedded in a historical & unquestioning acceptance of certain positions. A reluctance, perhaps even fear, of change & reinforced by politicians. The racism seems more subtle & based on faulty info e.g., immigrants get all the houses & benefits. This is fed & whipped up by those who do not welcome democracy, & gain from continued division & fear.

"It is appalling.

The hatred for people of different faiths is most prevalent in Portavogie, Ballywalter and Portaferry yet there is no good relations programmes here???

Racism is appalling - the way the Muslim community is targeted by far right groups while the council only reacts when the media report instances. The councils community and well-being Dept is so busy looking after paramilitary leaders it ignores all other

Levels of racism...

In the last 3 years 54% feel that levels of racism has stayed the same and 46% levels of sectarianism has stayed the same. 28% increase level sectarianism and 20% increase level of racism. Only 10% believe level of sectarianism and racism have reduced.

In the last three years do you think the levels of sectarianism and racism has...

	increased	stayed the same	reduced
Sectarianism	28%	46%	11%
Racism	20%	54%	10%
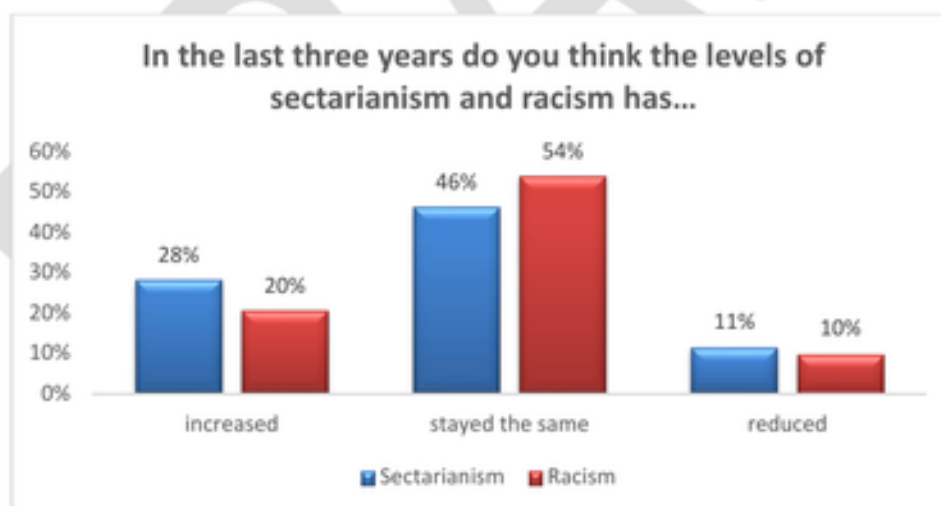
Comments on the levels of rasism:

- *I don't think it has increased but I do think with social media etc sectarianism & racism has become more vocal. This is probably no bad thing because it can now be addressed through 'good relations' events. But there will always be a hard core who refuse to consider change/equality. I firmly believe in the benefits of non-religious/mixed education.*
- *BREXIT, the boarder issue, shifting sizes of political parties have raised tensions. From working with people within the community, do not feel they are listened to or represented*

therefore pushing viewpoints more to the extreme in terms of sectarianism. Have felt there has been more discussion among young people about the need for violence. The riots and protests, and reasons behind them increased sectarian attitudes.
- I feel overall on both topics the situation has ebbed and flowed slightly but in spite of many attempts to move on as a society we have remained static.
- I read about a lot of racially motivated attacks on people's homes in other areas, and some hate crimes (race/gender/drug related) targeting people, but I have not personally witnessed these
- Low figures reported, so under reported.
- The prevailing mood generated in local politics and by Brexit have served to emphasise and reinforce more decisive views in a broader spectrum of local population exacerbated by Brexit, NI protocol etc. Sadly these issues are being exploited to enhance power bases.
- Brexit and the protocol
- Brexit has played a massive part in derailing good relations. Protestant's are alarmed about the Irish Sea border and this has caused a rise in political posts. Also Covid regulations being broken by both sides! My own experience of this is 2 of my friends (from opposite communities) falling out after 25 years of friendship over these issues and Facebook posts. With me in the middle trying to calm the troubled waters!
- NOT in Portaferry but in the bigger council area and fuelled by Brexit and those that wanted it.
- Brexit, Protocol raising tensions, plus a local loudmouth stirring hatred and dissent!
- Especially since we left Europe
- I have not a broad enough sphere of experience to judge this but I suspect that the general fear of immigrants has worsened attitudes here.
- No experience of either and never have so I presume it has not gone away, but has remained the same.
- due to the NI protocol, it has caused a huge uproar in the protestant community. discrimination is a manifestation lead by negative stereotypes and prejudice thoughts.
- I think on the whole both have significantly reduced, particularly in regards to racism, I think Northern Ireland is fast becoming Multi-Cultural and people in general are getting used to this and accepting it.
- Brexit has led to more comment in the public forum about people from other places
- Lockdown has not decreased this as people have just found others likeminded online.
- Since Brexit and the introduction of the NI Protocol there has been an increased level in both areas - racism and sectarianism.
- Brexit has had impact for sure .
- Thanks to Brexit
- For what I've heard from others and what is in the media it's quite disturbing.
- There will always be sectarianism in N. Ireland our history ensures that is the case.
- It's increasing because the Council, PSNI and other stat bodies will do nothing about murals and flags. Instead all pander to the paramilitaries.

Relationship between people from different backgrounds

The relationship between Catholics and Protestants in the last five years majority of people feel has stayed about the same.

- 55% Stayed about the same (*NILT 49%*)
- 22% Got Better (*NILT 40%*)
- 11% Got worse (*NILT 7%*)

- 12% Don't know (*NILT 3%*)

> *The* *NI Life & Times 2020* *survey shows that a greater number people in NI feel relationship between Catholics and Protestant in last five years has got better than that of ANBC.*

In the last five years relations between Protestants and Catholics have....
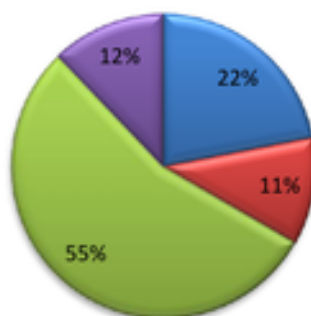
■ Got better   ■ Got worse   ■ Stayed about the same   ■ Don't know

The **relationship between Catholics and Protestants in the next five years** people feel majority people feel stayed same or got better.

- 39% Stayed the same (*NILT 48%*)
- 28% Got Better (*NILT 35%*)
- 14% Got Worse (*NILT 9%*)
- 19% Don't know (*NILT 6%*)

> *In comparison to NILT survey 2020 a higher number of people in ANBC feel the relationship in the next 5 years between Catholic and Protestants will have got worse or don't' know.*

In the next five years relations between Protestants and Catholics will have....
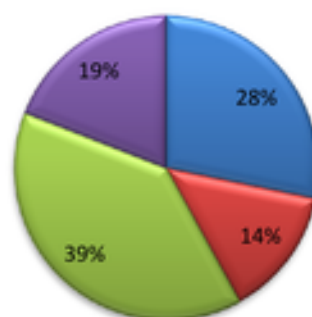
■ Got better　■ Got worse　■ Stayed about the same　■ Don't know

Comments on relationships between Catholic and Protestants:

- *Churches working together more positively but folk outside not always so.*
- *I have many friends right across the denominations which will always be there irrespective of what happens but with agitation about the protocol there may be increasing tension among some groups in the council area which could make people not involved feel insecure,*
- *The Good Relations programme is a valuable initiative in promoting cross-community tolerance & understanding. The council should be congratulated on its development. I'm not sure of its extent but I would like to see it rolled out in schools & council staff & politicos.*
- *Unless there is a significant political, educational or housing shift it isn't going to change.*
- *Depends very much on Education and Government intervention.*
- *I hope places like the community hub and the central spaces will continue to be used for all inclusive events, and more so than they are currently.*
- *One can but hope*
- *Division will get worse because of political parties*
- *Relations in the community in local council between 'religious' groups are probably less extreme than in other parts of the Province but have been worsened by tensions surrounding Brexit and the relationship with Westminster and Dublin governments. At this point it is not possible to say how things will change in the next 5 years*
- *Have a concern that the NI Protocol could see relationships that have improved either stagnate or deteriorate.*
- *In Portaferry there is more and more co-operation between Catholics and Protestants in specific faith based activities and also just across all activity in village. However, I am aware that this is not the case everywhere. And the fall out from Brexit and next election could mean divisions get deeper in other parts of the Council area.*
- *Brexit and the protocol*
- *Hopefully Brexit and Covid issues will be a thing of the past.*
- *In Portaferry there is co-operation at all levels. I think that will grow. But I am anxious about the fallout of the NI protocol, political posturing and the next election.*
- *Again, Brexit and Protocol, and general stirring, have created instability*
- *The relationships between Protestants and Catholics at a religious level is largely satisfactory but is divisive when local political views are taken into account. There is a need to separate the two when asking such questions.*

- *My hope is that it will improve if the Protestant communities do not feel under threat from others.*
- *I am a " blow back " having returned in my early retirement for the last 3 yrs. so really have no experience over last 5 yrs.*
- *When our politicians cannot put the 'orange and green' to one side and work on improving the areas that require it NHS, Education etc what hope is there for us to see everyone as the same as us and not different and a threat. Brexit has created/aggravated issues, as well as the Legacy debate. As a country I have little hope of NI ever making the most of what we have and living peacefully in the future. The border pole whenever it happens will create more issues.*
- *It really depends on which specific area is looked at. Some areas are better and some have made no improvement whatso ever.*
- *NI protocol has caused many issues*
- *I believe that this depends on education and travel: I don't go to church and hope for integrated schools to become more widespread.*
- *I would give the above ratings on the basis that there remains political stability. This would change if, for example, there were major changes to current Brexit arrangements or poll on a United Ireland.*
- *In my own area of the council area I am not aware of any change in relations between Protestants and Catholics but that is not to say there has not been changes in other areas within the council area.*
- *I feel the best way to improve relations is through promoting understanding of our differences while exploring our similarities. I think events should be promoted as whole community events rather than cross community which to me implies and high lights division.*
- *The alienation of the Paul community will contribute negatively to cross community relations*
- *Depends on folks on the hill and at Westminster as protocol becomes topic of debate once again. Political representatives will stir the pot and could be reaction in certain areas as result , same old issues stirred again.*
- *The obvious division between Councillors within our ANDBC Council has worsened since last election and self promotion / party promotion has increased at the expense of co operation between councillors from different backgrounds. Sadly the local press has not helped and, in fact, it has capitalised.*
- *Most areas are mixed and religion is not an issue.*
- *I haven't met anyone sectarian towards me or my family. My family is mixed religions and cultures and so are my friends and my children's partners and friends and grandchildren's friends. There will always be a culture of religious haters all over NI not just one area and folk who stir the pot, cannot see any big change to some attitudes.*
- *If councillors don't do their job, it will get worse, councillors a big problem.*
- *Regarding the future integration in schools and sports is the way forward but our opinions on politics are deeply entrenched in the past.*
- *If no change in individual councillors and the attitude of the Alliance party, it will get worse.*
- *We need more integrated schools so the kids grow up together to tackle this*
- *No Catholics aloud here , very likely will be intimated out of their homes if their religion is known*

Good Relations

Flags

When asked about flags people are not in favour in of flags flying all year round and more in favour to limit to particular days and a definite date for removal.

- *" I support flying of flags to express my culture all year round".* 50% Strongly disagree/Disagree with only 20% Strongly agree/Agree.
- *"I support the flying of flags to express my culture but prefer to limit it to particular days of celebration"* 41% *(NILT 26%)* Strongly agree/Agree and 35%*(NILT 54%)* Strongly disagree/Disagree.
- *"Would you support flags if there was a definite date for removal"* 38% *(NILT 45%)* Strongly agree/Agree and 24% *(NILT 31%)* Strongly disagree/Disagree and Neither agree/disagree *(NILT 17%)*

In comparison to NI Life & Times 2020 survey it shows that people of ANBC strongly agree to flying of flags to express culture but prefer limit to particular days as opposed to people of NI strongly disagreeing. There is similar agreement/disagreement in support of flags if there was a definite date for removal.

Statement	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree	Don't know	It depends on the flag
I support the flying of flags to express my culture all year round	11%	9%	12%	21%	36%	0%	11%
I support the flying of flags to express my culture but prefer to limit it to particular days of celebration	14%	27%	16%	15%	20%	2%	8%
Would you support flags if there was a definite date for removal	15%	23%	24%	10%	14%	4%	10%

Comments on flags:

- *When I grew up in Bangor flags were only on public buildings and a few private houses. The only flags in the street was bunting probably red, white and blue which is not intimidating at all. I think paramilitary flags are completely unacceptable as are all flags near churches or schools. Tattered flags show no respect for any flag. I personally do not like any area marked out by flags on lampposts whether tricolours or union jacks.*
- *I don't support any flags from any source for any reason; they are too triggering. However, reluctantly, I would support time limited flags but would prefer they were on related buildings in specifically related sites & not strung up on any available lamppost. Same management principle goes for bonfires & marches for all sides. All of these issues should be strictly managed by the council.*
- *"Flags make an area very territorial and create a them and us, atmosphere. There are flags and murals which support Paramilitary groups which shouldn't be allowed in a community. "*
- *I feel that a person living in their own country should be able to fly the flag of their own country where and when they want. Alternatively if anyone else wishes to fly the counties flag of the country they support they should be allowed to do so.*

- "I have never, ever, seen my cultural flag flying in NDA so cannot respond to above.
- Regarding the first two 'flag' questions, I feel you have assumed, wrongly, my culture.
- I don't want to see UDA / UDF (for example) flags flying anywhere. I would only like to see Northern Irish or Irish flags at any time off the year. These two flags truly represent our countries.
- The all year flying of flags takes away the purpose of flying them and weather beaten after a while, which defeats the purpose of flying a flag.
- No paramilitaries flags
- I feel it is part of our heritage and also we are part of the UK and we should be proud to fly the union flag all year round as well as the ulster flag which we are part of.
- Indifferent
- Flags associated with national identity in NI are generally used not for celebration but for provoking others. If they have to be up there should be a very time limited window - that is enforced. But shared areas should not have flags at all. They should only be allowed in the ghettos that a community has created. Flags for sporting events are rather different though may have to sacrificed for the common good if it got rid of the others!
- In our council area its the Union flag is regarded as the offender in other areas it is the tri colour.
- I do not support any paramilitary flags and even in my protestant village we seem to have no choice. I am appalled that the housing executive allow paramilitary emblems to be put up on house cables. Again with no public consultation.
- Flags of national identity are no longer used in celebration here. They are used for provocation. They should be removed. If allowed they should be removed from shared spaces and roads etc. and allowed only in the Ghettos some communities have created. But even there are many who do not want them. Surely there is another less provocative way to identify a person/family/identity.
- "Flags cause division here - don't want any of them. This place doesn't belong to any one 'side' or another - it should be for everyone, equally"
- Flags are left flying 24/7/365 and end up in tatters - that itself is disrespectful
- It would be better if some flags which represent aggressive paramilitary organisations were not seen at all.
- I do not like to see any flag which advertises sectarian views by it s nature but fine for flags about sporting clubs etc which is less likely to offend any part of the community (or maybe some sporting flags can arouse a lot of emotion !!)
- All flag flying should be banned and the councils etc should remove them from our street furniture and not subject us to having to look at them for weeks on end. If you wish to display a flag fly it from your home not the communal lamp post.
- I see many unlawful flags being allowed to be flown in our comnmunity.This shouldn't be allowed to happen. It makes me feel very upset to see paramilitary flags in our community.
- it is ridiculous the time and money that is spent arguing over flags identity can be represented in many ways, a bit of material doesn't define who you are. I think it is pathetic and is only done to mark territory and to be intimidating. the people who put them up seem to be untouchable and don't answer to anyone.
- This goes back to paramilitaries wanting to mark out their territory and also their need to control and intimidate the community.
- I have no issue with flags relating to community groups etc but disagree with them being flown when they contribute to sectarianism or are used to intimidate.
- No reason for any type of flags to be flown if this was stopped things would be better
- I would support it on designated days but it is also dependant on the flag i.e. no paramilitary flags

- *Our national flag should be flying all year round, especially on war memorials and official buildings.*
- *Flying of flags does not express my culture*
- *Flags aren't an expression of culture they are a marking of paramilitary areas to case a divide among the community and create fear in society from members of the other side!*
- *I am a catholic although not practicing, I would class myself as Christian now for may years. I think religion should be abolished! As I was born in Northern Ireland I recognise the Union flag as the flag of NI and as we are still part of the UK the Union flag should be flown and not any other flag, folk are easily offended.*
- *Flags should not be flown from lampposts.*
- *Have problems with flags that claim territorial boundaries connected to parliamentary groups*
- *Again if councillors didn't wind each other up, we wouldn't have such a problem.*
- *There are too many different flags being displayed recently.*
- *"Certain flags should never be flown. Also no mention of where flags are flown!!"*
- *Flags have too many political/sectarian connotations.*
- *I think it can make other religions feel uncomfortable. I am from a protestant background and I personally think the flags are too much and almost passive aggressive at times. I am happy with both flags used rather than one. It is important to be inclusive of all religions and cultures not just one.*
- *This type of question is an example of raising sectarian problems that only exist in Alliance party minds*
- *Flegs. Lets use them to celebrate if we must - but they are all too often sectarian, marking boundaries. If people want a flag let them be flown on private homes - fly them all year round if they want. But they should not be on council or public or utility property.*
- *There should be no flags - the council should not be condoning*
- *There was a flag protocol that worked effectively in North Down and the Council scrapped it.*

Bonfires

43% (*NILT 38%*) of respondents Strongly agree/Agree that *"Bonfires are a legitimate of cultural celebration"*. 22% (*NILT 20%*) Neither agree/Disagree. Only 32% (*NILT 41%*) Strongly disagree/Disagree.

> *The NI Life & Times 2020 shows there is a similar feeling in people ANBC and NI that Bonfires are a legitimate of cultural celebration.*

Bonfires are a legitimate form of cultural celebration

■Strongly agree ■Agree ■Neither agree or disagree ■Disagree ■Strongly disagree

Comments on Bonfires

- *Bonfires ok if in safe area/position and not too large*
- *Years ago in Bangor up to the 1970s bonfires were small. With care for the environment is it right to have these very tall pyres that get higher every year, at times risking damaging nearby houses. Many contain tyres. They are also very political now as I have seen tricolours placed on top of some in Bangor. I would not call that culture but intimidation. Small bonfires are a legitimate form of celebration not these tall ones.*
- *Only if controlled - now they are not at all.*
- *Some are far too big and in areas of conflict.*
- *More habitual than legitimate. Environmentally destructive, costly for council clean-up & intimidate residents & damage property. However, given the 'cultural' significance, I would subscribe to council-licensed bonfires that would have to adhere to certain conditions that would address current issues.*
- *"A lot of people involved do not understand reason behind it. Would be more acceptable if it was presented as a community event and not cultural. The impact of bonfires on the environment and disruption to daily life at that time makes its harder to accept. "*
- *"Both communities should be allowed to have bonfires to celebrate their culture as they are very much a traditional event. However, the safety factor is the most important issue and local legislation and government support should be implemented."*
- *"They should be centralised and risk assessed with a health and safety team on site and precautions taken to prevent animals and children getting close. Bonfires themselves are legitimate, but the events are abused for personal slurs and slander and divisive sectarianism. "*
- *"Limit size and duration of time they are worked on. Clean up after the event"*
- *Need to be controlled better for attracting crowds, health and safety and environment.*
- *When issues of public safety and community relations are aggravated by provocative siting and building bonfires by either side any element of cultural identity is undermined*
- *Communities should take responsibility and whilst making it be responsible with funding to clear it up and return the area to its original state.*
- *Make a named individual the responsible person, and require an insurance policy AND a bond. I strongly object to the council running around afterwards to clear up the mess and reseed the grass.*

- *I definitely think that the size and positioning of bonfires should be controlled. Large bonfires close to homes, causing distress and damage, should not be permitted*
- *October and Halloween bonfires are not sectarian - or should not be, so could be allowed. The others are sectarian and should be stopped.*
- *Mess needs to be cleared up after and no burning of any flag or any contentious items.*
- *"Halloween bonfires are not sectarian and should be allowed. They can be organised by local community collectives and perhaps assisted in funding by Council. The July and Aug ones should probably be prohibited or taken over by the Council who get a cross community consortium to organise them. "*
- *"They have become an excuse for drunken, sectarian behaviour, where other people not partaking are annually inconvenienced, with homes and property often at risk. They are a drain on our emergency services, which we ALL pay for after all. Council is then left picking up the mess afterwards. Glass is perpetual for months afterwards, a hazard for children, dogs etc. Damage to the environment too, with tyres etc being burnt."*
- *There is a need to separate the expression of culture from politics - politicians take note!*
- *I would not like to prohibit bonfires as this would cause anger. Their preparation gives kids something to occupy themselves with. Bonfires should be strictly controlled and limited in size. The organisers should be aware of the pollution caused by burning plastic and rubber.*
- *reluctantly agree because certain bonfires at certain times of year reflect the victory of one side of the religious/political community over another . Yet there should be freedom to do so as long as it is not overtly provocative to a different community so should be kept well within the community who wants it .*
- *"If the councils and other organisations would police them properly and bring in correct legislation for these I would agree. However the current situation where they can be built in inappropriate locations due to safety/religious issues is just stupid. There is too much 'pussy footing' around these contentious issues, we need stronger leadership and 'Mr Joe Public' put in his place and not allowed to always call the shots by threatening/creating violence. Every Year we hear the same old, same old discussions on the Nolen Show and nothing much changes. We need to learn to celebrate our culture in a much more inclusive manner, and move on to a harmonious future."*
- *"I get annoyed when public money is spent on trying to protect property and also repairing damage afterwards. Have one big bonfire per county in Northern Ireland in a specific place for everyone to enjoy peacefully and make all others unlawful. I hate them, they are a way to try and put fear into the catholic community and I am from a protestant background".*
- *Danger to people and property is not a legitimate celebration of culture. Going back many years bonfires were built by the local community. They have now developed into displays of paramilitary rivalry, i.e.who can build the biggest.*
- *Bonfires are nothing but damaging to the environment and communities.*
- *No need for any bonfires they are too dangerous.*
- *I think it is about how the bonfires are managed and who they are run by, They can be a positive event for communities, but are often a site of protest against council, Stormont etc and aren't delivered in a safe manner. Fine if not used to incite trouble and destruction of property.*
- *There is not nearly enough control of them. They need to be safe and meet reasonable environmental standards*
- *Absolute and total rubbish bonfires are for drunks and druggies to sing sectarian songs and burn each others emblems!*
- *they are unsafe = loyalist politicians wont make a stand against paramilitaries who build them -*
- *Must be appropriately sited and controlled inside specific period with only agreed materials, with no flags or emblems.*

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- *You cannot take someone's culture off them but again these bonfires are getting to big and dangerous, there is a lot of sectarianism around all bonfires and it isn't a family celebration any more. Reducing the size and some form of security around them to keep folk safe.*
- *I don't agree with organisations being subsidised.*
- *They may have started out this way but the way they are conducted now is intimidating and sectarian, it has nothing to do with cultural celebration*
- *With limits on size*
- *There is no need for them. They are a waste of resources, cause pollution as well as dissent.*
- *They are dangerous and cause damage to the environment and animals*
- *"Bonfires are traditional and celebrate a cultural view. Problems are created by politicians - Alliance party mainly "*
- *Hate them....but they are imbedded in culture. They must be regulated - shouldn't happen outside regulated spaces with appropriate insurance etc.*
- *Does anyone actually know the history of bonfires. They have moved from being beacons lit to convey a message to hate-filled, sectarian events supported by a cowardly council*
- *It is a lie to suggest bonfires are a major cause of pollution etc. Try culling all cows, they emit more methane than bonfires.*

NI Protocol

There is a split in the support for the NI Protocol with 48% respondents would support and 43% would not support it.

Do you support the NI Protocol?
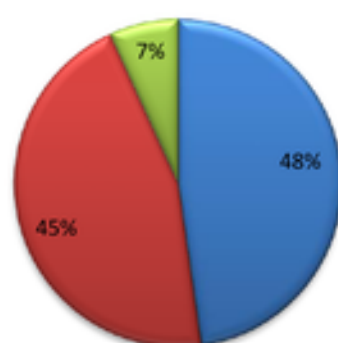
Legend: Yes | No | Not Answered

Values: 48%, 45%, 7%

In what way do you believe the NI Protocol is affecting Ards and North Down Borough Council area?

Comments on effects of the Protocol

- *It is providing business opportunities and thus more employment and wealth creation.*
- *Negatively*
- *Divisive?*
- *While it threatens to destroy all the progress made by Good Friday Agreement it will create further division and probably more bigotry/trouble. The EU has used NI as a politic pawn to make UK suffer for having the audacity to leave their "club" run by unelected civil servants who are bullied by Germany and France. Trust me, the UK leaving is the start of the downfall of the EU. Poland and Hungary are on the brink.*
- *Very little*
- *Don't know what the protocol is*
- *I don't feel strongly about the protocol but see it as a consequence of leaving the EU which was a mistake. I think some groups opposing the protocol have no idea what it is about it is just a knee jerk reaction.*
- *It results in more local trade*
- *It should provide employment opportunities.*
- *Shipping goods between NI and the rest of the UK*
- *Used as an excuse for failures*
- *Positively giving businesses a unique opportunity to gain from NI special status & residents from more open European borders ie well stocked shelves.*
- *Has negatively impacted as its made people feel insecure, not listened to and more isolated.*
- *Mainly causing concern that this is a back door into a United Ireland as already seen by many.*
- *Can only be beneficial - if taken out of politics.*
- *There are divided opinions on the results of it, in spite of it not being wanted.*
- *Isolating from the rest of UK. Held to political ransom. More red tape for shipments is being passed onto the consumer.*
- *Should be giving all a wider market*
- *Some opposed to it and many not sure what it actually is and how it impacts them.*
- *DUP brought Brexit, protocol is part of Brexit*
- *Protocol has become a symbol for inept political management based on lack of foresight and vision. With the Protocol in place there are potential benefits for local business but Unionist limited perspective has served to minimise the acceptability of the concept and the potential opportunities*
- *Limiting goods etc getting into N.I and also getting out.*
- *Not a lot*
- *Not at all*
- *We will be a sad poorer people because of it - in many ways*
- *More positive than negative*
- *Causing community tensions, although I've said above I support it I don't thinks it is the answer.*
- *It is very difficult to get necessary supplies for our business compared to before*
- *It is good for enterprising business. Open markets to GB and EU. It does make getting some supplies difficult but creative businesses find other solutions. NI should make the best of this amazing opportunity for jobs and enterprise.*

- increasing tension. some items have disappeared from shops eg fresh trout
- It's opened the wound which had started to scab over and heal!
- Great opportunity for local businesses to trade into GB AND EU. Some supplies may be harder to get from GB but either work at it or get new suppliers from Ireland or NI. Creative businesses can thrive.
- It's the only option we have since Brexit was enforced here - best of a bad lot. Shops seem to have problems with some supplies, some companies will not post to here.
- No definite evidence either way yet.
- Certain politicians are using the Protocol to further their own party aims, and cover their ineptitude to govern, to the detriment of the community. The protocol offers unique opportunities to operate within both the EU and the UK which are not being explored or promoted.
- Only in funding projects but Westminster PROMISED to make up any shortfall
- I only know that it is affecting individuals in their ability to get things sent from the rest of the UK.
- certain goods are unavailable or were and it has caused extra administration though I am unclear as to how much this has affected the Borough Council directly.
- I don't know the details regarding the NI protocol, however I do understand there has been problems for business trying to move containers from mainland UK to NI,making some businesses decide against N I distribution.
- Shortage and delay of goods
- Causing polarisation of attitudes
- Has created discontent within the PUL community
- Controlled by Europe and not Westminster
- I don't know the implications.
- Not sure what impact on business community but from individual perspective mainly reduction on availability of goods.
- Increased prices of raw materials
- People becoming aggravated and subverting for their own ends
- It's causing divides
- Reduced availability of food / worry over medicine supply /
- Not at all
- Don't know
- Makes it more difficult for business's and people to source goods in GB creating shortages of goods.
- Trade and economy, medicines and constitutionally detrimental to the union.
- It is making life difficult for traders and consumers , obviously didn't plan or prepare for this scenario when campaigning for Brexit and now playing catch-up or just plain haven't a clue how to resolve. Should be best of both worlds but hasn't turned out this way so far at least.
- As consumers we suffer from additional costs and lack of availability. Such restrictions need to be overturned as soon as possible. Overwhelming and needless paperwork cannot be acceptable and the need for checks to be dispensed with or, at least, minimised to occasional spot survey scans. The protocol is also considered illegal as it appears to breach a number of issues, particularly The Good Friday Agreement.
- Brexit is harming all of Northern Ireland. The protocol mitigates against some of the harms of Brexit
- I don't other than creating further divides among the community.
- It's a breach of the consent principle of the GFA - problems with free movement of goods between GB and NI
- A foreign government should have no say in the running our country

- *Used as a stalking horse to force separation and division and ramp up tension and loyalist threat.*
- *I have ticked no but I'm not sure either way as it hasn't been fully implemented and it's causing unrest with folk.*
- *Constraining trade and supply of goods from GB to NI.*
- *Terrorism for complacency. I neither support or not support the protocol, its for the government not the people.*
- *No way that I am aware of.*
- *Lack of available goods*
- *Everything is getting more expensive*
- *Goods are becoming too expensive*
- *Again, councillors not talking but winding each other up.*
- *Slowing down of goods arriving*
- *The alliance Party are ramming it down the majorities throat.*
- *I think the biggest problem with the NI Protocol is the UK Government not supporting it. It would appear that was agreed just to get Brexit done and since that has happened our government have continually undermined it*
- *Affecting import and export of goods*
- *DUP led council trying remove it causing issues for business*
- *Food availability medicine etc*
- *Affecting trade, medicines, and identity*
- *Barely at all currently - the council should look to grab the advantages it presents*
- *I don't see how politicians are making the protocol work effectively for Northern Ireland*
- *Economically positive for business*
- *It's providing opportunities for businesses to export to both the EU and GB*
- *Undermining our British identity*

Good Relations Support

The people of Ards & North Down BC feel the priority of themes for the Good Relations Strategy are:

1. Our Safety Community
2. Our Children and Young People
3. Our Shared Space
4. Our Cultural Expression

Good Relations Strategy themes ranked by priority
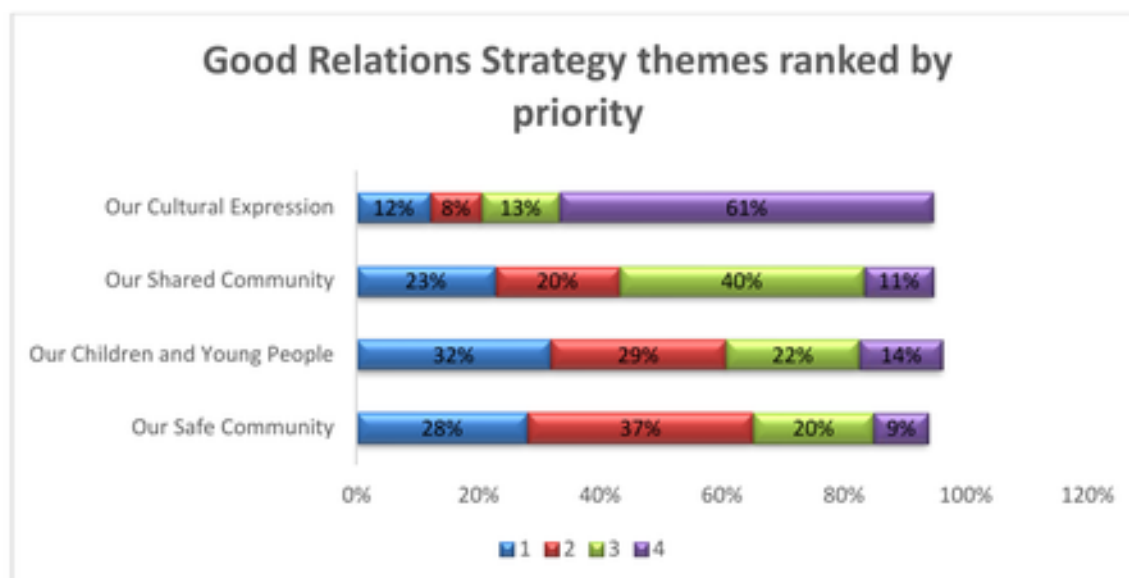
Comments on initiatives Council could support under four themes:

- *Funding to support local community groups to provide a service for the families that attend our centre*
- *More criss community events*
- *"1. Increase in positive mental health & what communities have in common 2. Reduction in crime; equality of community policing 3. Shared sporting & school-based activities 4. Provision of amenities & events for shared & specific communities equally. Embedded in family & cultural events. "*
- *Better support for young projects that are brining young people together and addressing challenging issues over a long-term basis, support with staffing for this. Work with PSNI and community stakeholders around community safety issues, to understand and build relationships in the community. In-depth relationship building with families in communities.*
- *"1. Historical 2. Cross Community Family Events 3. Educational Events. 4. Fund Raising Events"*
- *Offer more safe, free, play areas for children and teens. Such as skate parks (roller and board), offering free leaning classes for all communities (not just Rathgill & Kilcooley residents) More visible foot patrols of police officers. I never see a car or foot patrol in my area.*
- *Acting on citizen advice.*
- *Difficult to say with covid on the go*
- *Using sport, concerts, festivals, food events.*
- *More involved by asking people not tell them*
- *Development of better mutual respect across the community would be essential in hopefully improving relations in all parts of the population. I don't believe that the headings indicated in question 17 can be divided into the categories listed*
- *Drug awareness, mental health, more play parks, skate parks, youth clubs, breakfast clubs*
- *Target teenagers and setup drop in centres in their own towns. More policing for drugs.*
- *Continue to source funding for local community groups to help their community*
- *Sport and education*
- *Under the surface initiatives i.e. support organisations that are quietly getting on with creating events or services that enable all sectors within communities to mix and naturally, slowly, gain respect and understanding.*

- *More of the same programmes they have delivered, talks and outings on different cultural traditions.*
- *"1. Very strong action to keep drugs out of society. Especially rural areas. No place is safe if drugs are being used. Theft, violence, intimidation, and destruction of lives results. The police have done more during last 18mths. But more is needed. Additionally, better care is needed about who is placed in local social housing. Placements have become a new version of ""country lines"".*
- *2. Funding for existing youth provision outside of school is needed. Youth leaders do an invaluable job working with very vulnerable young adults. Often, they are the only constant supportive presence and should be supported in order to provide continuity in these roles. They are taking young people off the streets at weekends and often after school.*
- *3. In Portaferry there are many community organisations working across all religious and identity lines. Support to celebrate these such as Gala in July, Carol Ship, the Community Collective should be maintained. And it would be useful for the good relations programmes that took place on zoom during lockdown to be maintained or extended in hybrid form (digital and in person) so more people can engage in some very good shared learning and experience. "*
- *Get all the people together in bigger groups rather than wee zoom meetings.*
- *Cross community trip to Battle of the Boyne to see that religion played a minor roll in the events. The pope backed William over James as he wanted land back from the King of France. Visits to other historical places that show a shared history maybe something to do with the Famine which was experienced by both religions. Another good project would to show young adults that paramilitaries are the leeches of society. Maybe speak to ex-paramilitaries who can tell them why these criminals really exist.*
- *"1. Very strong action to keep drugs out of society. Especially rural areas. No place is safe if drugs are being used. Theft, violence, intimidation and destruction of lives results. The police have done more during last 18mths. But more is needed. Treatment also needed for users to get them off it and mental health support. Housing also need to support local action ... currently social housing is being used to support a version of ""county lines"" drug trade across the Peninsula.*
- *2. Further support for youth activities, especially with young adults. These youth workers are often the only stable adult support in the lives of the young people. Support is needed to ensure continuity of relationships, to keep these young people off the streets and away from drugs/violence.*
- *3. Shared community celebrations such as Gala and Carol Ship as well as the Portaferry collective should continue to get support as these all pull the community together. "*
- *Continue prioritising Good Relations work, more public engagement, more outreach*
- *All those that focus on shared history, events and experiences.*
- *Brief talks on the different religions - visiting the various churches - stop parking on footpath. More public education around health incl sexual health for young people, alcohol and drugs education . Individual counselling initiatives for children and adults both via specialist services (drugs and alcohol) but support for the existing charity work for suicide and self harm prevention. Encouragement of multi-cultural initiatives in community. Drop in centres for socialising , for those who feel isolated. We have a very good Age Concern day care resource but what about other kinds of social needs. Some voluntary drop - in resources for the isolated whether young or job less.*
- *The council should be supporting open water swimming -many local people from all backgrounds are coming together to swim in the sea. The council needs to make sure our coastal waters are clean and not put up signs which include - swimming is prohibited eg Ballyhalbert.*

- Age-friendly is a framework that addresses several important health and wellbeing domains. Leadership, Information, Training and Funding.
- Educational workshops
- Cross community & Intercultural Programmes bring people together in a safe place supported by professionals to share their own feelings.
- Integrated schooling / International exchanges and projects / hands-on workshops
- Cross community and reconciliation programmes for adults and young people.
- Go and see visits for young people
- integrated youth groups would help younger people mix
- Integrated education
- Programmes jointly drawn from local communities in conjunction with council officers
- More police visible on the streets / more play parks / more outside programmes / bringing communities together in areas where there is a problem
- More funding to support young people eg drop in centres where they could play pool etc and have someone paid to take this on. More police tackling drugs which would keep everyone safe. More cultural events to let us know the difference in each others backgrounds. All of these need money and I live in a deprived area. Support for increase capacity building, connections across communities in the area to develop shared initiatives, and more of a focus on BAME community engagement
- Education of the legacy of the troubles and the role of security forces in defending society
- More cross community events for all ages . Different cultural celebrations not just same old
- The Pandemic and residents' safety/wellbeing requires our 100% concentration presently and, meantime, all other initiatives must be held in abeyance to allow complete Covid Recovery before considering support elsewhere.
- The initiatives we have are good. We need to do all we can to ensure that they are well marketed to ensure full and diverse participation.
- Educate young people - cross community group engagements - remove paramilitary emblems
- Inclusive progressive transparent decision making in interests of all residents.
- "1. Promoting acceptance and understanding of others through schools, clubs etc
- 2. That's an individual thing, looking out for neighbours and reporting to police.
- 3. Volunteering activities, helping neighbours etc. Participating in festivities, food. Bridge the culture gap with good communication skills. "
- Life skills incentives through local business. Mechanics for essential on road maintenance, green grocers for garden grows, bakeries for baking etc. Set up 'sheds and run programmes for teens to elderly separating when needed.
- Events that promote our local heritage
- Drug awareness support groups
- Drug awareness programs and support groups
- I don't have any faith whatsoever in ANY of our present council to be in control of any initiatives
- Present councillors couldn't organise a dog fight.
- Artistic, Cultural and Environmental projects
- Remove flags, Bonfires etc
- Target anti-social behaviour. Give young people more to do for the community and the environment.
- Festivals of youth - children coming together to experience difference. Work with schools, multicultural music and culinary events
- Fund existing youth groups in villages and develop groups where there isn't one.
- British lives matter projects

Shared Space

Over 70% of respondents believe Ards & North Down BC is Very/Quite Shared place to live, work, play, socialise and be educated.

- 22% believe **to be educated** is *Not shared at all.*

How shared do you believe ANDBC is as a place in which to live, work, play, to be educated or to socialise?

	Very shared	Quite shared	Not shared at all	Don't know
To live	24%	55%	14%	8%
To Work	35%	44%	9%	11%
To Play	29%	50%	10%	11%
To be Educated	30%	40%	22%	7%
To Socialise	28%	52%	14%	7%
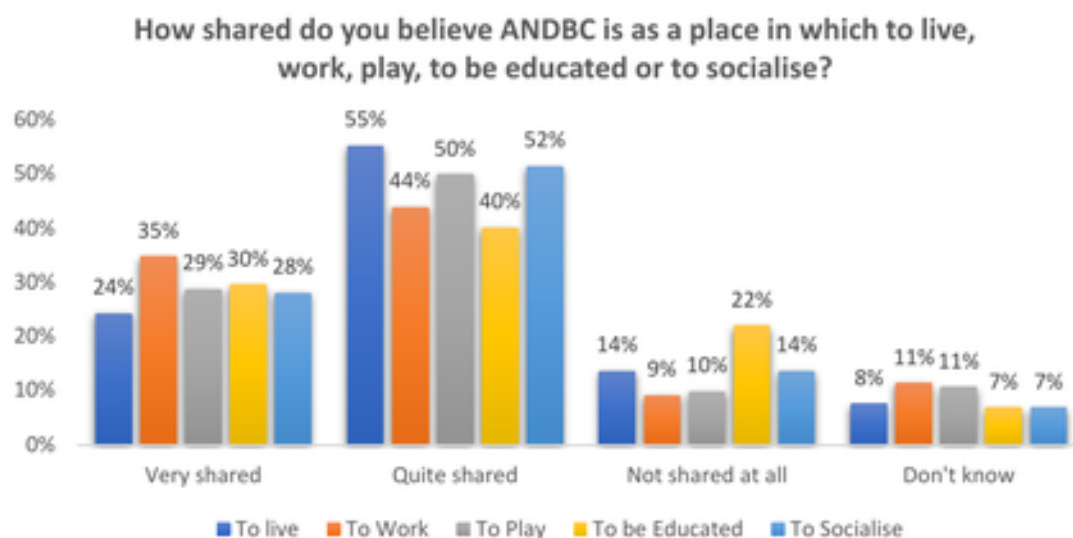
- 14% believe **to live** and **to socialise** is *Not shared at all.*
- 10% believe **to play** is *Not shared at all.*
- 9% believe **to work** is *Not shard at all.*

Comments on shared space:

- *Shared in one or two villages on the peninsula but not the rest.*
- *Obviously some parts are more shared than others. Some parts of ANDBC are anything but shared. Maybe more could be done to help schools work together more.*
- *I don't think the elected council does this perception any favours. I'm not a resident but to outsiders, I'd say the perception is that the council area leans heavily towards unionism. It is my perception as a non-resident likely driven by local politicians who presumably over-compensate to keep voters on board.*
- *"Most schools remain predominantly one RE. Most spaces are more shared now. However when communities are mostly made up of 1 community, its hard to promote mixing and sharing. "*
- *Can only go by where I live in North Down*
- *Area is too large to claim 100%*
- *ANDBC is not very typical within in NI, in some ways the community tensions are less evident than in other council areas. There are aspects when activities are shared*
- *No integrated school options for my kids!*
- *Transport links make it difficult for full sharing across the area. It is probably more open than is often perceived but for anyone without a car it is very difficult. The Southern end of the Peninsula and Portaferry would also go to Downpatrick for work, education and social life. The Ferry makes that easy. My answers above refer to the rural area of the peninsula.*
- *Not enough integration in schools*

- *Transport is probably the bigger barrier to sharing spaces and places. And because of the Ferry many in Portaferry would go towards Downpatrick. Some young people are scared in Newtownards as school uniforms can be polarising. And some Ards young people can be scary at times.*
- *We have a good percentage of free thinkers here - a lot of people would like to see more acceptance of all types of people*
- *In education I think there are not enough integrated schools. Ideally they should all be integrated. Living spaces are still too defined into religious areas in some parts of the Council area. There are not enough play spaces for any section go the community. Apart from sports grounds there should be more public spaces(parks) for people to spend leisure time in and around our towns and villages. These are spaces where everyone can come to play, socialise and feel safe. They should be attractive with lots of planting and could bring people together involving them in the planting and maintenance. Look at the Meadows in Edinburgh only with wild areas as well.*
- *I came to the Ards area to enjoy the benefits of a stress free retirement away from motor ways and heavy industry and have been rewarded with the proximity of the sea , the Lough, the countryside and friendly people who take you as they find you. The area has offered me a variety of leisure pursuits and sports on Strangford Lough, an environment which public agencies work hard at protecting and promoting and have been impressed at the enormous range of activities available to all . There are various schemes for specific sectors of the community to avail themselves of and grant funding around for clubs and organisations to make use of. All very positive.*
- *I presume it is quite shared but have no way of knowing.*
- *We need all schools to be mixed or integrated. Young people growing up should understand there is no us and them.*
- *"My U3A experience is not very shared. It's good for social engagement for independent older people - but no exposure to a wider community."*
- *Apart from some housing areas where paramilitaries predominate, the Council area is very shared.*
- *Again depends on where live/ work some more shared than others . Good few areas still along religious association views. Not open/diverse/ forward looking.*
- *There are some limited exceptions - where sinister elements have a presence all schools should be integrated*
- *We need integrated schools*
- *Integrated education - its the way forward*
- *The Council is too busy promoting Bangor and naming a leisure centre after an alcoholic to develop shared services. The one for you, one for me sectarianisation of 3G pitches shows how pathetic the Council is at creating shared spaces*

Shared Space - places where shared and open to people

When asked if places where shared and open to people of different community backgrounds in Ards & North Down BC, majority feel Yes definitely/Probably.

➢ Over 90% (*NILT 95%*) think Yes definitely/Probably **Libraries** and **Shopping** are shared and open.
➢ Over 80% (*NILT 89/90%*) think Yes definitely/Probably **Leisure centres** and **Parks** are shared and open.
➢ Over 60% think Yes definitely/Probably **Community Centres** are a shared space.

Do you think that leisure centres, parks, libraries, community centres and shopping centres are "shared and open" to people of different community backgrounds in the ANDBC area?

	Leisure Centre	Parks	Libraries	Community Centres	Shopping Centres
Yes, definitely	52%	58%	62%	36%	64%
Yes, Probably	36%	29%	31%	32%	33%
No, Probably not	5%	5%	1%	12%	2%
No, Definitely not	2%	1%	1%	5%	0%
None in this area	2%	1%	1%	2%	1%

Comments on Shared and Open:

- *Depends on their location entirely.*
- *I may be splitting hairs here, but I believe there's a difference between 'being shared & open' & being 'perceived or felt to be shared & open'. I think they probably all fall into the former but only some fall into the latter.*
- *Most community centres are hardly open to allow anyone in. They are very difficult to access. And most are in areas that are mostly one religion. Therefore aren't as open as they need to be.*
- *"There are many areas that don't actually have their own community centre.*
- *Should open up Youth Clubs again. "*
- *I am not aware of discrimination in any way unless at "flag season" but the logistics of transport and geography are more likely to be barriers.*
- *Again logistics of transport are probably bigger barriers.*
- *Some community centres are in estates, and perhaps seen as being for a certain 'side' only, with perhaps some paramilitary involvement. Causes 'outsiders' to feel intimidated or unwelcome*
- *I wonder if transport is an issue for those without a car or bike . Are the buses safe for individuals to use especially after dark ? Would smaller community coaches be good outside of school use, for smaller numbers who may need to go to another village to join in an activity ? A walking group i attend meets at different venues each week on a rotating basis and anyone without a car might find it hard to get to them for specific times . Also with Covid, people may not want to car share which is the obvious alternative. Depending on the*

park being in a shared housing area or in a single identity area. Don't think people from a different religious background would go to a park in an area that is a different religious background.

- More opportunities for Muslim women to use swimming pools and other facilities in « women only » sessions would help improve inclusivity
- Community centres are entrenched in their own values and do not see wider community.
- Some community centres are, others definitely are not shared spaces.
- I don't feel qualified to answer this too accurately as I'm sure folks from ethnic minorities may well feel intimidated in certain settings in the Borough due to language barriers / cultural differences. This is what we should be addressing going forwards.
- Personal levels are more an issue than across the board.
- ANDBC is largely protestant/unionist /loyalist and there is an inherent culture of this. This is my background too which make exclusivity hard to see. Most weight should be given in the question to those not of this tradition.
- Facilities are only inclusive if you are a loyalist and friends with Jimmy Menagh or Robert Adair. The rest of us are not welcome

Shared Space and living in a mixed neighbourhood

If respondents had a choice, 79% (*NILT 79%*) of those would prefer to live in a neighbourhood with people of a mixed community background. Only 8% (*NILT 13%*) would prefer their own community background.

67% (*NILT 69%*) would prefer to send their children to a mixed religion school and 13% (*NILT 22%*) own religion school.

> In comparison with *NI Life & Times survey* 2020 it shows majority of people in ANBC as well as NI would prefer to live in a mixed community and send their children to a mixed religion school.

If you had a choice, would you prefer to live in a neighbourhood with people of only your own community (religion), or a mixed-community (mixed religion) neighbourhood?

5%
8% 8%
79%

■ Own ■ Mixed ■ Other ■ Don't know
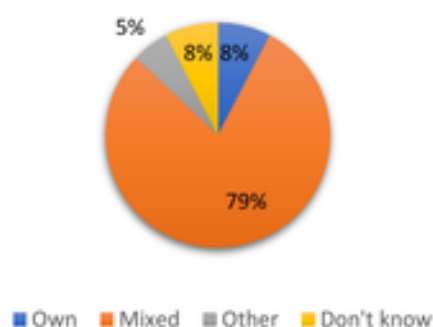
If you were deciding where to send your children to school, would you prefer a school with children of only your own religion or a mixed-religion school?

8%
11%
13%
67%

■ Own ■ Mixed ▓ Other ■ Don't Know
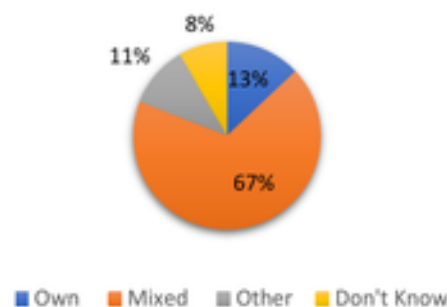
Comments on Neighbourhood being shared:

- Ideally a mixed community but made up of peace loving people/families who do not support violence. (This would be the challenge for any council/govt)
- Our community is mixed

- *I've never lived anywhere else*
- *If people only mix with their own community that provides a place for false myths to develop.*
- *I have no interest in other peoples religion as long as they're not pushing it at me (an atheist). I'd also like to have different nationalities/minorities in my neighbourhood.*
- *It's better for bringing children up as functioning members of society.*
- *I feel the segregation in schools housing and to an extent employment has only aided to the problem of sectarianism in our community.*
- *Own Community with mixed religious backgrounds.*
- *Not religious, wouldn't matter*
- *Stops ghetto mentally*
- *The efforts at 'social engineering ' to create mixed communities are unfortunately readily undermined by sectarian threats. The genuine wishes to live in mixed areas can easily destroyed by those who are prepared to wreck such aspirations*
- *I live in a mixed community and it is an enriching experience. I can learn.*
- *It would be wonderful if we could all live in peace and harmony but look at all the big originally mixed developments in West Belfast there is only one community there now.*
- *I'd prefer religion wasn't an issue*
- *I can learn and have new experiences in a mixed community.*
- *As mixed as possible would be great*
- *You've only included religion - why have you not included ethnic backgrounds????*
- *My community is not a mixed one and I think this results in a narrow mindedness amongst some of the inhabitants. Diversity is much more interesting and I would welcome any other culture into this community.*
- *I already live in a mixed community and love it. I have befriended people from other religions and cultures and have learned more about their worship / religion and sporting culture . These differences bring stimulation and extra interest and new experiences.*
- *A mixed community both from an ethnic and religious point of view. Unless people mix and learn to live together, there is always going to be mistrust and resentment*
- *Mixed (more secular and/or respectful) community*
- *Living in an "own community" neighbourhood creates sectarianism and feeds paramilitaries.*
- *This is a hard question to give a simple answer to, I love the fact community relations are very good where I live. But I have seen areas all over the country where areas have become republican / nationalist and my culture has been attacked and eroded.*
- *Don't care as long as they are law abiding and respectable to all*
- *I have lived all my life in mixed community neighbourhood wouldn't want it any other way.*
- *Don't really care about background, I'm not religious and have no problem with any religion as long as it doesn't interfere with others freedom to live their life.*
- *Diversity is the spice of life*
- *"I don't know or care about my neighbours religion. This type of question raises divisions instead of solving it"*

Comments on School being shared:

- *Mixed religion but only if no favouritism shown to anyone*
- *Integrated education is the best solution.*
- *Depends on the school*
- *Definitely mixed. Interesting we can have mixed university/college education but not Primary & Secondary when it's most needed.*
- *All schools that receive ant state funding should be integrated in terms of Religion and ability. We should not be supporting or funding schools that divide young people based on RE or academic ability.*

- This needs to be an objective and supported by government.
- Not applicable.
- Would appreciate a move towards to no religion being taught in schools. Or, if it is, make the classes about ALL global religions and educate in a completely objective way. It's supposed to be study not indoctrination.
- Not religious, wouldn't matter
- Our Children are now adults but they attended State schools
- Saving on costs and more integration
- The availability of mixed education facilities is a factor and much of this is determined by the nature of any given local community
- I would support mixed religion as long as it was mixed and children are not forced in one direction of religion to follow. I believe it should be a Christian ethos not just protestant, Catholic etc
- If only! provided the mixture is nearly 50/50
- Genuinely mixed religion and none would be best, where everyone's views and beliefs are equally regarded
- Or one with no religious teaching - that should be the domain of churches.
- A school where religion is irrelevant to what is taught, except in lessons on comparative religion.
- VERY important for kids to mix with those from other religious backgrounds or of no faith at all, and from other ethnic groups.
- Mixed regards religion and culture
- A good friend - a young mother - is involved in trying to instate an integrated school as the local Donaghadee Catholic school is under threat due to falling numbers. (NB: Her daughter is not Catholic but she chose the school due to it's great caring reputation)
- I believe integrated education is the way forward.
- I would like a choice. Funding for all schools should be the same - integrated or not.
- Shouldn't be identified as them us and them, it's main stream schools just
- Preferably shared education where children can be educated with other religions but still also learn their own religion if they choose to do so.
- There are very few Protestant schools, there are lots of state schools but as I understand it anyone regardless of their religion can go to a state school. I went to a state school and there were children of a number of different faiths at it.
- Integrated Education is definitely the way forward. Shared Education is only a cop out and will never achieve the outcomes needed for our still divided community
- Integrated schools bring everyone together no matter religion, race etc., and breaks down barriers that maybe children are taught at home.
- Don't care as quality of education will always outweigh religious make up.
- If religion is education and not terror
- No.
- A school that has reputation for delivering a high standard of education
- "My children went to Lagan College and I think that has made a huge difference to their acceptance of others from different backgrounds. I would have really liked to be able to a local integrated primary school too."
- Segregated education should be discouraged as it feeds division in the next generation.
- "The best school in the area
- Very few state schools are " own religion only""
- I am neither catholic or Protestant but my family are mainly Protestant, my son is currently enrolled in a catholic school and it's the best decision I've ever made.
- All school should be fully integrated

- *"Why don't you use the term Integrated school? Controlled schools claim to be mixed religion when they are not. "*
- *Integrated education is unrealistic and no matter how they try to promote it many of the pupils still gather in their own 'community / religious' groupings.*

Shared Space and attending events – how safe would you feel?

If respondents where to attend an event in a nearby town 84% (*NILT 85%*) would feel very/quite safe if it was held in a Protestant secondary school, 76% (*NILT 81%*) a Catholic secondary school, 67% (*NILT 60%*) an Orange hall and 62% (*NILT 64%*) a GAA club.

17% (*NILT 16%*) quite/very unsafe in a GAA Club and under 10% (*NILT 3%/6%*) in a Protestant/Catholic secondary school and an Orange hall (*NILT 18%*).

> In comparison to *NI Life & Times* 2020 survey it shows that the people of ANBC and NI feel safe in attending events in different venues which represent different religions/cultures.

Supposing there was an event that you wanted to go to in a nearby town. How safe do you think you would feel going if it was to be held in any of these premises ?

	Very safe	Quite safe	Neither safe nor unsafe	Quite unsafe	Very unsafe	Don't Know
A Protestant Secondary School	53%	31%	11%	1%	1%	2%
A Catholic Secondary School	43%	33%	13%	5%	2%	4%
An Orange Hall	35%	33%	18%	7%	1%	5%
A GAA Club	26%	36%	14%	9%	8%	5%
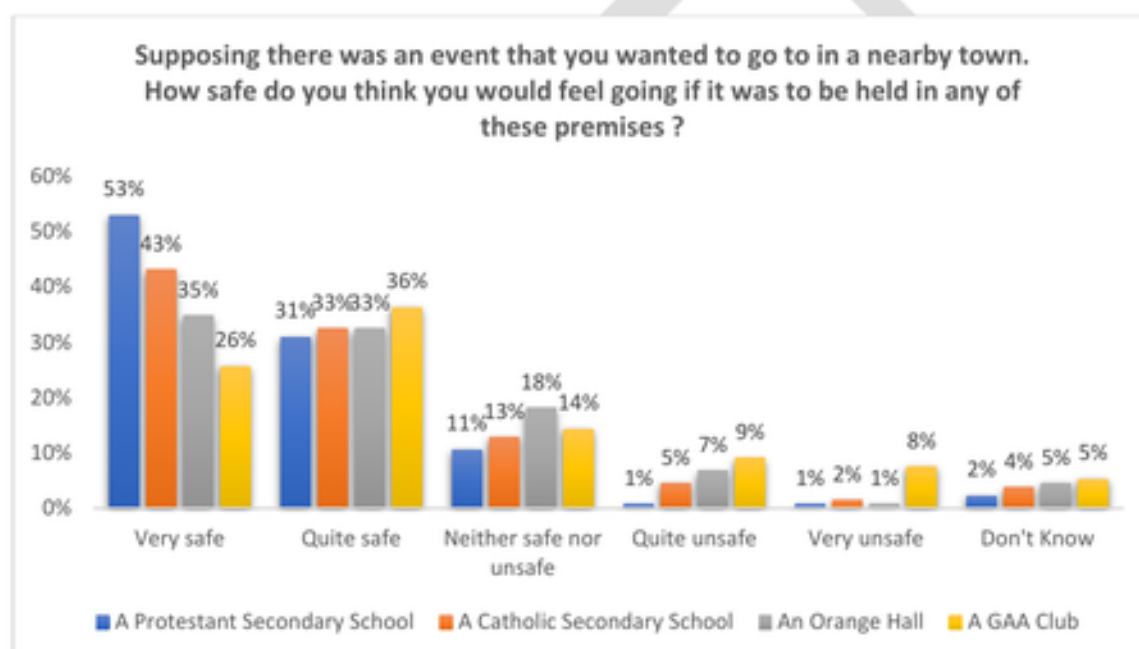
Comments on safety:

- *I have never been inside an Orange hall or a GAA club.*
- *I always try to take people as I find them. Religion shouldn't come into it.*
- *It would be the geography of a place ie dark street, isolated building or if it involved a big crowd, political whipping up of attendees etc that would put me off not the fact that it was at another community's site.*
- *"Above can only be truly answered if other attendees at the event are unaware of your religion or culture."*
- *I wish these labels did not have to exist.*
- *I've been to events in all of the above*
- *The use of the term 'Protestant School' is a misnomer that I am surprised to see in this survey. Whilst there may be Catholic schools, the other schools whilst predominately attended by Protestants the schools are state schools which are open to all*

- *There is very little mixing on the Peninsula*
- *I've been to a cross-community event at a GAA and a Catholic primary school. I had no issues and was treated with respect.*
- *I've usually found that in all these spaces people are very friendly. It's the cultural imagery and the decor that seems alien to others, but this must be respected and not seen as a threat.*
- *Like everything else, unless we try these other places which are different from the places, we are familiar with, there will always be strangeness and even some anxiety. We have to encourage each other to mix and feel safe and welcome others into our environment with care and kindness.*
- *Not sure of the breakdown of council areas but main areas seem more protestant orientated, due to the flag and bonfires.*
- *I've put 'Don't know' as it is so sad, in my opinion, not to have secular premises with no connotations!*
- *Having been involved in cross community reconciliation projects I have attended events in the above areas. Have never had or felt any fears or issues.*
- *I assume by Protestant school you mean a state school?*
- *Equally it would depend on the time of day and numbers present.*
- *Depends on whether alcohol is served and consumed...... you'll always get one to cause trouble*
- *All exist to embrace one cultural identity only.*
- *My uncles where in the Orange Order so I don't believe unsafe but with that and the GAA any organisation that would display sectarianism I would not entertain or go near.*
- *Down to my personal attitude compared to acceptance.*
- *Regarding the GAA halls, only in the local area not province wide at present, very sectarian out of this area.*
- *"How do you define a Protestant secondary school ?*
- *"Why didn't the council include an independent community hall or an integrated school?*

Shared Space and attending events – use of different places to shop or excess services

It is felt by respondents that in Ards & North Down people from different community backgrounds would not use different places to shop or excess services.

50% would **Not at all** use different GP surgeries, 43% Local shops and 37% other services.

43% would **A little/A lot** use different local shops, 42% other services and 34% GP surgeries.

Thinking about ANDBC, would you say people of different community backgrounds use different places to shop or access services a lot, a little or not at all?

Legend: GP Surgeries, Local shops, Other Services

	A lot	A little	Not at all	Don't Know
GP Surgeries	18%	16%	50%	14%
Local shops	17%	26%	43%	13%
Other Services	18%	24%	37%	20%
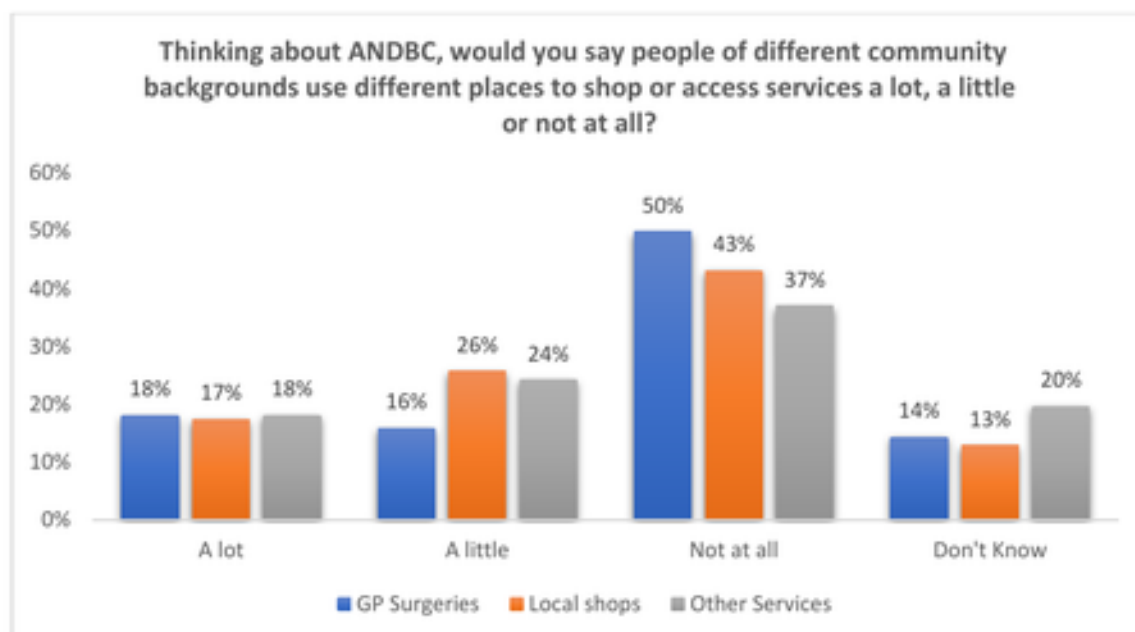
Comments on using different places:

- *Sorry to keep on about this but with future in mind, the local council/govt has to be aware of other religious conflicts such as Muslim v Jews. No point brushing under the carpet. It is there!*
- *I suspect it's mostly driven by locality. In a mostly Protestant or Catholic area residents access specific surgeries, shops but mixed areas all communities use what's most available. The bigger shops eg Tescos, M&S etc no difference.*
- *"GP surgeries are usually attended by those who love locally to them, eg Whitehill, Ballyholme, or whenever they can get registered.*
- *I'm terms of shopping, all areas have their own small shopping offering, so those are attended by locals. If the area itself is resided in by mostly one sector of the religious community, then those shops will have more of 'one' than 'the other'. "*
- *When there only is one option it helps! Especially if the service is good.*
- *"It helps when there only is one option and the quality is good!*
- *Most would travel to Ards or Bangor but because of the limited nature of shops in the villages there is little cross fertilisation! "*
- *The old them and us thing does still prevail in places it all comes down to feeling safe and connected to their community*
- *There are no halal butchers in this area so Muslims travel to Belfast to buy meat*
- *I don't know but assume that there isn't much of a choice in small 'ish and largely protestant Donaghadee.*
- *Divisions are subtle based on what services are in local areas*
- *I've never experienced this in North Down! I'm quite dumfounded by the question - if folk really do this then this place will never change.*
- *"Never experienced this"*
- *I'd love to know where the Unionist or Nationalist GP surgeries are located. There is little to no choice across most of the borough*

Cultural Identity

- 65% (*NILT 68%*) Strongly agree/Agree *"The culture and traditions of the Catholic community add to the richness and diversity of ANDBC society"*.
- 70% (*NILT 64%*) Strongly agree/Agree *"The culture and traditions of the Protestant community add to the richness and diversity of ANDBC society"*
- 69% (*NILT 66%*) Strongly agree/Agree *"The culture and traditions of people from different minority ethnic groups adds to the richness and diversity of ANDBC society"*
- 50% (*NILT 49%*) Strongly Agree/Disagree *" I feel that my own cultural identity is respected by society"*

The Protestant, Catholic and Ethnic people of ANBC have similar strong feeling with the whole of NI that their cultures and traditions add to the richness and diversity of society.

How much do you agree or disagree with the following statements?	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
The culture and traditions of the Catholic community add to the richness and diversity of ANDBC society	24%	41%	23%	3%	3%	2%
The culture and traditions of the Protestant community add to the richness and diversity of ANDBC society	25%	45%	20%	3%	2%	2%
The culture and traditions of people from different minority ethnic groups adds to the richness and diversity of ANDBC society	26%	43%	20%	3%	2%	3%
I feel that my own cultural identity is respected by society	11%	39%	25%	15%	4%	4%

Appendix 3: AND Good Relations Staff Report

Ards & North Down BC Good Relations 2022-2025 Staff Survey

A total of 45 staff members responded to the survey.

Respondents and Directorate of work

Gender: 49% Female, 51% Male

Age: 12% 19-35 years, 84% 36-64 years and 5% 65years+

Religious Background: 53% Protestant, 23% Catholic, 16% No religion and 2% other.

Ethnic Background: 98% White 2% Asian

Directorate of work: 30% Community and Wellbeing, 30% Environment, 24% Regeneration, Development and Planning, 7% Finance Performance, 5% Organisational development and Administration and 2% Chief Executives office.

In which Directorate do you work within Ards or North Down Council?

- Community and Wellbeing
- Chief Executives office
- Environment
- Finance and Performance
- Organisational development and administration
- Regeneration, Development and Planning
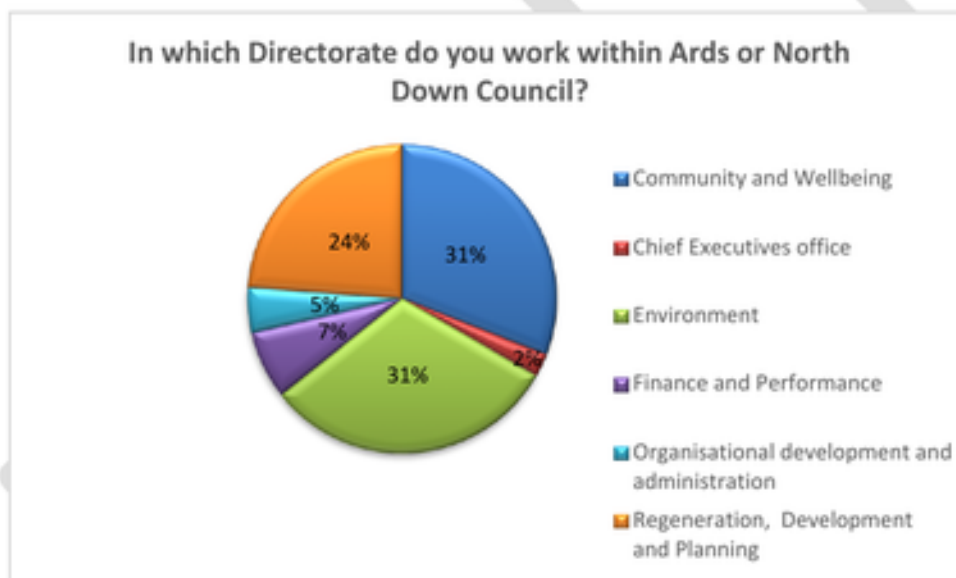
Good Relations

67% are aware the of the council's legal duty to promote Good Relations and 60% are aware of council's Good Relations Strategy.

30% believe that people in the area have a positive image of the Council in terms of how it promotes Good Relations, 23% No and 47% don't know.

Are you aware of Council's Good Relations Strategy?

40%
60%

■ Yes ■ No

Do you believe that people in the area have a positive image of the Council in terms of how it promotes Good Relations?

47% 30%
23%
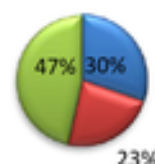
■ Yes ■ No ■ Don't know

Comments:

Do you believe that people in the area have a positive image of the Council in terms of how it promotes Good Relations?

- *I think some will and some won't depending on what is in the news at the time. I don't believe that many of the public will be aware of Council's role.*
- *I never hear of anyone talking about it*
- *Those that engage do, those that don't want to engage with the council unfortunately wouldn't know*
- *Council is seen to be giving money to loyalists for bonfire celebrations which goes against all our sustainability and climate change commitments*
- *The majority Yes*
- *I think that the general public tend to have a negative view of Councils and the work that they do. I don't believe that there is enough publicity around the worthwhile and difficult work that good relations carry out.*
- *The disgruntled shout loudest*
- *I don't believe people in the area are aware of our Good Relations policy*

Only 40% of staff have attended a Good Relations event organised by their council, 51% have not attended.

The graph reflects the answers to the question – **How well do you think your council promotes Good Relations?** 19% very well, couldn't do any better, 56% okay, could do a little better 16% poorly, could do much more

How well do you think your Council promotes Good Relations?

Category	Percentage
Don't know	9%
Poorly, Could Do Much Better	16%
Okay, Could Do a Little Better	56%
Very Well, Couldn't Do Any Better	19%
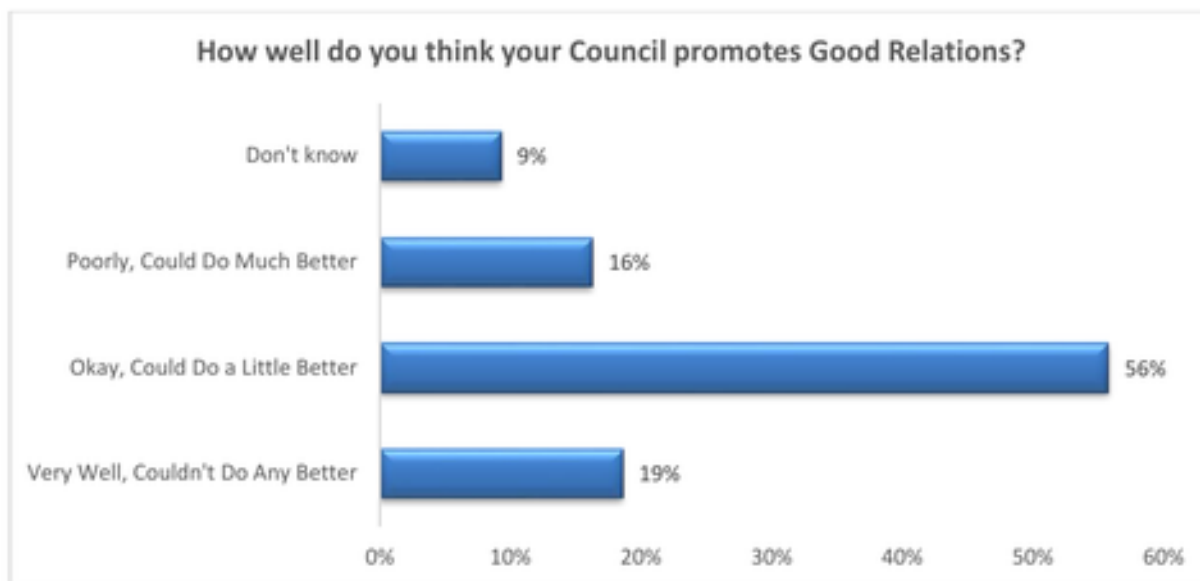
The graph reflects the response to the question- **Rate how you believe elected members of your council promote Good Relations?**

➢   Over 60% of staff **average/poorly**
➢   Only 18% of staff **very well/well**

Rate how you believe elected members of your Council promote Good Relations?

Rating	Percentage
Very Well	2%
Well	16%
Average	30%
Poorly	33%
Very Poorly	7%
Don't know	12%
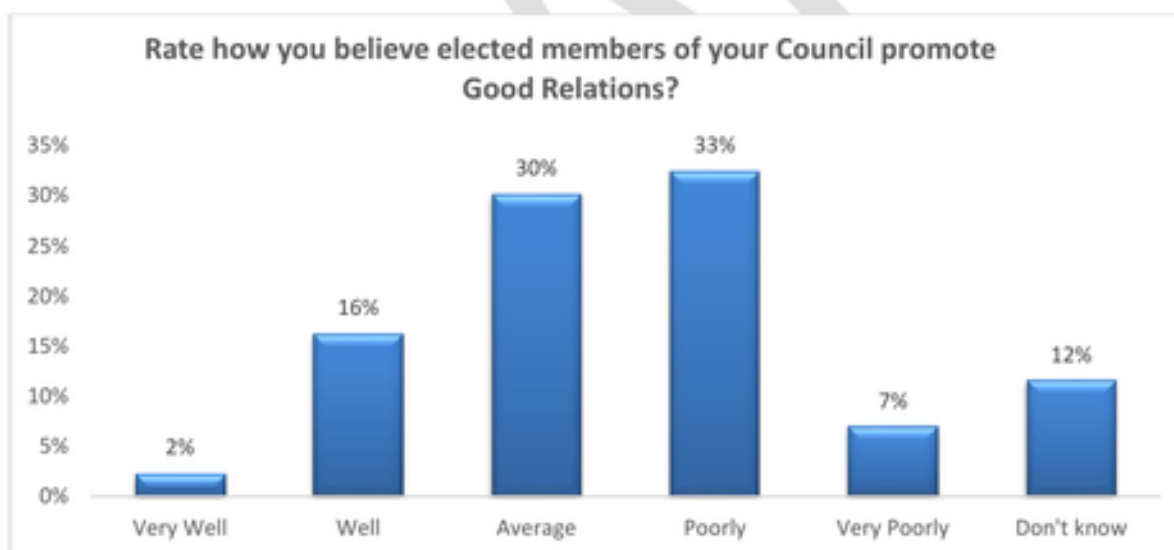
Comments:

Have you ever attended a Good Relations event organised by your Council?

- *I have enjoyed all the events that I have attended, just a pity we don't have actual events at the moment.*
- *I have been to the It Takes All sorts events which I assume could be classed as Good Relations but not 100% sure*

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- They were well organised interesting and informative. I would recommend. Informative.
- Very much enjoyed the event I attended. It was well organised, interesting topic and suitable for a wide audience.

How well do you think your Council promotes Good Relations?

- I think because specific groups are targeted it is hard to know the impact of these interventions when you do not fall within the groups. I think too much emphasis is often placed on traditional Northern Irish Blue and Green issues rather than blue within blue and misinformation about other ethnic groups who should be welcomed into the borough.
- Politics in Northern Ireland are extremely... tricky, but its politics which will make any significant change.
- Try different methods to tap into the hard to reach communities and groups is very difficult considering the opinions and views of the majority of councillors and the sense of entitlement for the Council to provide for all events organised or associated with the loyal orders
- There's very little information on this apart from the council's Facebook page.
- Unfortunately, despite an excellent team behind Good Relations strategy I do not feel the message gets across.

Rate how you believe elected members of your Council promote Good Relations?

- Think some parties promote division
- "Having listened to some of the discussions that take place in the Chamber during Council meetings I am often left severely disheartened when I hear language and terminology that just promoted demarcation of territory and a 'them versus us' attitude. The draft Equality Action Plan originally had an action to review all the artifacts held by the Council and to contextualise the reason we have them. This was removed by Elected Members as they decided that it would lead to the removal of the artifacts. In my opinion contextualising them may have given them justification to remain on display. Removing this action suggests that Elected Members know that they are not appropriate to have on display in a shared space and that they do not value to opinion of staff or the public who have to view them. This is just one example of when I have been so disheartened about Northern Ireland's future when I hear how some Elected Members speak. "
- Politics in Northern Ireland are extremely... tricky, but its politics which will make any significant change. Local politicians are divided on party lines...They do not seem to work for the good of all the electorate.
- I have seen how their particular position has significant influence with an obvious identity.
- The vast number of individual Councillors are proactive in promoting good relations but there are party lines and personal agendas within the TUV/DUP that solidify divisions
- Still too many councillors who are wedded to sectarian principles. We need members who will work for the benefit of the whole community as officers in the main do
- The current crop include some of the most bigoted representatives of society

The table below shows that in general staff feel the council is **a good place to work** with 79% ranking from 6 to 10.

Does your Council feel like a good place to work, on a scale of 1 to 10 where 1 = very poor and 10 = very good?	
Option	**Percent**
1 Very Poor	2%
2	2%
3	2%
4	5%
5	9%
6	12%
7	21%
8	26%
9	16%
10 Very Good	5%

Comments:

Does your Council feel like a good place to work?

- *Staff morale is at an all time low and management are not willing to listen to the valid concerns and fears of their staff. There appears to be a bullying culture within the Council and a lot of the management rule by fear. There is also zero diversity within the Council and this needs immediately addressed. Promotion is virtually impossible within the council unless you have been to university and work experience is no longer factored in to potential promotions. I am not surprised at the loss of staff over the past 2 years due to the way people have been treated.*
- *The council doesn't always include everyone unless you work in the actual Town Hall.*
- *Has range of policies in place to protect staff; good pay; good conditions of employment varies day to day*
- *I think we have lots of programmes for staff to get involved with and the It Takes All sorts talks have been great. It is sometimes hard to find the time to participate in many of these as our workloads are so intense.*
- *"Generally very good although communication is a little lax at times.*
- *Internal promotions and applying for other roles within the council should be made easier.*
- *The Council imho generally is decided by your line manager. A good line Manager makes work/the Council a good place to work. A bad or poor line manager has the opposite effect. My dealings with CLT have shown me that they care deeply about the welfare of employees... This is of course set within fairness and good practise. This makes a big difference.*
- *Good opportunities and communication*
- *I feel it is a good place, but I can also see how for others it potentially may not be.*
- *I feel I have a good line manager and i work well with my colleagues.*
- *I got on with most of my immediate colleagues*
- *Council has handled the challenges of COVID in a caring and constructive way, adapting to ever changing requirements, whilst doing their best to keep staff and residents safe and well-informed.*

- *I sense a real disconnect between the top of the organisation and the bottom and the recent article that seemed to show a huge increase in the pay of our directors and chief executive at a time when so many of us are struggling financially and can't get a pay review to get staff on to a decent wage has made this disconnect much bigger*
- *Better communication would be helpful!*
- *Depends on the people you work with*
- *Senior management show no leadership when it comes to dealing with issues and requests from Members on behalf of loyal orders, etc. The usual response is just get it done whereas other groups/organisations are not treated in the same way.*
- *Efficiently run, friendly colleagues, and transparency in terms of budget, but as an organisation that was awarded Investors in People more needs to be done in terms of offering agency workers the opportunity to sit tests/interviews to get a permanent position in the council.*
- *I'm currently a temporary worker that has been with council 15 months. It makes me a little uncomfortable making decisions when I don't know if I have a future at the council which I love working for.*
- *Too many people stuck in their old-fashioned ways. Bad work ethic. Private sector would not put up with it.*
- *The Council has performed well in looking after it's staff especially during the pandemic.*
- *"Don't appreciate employees enough. Not fair across the board. Favouritism given to some over others especially when there's posts released."*
- *The council working environment feels like a community " We're all in this together" feeling. I enjoy working here.*
- *I believe the council as a whole are inclusive and friendly*
- *"I love working for the Council for many reasons. There is a sense of family and almost everyone is dedicated and conscientious in their work. There is a genuine feeling of been valued by senior management."*
- *It's good,Since joining the Council I have had good support when needed and felt included with in the departments I have worked.*

Knowledge, Attitude, Behaviour to different cultural traditions and backgrounds

The tables below demonstrate that when asked about their knowledge, attitude and behaviour to different cultural traditions and backgrounds there was positive feedback from staff.

- 95% of staff have a positive/very positive attitude **towards people from a different religious/ethnic background**
- 70% of staff are likely/very likely to **attend an event in an area associated with another community**
- 67% of staff have knowledge/very knowledgeable **about different cultural traditions and backgrounds.**

On a scale of 1-10 (1 very negative and 10 very positive) How would you rate....	1 Very negative attitude	2	3	4	5	6	7	8	9	10 Very positive attitude
your attitude towards people from a different religious background?	0%	2%	0%	0%	2%	0%	7%	14%	5%	70%
your attitude towards people from a different ethnic background?	0%	2%	0%	2%	0%	2%	7%	9%	9%	67%

On a scale of 1-10 (1 very negative and 10 very positive) How likely would you be to..	1 Not likely	2	3	4	5	6	7	8	9	10 Very likely
attend an event in an area associated with another community?	7%	0%	7%	2%	14%	0%	14%	9%	7%	40%

On a scale of 1-10 (1 very negative and 10 very positive) How knowledgeable are you...	1 Almost no knowledge	2	3	4	5	6	7	8	9	10 Very knowledgeable
about different cultural traditions and backgrounds?	7%	2%	5%	7%	0%	16%	9%	19%	19%	5%

Good Relations Issues

The table below demonstrates the top 8 issues which 70% or more staff believe **negatively affect their council area** are:

- 81% Organised Criminal Groups and its influence
- 81% Graffiti (sectarian/racist graffiti)
- 77% Flags and emblems
- 74% Murals/territory markings
- 74% Sectarian incidents/attacks
- 72% Bonfires
- 72% Hidden/silent sectarianism
- 70% Racial incidents/attacks

The top 3 issues which 50% or more staff believe has **no effect on their council area** are:

- 60% Lack of neutral venues
- 51% Understanding Good Relations
- 51% Lack of opportunity for dialogue with others with a different viewpoint to me

Only 2 issues have more than 10% of staff believe **positively affects their council area**;

- 37% New arrival or ethnic minorities
- 30% Understanding Good Relations

From the following potentially divisive issues, do they have a positive, negative or no effect on your Council area?	This issue positively affects my Council area	This issue has no effect on my Council area	This issue negatively affects my Council area
Bonfires	7%	19%	**72%**
Flags and emblems	9%	12%	**77%**
Lack of neutral venues	2%	**60%**	35%
Murals/territory markings	7%	16%	**74%**
Lack of Good Relations funding	9%	35%	53%
Lack of opportunities to meet people from different ethnic/ racial/ religious/ political backgrounds"	5%	44%	49%
Organised Criminal Groups and its influence	2%	14%	**81%**
Understanding of Good Relations	30%	**51%**	14%
Lack of opportunity for dialogue with others with a different viewpoint to me	5%	**51%**	42%
How we deal with the past/ legacy of the troubles	9%	35%	53%
Hidden/ Silent sectarianism	5%	19%	**72%**
New Arrivals or Ethnic Minorities	**37%**	44%	14%
Graffiti (sectarian/racist graffiti)	5%	12%	**81%**
Lack of Good Relations training	7%	40%	49%
Segregated living/education – lack of opportunity to engage with "others"	7%	28%	**60%**
Behaviour of elected members towards each other	5%	30%	**60%**
Behaviour of MLAs towards each other	2%	26%	**67%**
Sectarian incidents/attacks	5%	19%	**74%**
Racial incidents/attacks	5%	23%	**70%**

> The criminal gangs, the paramilitaries, and all their trappings need to be removed from society. The problem I hear time and time again;- is that things are not equal, it's not a level playing field. For example, you have on the run letters given to IRA folks, while the force are prosecuted. My thoughts are that the rule of law should be handled equally. For example, the security forces should be tried and convicted if appropriate, but then released under the good Friday agreement. The people who have been treated the worst are the victims on all sides. no-one seems to care about them. It doesn't matter if it was an alleged death caused by security forces, or a death from a bomb. There needs to be someway where peoples suffering is acknowledged

Workplace Environment

- 70% of staff perceive their workplace environment in the council as a neutral working environment.
- 67% feel they do not have to keep quiet about their own community background or cultural identity.
- Over 70% of staff do not believe their community, racial or political background could/has made a difference to their employment/promotion opportunities within the council.

How do you perceive the workplace environment in your Council?

Have you ever decided to keep quiet about, or not refer to, your own community background or cultural identity when at work?

Do you believe any of the following could/has made a difference to your employment/promotion opportunities within your Council?

	Yes	No	Don't Know
Community background	9%	72%	16%
Racial background	0%	86%	12%
Political background	5%	74%	21%

■ Community background   ■ Racial background   ■ Political background
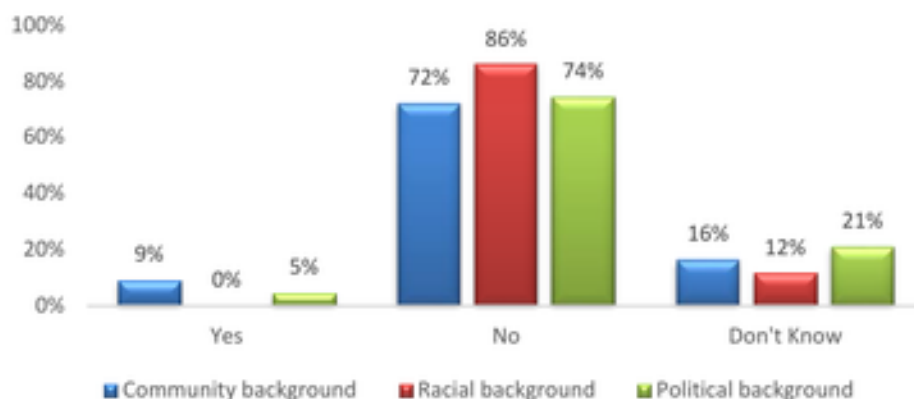
Comments:

How do you perceive the workplace environment in your Council?

- *Flags and Queen picture in Chamber - stated as not being extension of workplace, yet staff required to attend Committee meetings in Chamber; plus gives wrong impression to people from different background when coming to promote/object to a planning application*
- *No idea, don't ask peoples religion*
- *I believe it is neutral from a workplace environment. I also think politically it is more neutral than it used to be due to the changing representation of the political parties.*
- *The Council chamber is very intimidating*
- *I have based this answer on Ards and North Down Council... I cannot recall a specific instance... which shows that it is ingrained, it just is!!*
- *The majority of the staff have a neutral work environment however many Councillors/Elected members prove they are incapable of this, and give the impression that they endorse a mainly Unionist working environment time & time again.*
- *More protestant workforce and elected members. Most council staff that I have worked with are from a unionist background.*

We were discouraged to talk politics, so I wouldn't know if somebody is either a unionist or a nationalist.

- *I work with people from both sides of the community and when we use the chamber in Ards the Union flag hangs over the door and this surely has some effect on those from a non-unionist background*
- *All the staff in my area of work just get on with their jobs and respect each other*
- *I have no idea if my colleagues are Catholics, Protestants, Muslims, atheists or Jewish which is a positive thing as this means religion is not brought into the workplace, creating a welcome environment for everybody.*
- *I see and hear many things relating to moved religions in the workplace with very little hostile actions or talk about the issues. We have mixed genders and religious beliefs within our department, and I am not aware of any issues. Religion and politics kept out of the general workplace.*
- *My personal experience is that the majority of staff that I've met have been from a unionist background. This is not exclusive but is also reflected in the election of council officers.*
- *I believe the council area is mainly unionist and the workforce then is also mostly unionist but there is still a good proportion of nationalist workers.*
- *I believe the Council to be neutral in its views and it's main focus is to serve the Borough.*
- *"Elected members have made comment to me about nationalists not knowing that I am Catholic.The National anthem being song at the ceremony for the new mayor made me uncomfortable"*

Comments:

Have you ever decided to keep quiet about, or not refer to, your own community background or cultural identity when at work?

- *It's my business, no one else's to know anything about my background.*
- *Fear of ridicule & abuse.*
- *"The hassle it could cause appears not to be not worth the mention of it. I never feel the need to disclose my community background.*
- *"My family's background is Muslim even though I'm not one. There was an occasion when we had to hang around in the cold due to the fire alarm and one of the girls put her scarf on her head and said in jest that she looks like one of 'them' people.*
- *Another occasion during Brexit, people were fed with lies by social media regarding foreigners taking benefits etc. When one of my colleagues said this, I said I'm one of them, but I don't take advantage and pay taxes, the answer is always the same, which is, 'but you are not the same as them!!!' The point is, even the nicest people, when fed with lies, those lies will eventually seep into your sub-conscious and you eventually believe it. I don't really blame my colleagues but the social media."*
- *Because there is a degree of silent sectarianism in certain sections of the Council*
- *I am proud of who I am and where I am from*
- *Assumption of community background due to my name however this is incorrect, but I don't feel like it is something to make an issue out of as I'm not worried what religion people think I am!*
- *Obviously yes. Being an atheist - I was raised in a devoted Catholic family - is still frowned upon in many societies and atheists can suffer discrimination when it comes to applying for jobs and housing, so I tend to keep keeping quiet about this and only discuss it if directly asked a question about my religious background.*
- *I don't like making others feel uncomfortable in my company sometimes.*
- *It may cause unease to some people and perhaps give a false impression of one's beliefs.*
- *In some places when I felt uncomfortable. My own team I am open with - as in I am catholic.*

Comments

Do you believe community/racial/political background could/has made a difference to your employment/promotion opportunities within your Council?

- *"Not aware of being affected by any of the above*
- *Have witnessed inappropriate behaviour by Members against staff depending on their background"*
- *I have said no as I have never received any negative behaviour because of these. However, I might have unknowingly been given opportunities because of these or because of unconscious bias that people may have applied to me.*
- *"I don't think it matters; the best person gets the job.*

- *Unless there is positive discrimination...ie need non-abled body person, or particular religious background is required by the Council to show how even handed they are for figures. This would be an inbuilt bias in people, not corporate. "*
- *fair recruitment*
- *I would like to think that any opportunities i have received within the council have been down to merit/experience/application form and interview skills*
- *What I'm aware of now is positive discrimination are much more prevalent recently which I'm not sure is a good thing either.*
- *As above because there is a degree of silent sectarianism in certain sections of the Council*
- *I have seen some strange promotions and appointments in my time, and you do start to wonder how some people are appointed*
- *it's not and hasn't been mentioned*
- *Have not seen any evidence of this*
- *I have never felt discriminated against at the council and I truly hope it continues that way.*
- *I am very neutral political person and believe that no member of Parliament has a keen interest in myself or my family's wellbeing*
- *I think Fair Employment Legislation is being followed by Human resources/Staff in general.*
- *I have not experienced any bias based on any of the above prejudices.*
- *Again, I feel there is equal opportunity within the Council and they very much promote CPD*

The table demonstrates that staff believe the top 3 potential support offered by the council around increasing their awareness of Good Relations and how it applies to their job the most relevant/effective would be;

- 49% How to engage the community in what we do
- 42% A session to create understanding around how relevant any of the above could be to our department.
- 40% Conflict management training.

Of the following potential support offered by Council around increasing your awareness of Good Relations and how it applies to your job, what do you believe would be most relevant/effective for you in your job? Please choose up to THREE options.	
How to engage the community in what we do	49%
A session to create an understanding around how relevant any of the above could be to our Department.	42%
Conflict management training	40%
Understanding what good relations is	35%
Practical support in making good relations relevant to my job	21%
Mediation training	16%
Mentor support for my unit to help develop practical ways of applying good relations to what we do	14%
other colleagues	12%
Training in how to build cross community relations	7%
Race relations awareness	7%
Other*	7%
Don't know	7%

Comments:

Potential support offered by Council around increasing your awareness of Good Relations and how it applies to your job

- *A greater understanding of the issues that exist in Ards and North Down*
- *In my job I always treat all people the same so this is hard to answer. I wish everyone treated people how they would like their granny to be treated.*
- *Training for our bigoted councillors and training for senior staff (Directors and Chief Executive) on how their irrational requests on behalf of these Members affects and impacts on their staff, who fully recognise it is not consistent with agreed Council policies. On of their contributions to work related stress.*
- *I believe we all need more understanding about different backgrounds ,education and beliefs. Very often when an email is circulated regarding Good Relations one might be too busy to read it and therefore we all need to take ownership to gain more understanding*

The graphs below demonstrate that the majority 60-63% of staff feel that there is **no problem** with sectarianism, racism or discrimination in the workplace and over 40% feel the levels of sectarianism, racism or discrimination is **about the same**.

To what extent are sectarianism, racism and discrimination a problem in your Council workplace?

In your workplace do you think that levels of .....

Comments on Sectarianism, Racism and Discrimiation in the workplace

- *I have witnessed racism within the work place many times, i have witnessed sectarianism, but to a lesser extent.*
- *I would try to keep sectarianism and politics/racism well out of the workplace.*
- *There's always at the back of your mind the question " who am I dealing with?" when speaking to the public, especially when applying council policy*
- *I think sometimes society can go too far and have positive discrimination which could then have an impact on me. Equality doesn't mean giving favouritism to percieved minorities. Equality should mean equality.*
- *I have never ever witnessed any of these in my time in the council*
- *I do not believe that within my workplace there have been any examples of these behaviours hence my no change response*
- *I haven't experienced any of these directly.*
- *This is very hard to measure/guage.*

If you have any further opinion about what would improve Good Relations between staff members in your Council workplace please use this space to tell us about them?

- *"Just keep doing what you are doing. As previously stated the only way the community will heal is when education is integrated, and religions are taught as a subject. "*
- *"I think reminding people and having substantial enforcement protocols for things like certain jokes or opinion types are not acceptable would be valuable. These matters of course should be covered by normal human decency but i suppose that is why we need things like a good relations department at the moment and need to even have these kind of conversations."*
- *More events face to face once the Covid-19 pandemic is over. And what about organising a joint event with Corrymeela? They are very knowledgeable in this area and their advice and support would be ideal to further widen the scope of the Good Relations programme.*
- *"Team days to bond with other departments. More communication from upper management to workers instead of using team leaders as a go between."*
- *Just advise all staff to get on with our jobs which are of primary concern to our 'customers' and serve without fear or favour!.*
- *Speaking of my own office we have a mix of protestant, catholic, male and female workers who all get on with each other. We don't have much by way of racial diversity but I think my colleagues and I would be very accepting regardless.*
- *"Perhaps as noted above, a more hands on approach in individual departments by the Good Relations Team. Covid has no doubt affected group meetings and discussions but if there was more awareness in each department I feel it would help in the overall bigger picture.*
- *Unfortunately there can be a preconception of someone depending on their religious background and it would be wonderful if this was not the case. "*
- *The Council as a work place should be a place for all. Flags and emblems of any sort should not be in the workplace.*

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i Section 75 (1) lists the nine categories for which due regard to the need to promote equality of opportunity must be paid, namely between persons of: different religious belief; political opinion; racial group; age; marital status; sexual orientation; men and women; persons with a disability and persons without; and persons with dependants and persons without

iihttp://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75GuideforPublicAuth

oritiesApril2010.pdf

iii Council of Europe, Strasbourg (May 1998). Gender mainstreaming conceptual framework, methodology and

presentation of good practices

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME

2022/2023 ACTION PLAN

District Council: Ards and North Down Borough Council

Chief Executive Officer: Stephen Reid

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME
2022/2023 ACTION PLAN

The **Executive Office**
www.executiveoffice-ni.gov.uk

Please read the guidance notes provided before completing the action plan.

Appendix 1

1.1 Programme information

Number of programmes	14
Name/role/contact details of all staff responsible for programme management	Donna Mackey Good Relations Officer Donna.mackey@ardsandnorthdown.gov.uk Nicola Dorrian Nicola.dorrian@ardsandnorthdown.gov.uk

1.2 Financial information

Name/contact details for staff responsible for financial management of programme	Donna Mackey Donna.mackey@ardsandnorthdown.gov.uk Carol Poots carol.poots@ardsandnorthdown.gov.uk Paul Murray Paul.murray@ardsandnorthdown.gov.uk

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DISTRICT COUNCIL GOOD RELATIONS PROGRAMME
2022/2023 ACTION PLAN

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	100%	75%
Total cost	£255,300	£191,475
Total programme costs	£145,000	£108,750
Total staff costs	£110,300	£82,725
Staff cost breakdown		

1.3 Claim deadlines

It is extremely important that all claims for expenditure are made promptly and that full expenditure is claimed for within six weeks of the end of the financial year. The claim deadlines for 22/23 are as follows:

- Quarter 1 to be with TEO no later than end of July 2022
- Quarter 2 to be with TEO no later than end of October 2022
- Quarter 3 to be with TEO no later than the end of January 2023
- Quarter 4 to be with TEO no later than 11th June 2023

Section 2

2.01 PROGRAMME NAME			2.02 CODE	
Shared Education			AND01	
2.02 KEY WORDS	Youth Educational Historic Shared Trip			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£30,000			
2.05 Total target no. of participants	**Direct**	60	**Indirect**	400
2.06 Budgeted unit cost of programme	£500pp 2 Schools - Includes 3 pre and post workshops at each school, 4 day residential and final week long exhibitions at both schools – 20 days. Cost £25.00 per person per day. Final cost dependant on flights and pupil numbers.			

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2022/2023 ACTION PLAN

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2.07 Targeted participant background analysis	50% PUL 50% CNR			
2.08 Name and post code of Programme HQ	**Location**	Ards and North Down Borough Council	**Postcode**	BT19, BT20, BT21, BT22, BT23
2.09 Names and post codes for main areas of programme impact	**Location**	Schools to be selected	**Postcode**	
	Location		**Postcode**	
	Location		**Postcode**	
	Location		**Postcode**	
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Children and Young People			
2.12 T:BUC Outcome	1.1 Positive attitudinal change towards people from different backgrounds.			
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How knowledgeable are you about different cultural traditions and backgrounds?			
2.14 Additional Project level Outcomes (optional)				
2.15 Link to good relations audit	Shared and integrated education are important to promote. 2022-2025 GR Strategy TBUC 1 CYP Priority Issues			
2.16 Complementarity	Compliment the Big Plan outcome 1 and 3. Contributing towards the Councils Corporate Plan, and the PCSP Action Plan and Peace IV Plan for the Borough'			
2.17 Programme summary information 2022/23	Delivering a cross community shared educational programme to battlefield sites in France and Belgium, demonstrating the joined effort of all community backgrounds who took part during WWI. The young people will learn about the local people who fought and died during this period. The young people will deliver exhibitions and assemblies on their return at their respective schools, for peers and parents. It will encourage the participants to build friendships with someone from a different background. The aim of undertaking the visits is to develop increased knowledge and understanding of key anniversaries and develop an appreciation of their social, political and cultural significance for NI and the UK and Ireland then and now. This			

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incorporates knowledge and awareness of the national and European context of this period can help to change participants perspectives of our shared history. By visiting key historical sites within Europe, young people have the opportunity to truly locate the local historical narrative within the wider European context and therefore truly embed the learning from the programme. This can consolidate the learning gained through directly interfacing with the actual sites of WWI. It will also enable participants the space and opportunity to reflect on the wider learning from the workshops in NI in a new environment which takes them out of their comfort zones (for some this may be the first time out of NI) and enables them to see their own environment through a different lens and from a different perspective. It will cement relationships that they have made at home which can result in much longer lasting relationships moving forward. It brings history alive for the participants. Furthermore, it connects parents of the children from the different schools widening out cross community relationships in the borough.

This programme will build on the experience of previous educational programmes.

The programme will be evaluated by pre and post questions and observation

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2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
Total cost of the programme (100%)	N/A			
Total Number of participants	Direct	N/A	Indirect	N/A
Participant Background Analysis	PUL CNR	N/A	Other	N/A
Project Level Outcome				
What did we do?		**How well did we do it?**		

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Quarter 1: List of activities underway /completed	Quarter 1: % attendance, % completion
Quarter 2: List of activities underway /completed	Quarter 2: % attendance, % completion
Quarter 3: List of activities underway /completed	Quarter 3: % attendance, % completion
Quarter 4: List of activities underway /completed	Quarter 4: % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	Online resources are a consideration for additional learning and engagement opportunities.

2.01 PROGRAMME NAME			2.02 CODE	
Shared Voices			AND02	
2.02 KEY WORDS	Youth Community Diversity Education Rural Urban			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£3,500			
2.05 Total target no. of participants	**Direct**	1000	**Indirect**	200
2.06 Budgeted unit cost of programme	£3.50pp			
2.07 Targeted participant background analysis	75% PUL 25% CNR			
2.08 Name and post code of Programme HQ	**Location**	Holywood Ards Ballyhalbert	**Postcode**	BT18 9ER BT23 8EY BT22 1DQ
	Location	Redburn,	**Postcode**	BT18 9EZ BT18 9RA

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2.09 Names and post codes for main areas of programme impact		Palace Barracks,		
	Location	Scrabo, West Winds, East End	Postcode	BT23 4NR BT23 4QT BT23 8LF
	Location	Donaghadee Millisle Ballywalter Portavogie	Postcode	BT21 0AY BT22 2DR BT22 2PJ BT22 1EB
	Location		Postcode	
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Children and Young People			
2.12 T:BUC Outcome	1.1 Positive attitudinal change towards people from different backgrounds.			
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How would you rate your attitude towards people from a different ethnic background?			
2.14 Additional Project level Outcomes (optional)				
2.15 Link to good relations audit	Influence of parents and peer group 2022-2025 GR Strategy TBUC 1 CYP Priority Issues			
2.16 Complementarity	PCSP – Increase in Hate Crime reporting Big Plan – Linked to Outcome 1 and 3 Peace IV Plan and programme design - BAME Communities programme			
2.17 Programme summary information 2022/23	A programme co-designed with GR staff and volunteers from different ethnic backgrounds to address racism awareness in primary schools and groups. The programme will be adapted to meet the needs and capacity of the schools and groups. Facilitators and Volunteers from different ethnic backgrounds visit schools to educate children on their culture and traditions. Delivery to post primary schools and groups includes a session with PSNI on the definition of hate crime and hate incidents. With the increased use of online platforms, we hope to increase the participation of groups/ individuals as well as schools. This programme builds on past programme experiences and learning to increase outcomes. The programme will be evaluated by pre and post questions and observation			

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2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
Total cost of the programme (100%)	N/A			
Total Number of participants	Direct	N/A	Indirect	N/A
Participant Background Analysis	PUL CNR	N/A	Other	N/A
Project Level Outcome				

What did we do?	How well did we do it?
Quarter 1: List of activities underway /completed	**Quarter 1:** % attendance, % completion
Quarter 2: List of activities underway /completed	**Quarter 2:** % attendance, % completion
Quarter 3: List of activities underway /completed	**Quarter 3:** % attendance, % completion
Quarter 4: List of activities underway /completed	**Quarter 4:** % attendance, % completion
What difference did we make?	
Number	%
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	

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2.23 Learning for future programmes	Development of alternative ways to deliver • Possible online streaming into classrooms • Possible online sessions with community groups • Possible development of pre-recorded video resources

2.01 PROGRAMME NAME			2.02 CODE	
Youth Sport Urban Rural- Community Cup and Youth Sport Programme			AND03	
2.02 KEY WORDS	Youth Sport Urban Rural			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£3,000			
2.05 Total target no. of participants	**Direct**	250	**Indirect**	50
2.06 Budgeted unit cost of programme	£12.00			
2.07 Targeted participant background analysis	75% PUL 25% CNR			
2.08 Name and post code of Programme HQ	**Location**	Ards	**Postcode**	BT23 8SG
2.09 Names and post codes for main areas of programme impact	**Location**	Comber	**Postcode**	BT23 5DF
	Location	Millisle	**Postcode**	BT22 2DR
	Location	Ballygowan	**Postcode**	BT23 6NA
	Location	Bangor	**Postcode**	BT19 1QS
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Children and Young People			
2.12 T:BUC Outcome	1.2 Bringing Communities together.			
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How would you rate your attitude towards people from a different religious background?			
2.14 Additional Project level Outcomes (optional)				
2.15 Link to good relations audit	Lack of places to go or things to do – with transport being a big issue. 2022-2025 GR Strategy TBUC 1 CYP- GR Public Survey Results			
2.16 Complementarity	Big Plan: Outcome 3: All people in Ards and North Down live in communities where they are respected, are safe and feel secure. Peace IV Plan			
2.17 Programme summary information 2022/23	Delivery of a youth sporting programme comprising two elements delivered to young people from all			

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backgrounds. The programme will be delivered in partnership with the Councils Sports Development Officer. The first element will include:
The Community Cup Programme will involve c.20 different clubs who will play in a sports league, culminating in a sports festival event where the top winning teams come together to compete for the Community Cup. It will also include GR workshops.

The second element will include:
A Youth Sports Programme which will work with c 50 young people from across the Borough ensuring a CNR/PUL mix over a 6-week period and will include GR workshops.

While it has been Covid affected in past years the addition of youth sports and experience of running the community cup in past programmes will build on and widen out the outcomes.

Programme will be evaluated by pre and post questions and observation

2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
			AND03	
Total cost of the programme (100%)	n/a			
Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL		Other	
	CNR			

Project Level Outcome		
What did we do?	**How well did we do it?**	
Quarter 1: List of activities underway /completed	**Quarter 1:** % attendance, % completion	
Quarter 2: List of activities underway /completed	**Quarter 2:** % attendance, % completion	
Quarter 3: List of activities underway /completed	**Quarter 3:** % attendance, % completion	

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Quarter 4: List of activities underway /completed	Quarter 4: % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	• Online workshops • Staff training in Good Relations

2.01 PROGRAMME NAME		2.02 CODE	
Building Young Peoples Resilience - Youth Council		AND04	
2.02 KEY WORDS	Youth Skills Shared		
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk		
2.04 Total budgeted cost of programme (100%)	£7,000		
2.05 Total target no. of participants	**Direct**	70	**Indirect**	100
2.06 Budgeted unit cost of programme	£100.00pp		
2.07 Targeted participant background analysis	75% PUL 25% CNR		
2.08 Name and post code of Programme HQ	**Location**	Ards	**Postcode**	BT23 4JT
2.09 Names and post codes for main areas of programme impact	**Location**	Bangor	**Postcode**	BT19 1SH
	Location	Ards	**Postcode**	BT23 4EN
	Location		**Postcode**	
	Location		**Postcode**	
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Children and Young People		

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2.12 T:BUC Outcome	1.2 Bringing Communities together.
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How knowledgeable are you about different cultural traditions and backgrounds?
2.14 Additional Project level Outcomes (optional)	
2.15 Link to good relations audit	Paramilitary influence and some coercive control in some local areas with links to drugs issues 2022-2025 GR Strategy TBUC 1 CYP- GR Public Survey Results and Qualitative results from consultation.
2.16 Complementarity	Partnership working with a range of statutory and voluntary organisations including Community Development, PCSP, PEACE IV, EANI, and Alternatives and SERC. Linked to PCSP plan and outcome 1 - Big Plan
2.17 Programme summary information 2022-2023	A programme designed with the young people to build resilience against drugs the access to drugs in their local areas and the coercive control that usually comes along with it. Drug issues were discussed in many of the conversations across the current audit as was the need to continue to build the resilience of young people, especially as a result of the COVID 19 Pandemic. Young people have missed meeting friends and enjoying opportunities to meet new people from different community backgrounds. The EA will be a key player in support of this programme and build on programmes from Peace IV and the past number of years with the Council in a partnership-based approach with stats and others which will include EA, YMCA, Alternatives, SERC & PCSP. There will be three elements: 1. Resilience programme with SERC – "Skills for your life" Programme students and with Include Youth 2. Youth Council – supported and delivered by EA 3. Resilience Programme for young people to build confidence delivered in schools. PUL & CNR mix. Programme will be evaluated by pre and post questions and observation

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2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
Total cost of the programme (100%)	n/a			
Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL CNR		Other	
Project Level Outcome				
What did we do?		**How well did we do it?**		
Quarter 1: List of activities underway /completed		**Quarter 1:** % attendance, % completion		
Quarter 2: List of activities underway /completed		**Quarter 2:** % attendance, % completion		
Quarter 3: List of activities underway /completed		**Quarter 3:** % attendance, % completion		
Quarter 4: List of activities underway /completed		**Quarter 4:** % attendance, % completion		
What difference did we make?				
Number		**%**		
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)		Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed		
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)		Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed		
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)		Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed		
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)		Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed		

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	Online provide potential options to build on and retain ongoing engagement for future programmes.

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2.01 PROGRAMME NAME		2.02 CODE	
Community Relations Through Sport		AND05	
2.02 KEY WORDS	Youth Schools Sport Rural Urban facilities		
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk		
2.04 Total budgeted cost of programme (100%)	£3,000		
2.05 Total target no. of participants	Direct	150	Indirect	400
2.06 Budgeted unit cost of programme	£20.00pp		
2.07 Targeted participant background analysis	75% PUL 25% CNR		
2.08 Name and post code of Programme HQ	Location	Portaferry	Postcode	BT22 1RB
2.09 Names and post codes for main areas of programme impact	Location	Strangford	Postcode	BT22 2GB
	Location	Ballyhalbert	Postcode	BT22 1DQ
	Location	Bangor	Postcode	BT20 3DS
	Location		Postcode	
2.1 Programme plan – what difference do we want to make?			
2.11 T:BUC Key Priority	Children and Young People		
2.12 T:BUC Outcome	1.2 Bringing Communities together.		
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How would you rate your attitude towards people from a different religious background?		
2.14 Additional Project level Outcomes (optional)			
2.15 Link to good relations audit	Lack of places to go or things to do – with transport being a big issue 2022-2025 GR Strategy TBUC 1 CYP- GR Public Survey Results		
2.16 Complementarity	Big Plan Outcome 3: All people in Ards and North Down live in communities where they are respected, are safe and feel secure.		
2.17 Programme summary information 2022-2023	This programme will work with pre and post primary schools in the borough. The Community Relations Through Sport Programme is designed to introduce young people to sport with which they may not normally associate. The programme will run across the borough in both urban and rural areas. Similar to the Game of 3 Halves the programme includes a 'fourth half' on community relations. The		

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		programme includes the cost of accreditation if requested by the schools. Programme will be evaluated by pre and post questions and observation

2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
Total cost of the programme (100%)	n/a			
Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL		Other	
	CNR			

Project Level Outcome	
What did we do?	**How well did we do it?**
Quarter 1: List of activities underway /completed	**Quarter 1:** % attendance, % completion
Quarter 2: List of activities underway /completed	**Quarter 2:** % attendance, % completion
Quarter 3: List of activities underway /completed	**Quarter 3:** % attendance, % completion
Quarter 4: List of activities underway /completed	**Quarter 4:** % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

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Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	

2.01 PROGRAMME NAME			2.02 CODE	
Allsorts			AND06	
2.02 KEY WORDS	Staff Elected Members Equality Good Relations			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£500			
2.05 Total target no. of participants	**Direct**	100	**Indirect**	200
2.06 Budgeted unit cost of programme	£5pp			
2.07 Targeted participant background analysis	75% PUL 25% CNR			
2.08 Name and post code of Programme HQ	**Location**	Ards	**Postcode**	BT23 8SG
2.09 Names and post codes for main areas of programme impact	**Location**	Donaghadee	**Postcode**	BT21 0DR
	Location	Holywood	**Postcode**	BT18 9AE
	Location	Millisle	**Postcode**	BT22 2DR
	Location	Comber	**Postcode**	BT23 5DT
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Our Shared Community			
2.12 T:BUC Outcome	2.2 Shared space is accessible to all			
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How likely would you be to attend an event in an area associated with another community?			
2.14 Additional Project level Outcomes (optional)				
2.15 Link to good relations audit	Sectarianism is silent, Racism is silent 2022-2025 GR Strategy TBUC 2- Our Shared Community- GR Staff Survey Results			
2.16 Complementarity	Equality and Big Plan Outcome 3			
2.17 Programme summary information 2020/23	This programme is an in-house training on good relations and equality issues to all staff addressing how Good Relations and Equality issues. It impacts			

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	on staff and their role as council employees and members and how this can be improved in support of new collaborative actions. This programme reinforces and recognises that Good Relations is "everyone's business". Sessions may include but not be limited to Mental Health, Race, Dementia and Shared History using a mix of online and face to face in times which permit staff to attend. This programme will build on the learning from past programmes to embed and expand outcomes. Programme will be evaluated by pre and post questions and observation.

2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
			AND06	
Total cost of the programme (100%)	n/a			
Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL CNR		Other	
Project Level Outcome				

What did we do?	How well did we do it?
Quarter 1: List of activities underway /completed	**Quarter 1:** % attendance, % completion
Quarter 2: List of activities underway /completed	**Quarter 2:** % attendance, % completion
Quarter 3: List of activities underway /completed	**Quarter 3:** % attendance, % completion
Quarter 4: List of activities underway /completed	**Quarter 4:** % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

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Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	Online provides a platform in which staff tend to engage more freely in some topical areas, hence a combination of in person and online delivery can work.

2.01 PROGRAMME NAME			**2.02 CODE**	
Living History			AND07	
2.02 KEY WORDS	Education Rural Urban Trip Fac Shared Summer			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£10,000			
2.05 Total target no. of participants	**Direct**	60	**Indirect**	160
2.06 Budgeted unit cost of programme	£166pp / 6 weeks (£27.77pp/week)			
2.07 Targeted participant background analysis	75% PUL 25% CNR			
2.08 Name and post code of Programme HQ	**Location**	Ards	**Postcode**	BT23 4AP
2.09 Names and post codes for main areas of programme impact	**Location**	Comber	**Postcode**	BT23 5DF
	Location	Conlig	**Postcode**	BT23 7PR
	Location	Portaferry	**Postcode**	BT22 1PE
	Location	Bangor	**Postcode**	BT19 1SH
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Our Shared Community			
2.12 T:BUC Outcome	2.1 Increased use of shared space.			
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How likely would you be to attend an event in an area associated with another community?			

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2.14 Additional Project level Outcomes (optional)	
2.15 Link to good relations audit	Sectarianism is silent locally in some places Recognising the limitations in engaging in cross community work due to local demographics 2022-2025 GR Strategy TBUC 2- Our Shared Community- GR Public Survey Results
2.16 Complementarity	PCSP – Tackling Paramilitarism and Embedding a Culture of Lawfulness Big Plan Outcome 3 Peace IV Plan
2.17 Programme summary information 2022-2023	The Living History Programme is a 6 week programme for participants which includes a series of educational and historical based Rural and Urban visits to places of interest within the local areas and beyond that helps people understand their shared history, breaks down barriers and challenges people to venture elsewhere to learn about their shared past. Some of the trips include visits to places like, Crumlin Road Gaol, Grange Gorman, Dublin Library, Glasnevin. Some online lecturers/courses will be included as this expands the reach and outcomes. Programme will be evaluated by pre and post questions and observation

2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
Living History			AND07	
Total cost of the programme (100%)	n/a			
Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL CNR		Other	
Project Level Outcome				
What did we do?		**How well did we do it?**		
Quarter 1: List of activities underway /completed		**Quarter 1:** % attendance, % completion		

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Quarter 2: List of activities underway /completed	Quarter 2: % attendance, % completion
Quarter 3: List of activities underway /completed	Quarter 3: % attendance, % completion
Quarter 4: List of activities underway /completed	Quarter 4: % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
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Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	Online is a medium more people are engaging in and with and there is the ability to develop relationships in courses. A mix however should be used.

2.01 PROGRAMME NAME			**2.02 CODE**	
Holocaust and other genocides			AND08	
2.02 KEY WORDS	Education Shared Rural Urban Fac			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£2000			
2.05 Total target no. of participants	**Direct**	100	**Indirect**	300
2.06 Budgeted unit cost of programme	£30pp			
2.07 Targeted participant background analysis	75% PUL 25% CNR			
2.08 Name and post code of Programme HQ	**Location**	Ards	**Postcode**	BT23 4JT

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2.09 Names and post codes for main areas of programme impact	**Location**	Portaferry	**Postcode**	BT22 1LE
	Location	Bangor	**Postcode**	BT20 4BT
	Location	Holywood	**Postcode**	BT18 9HQ
	Location	Ballyhalbert	**Postcode**	BT22 IDQ
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Our Safe Community			
2.12 T:BUC Outcome	3.1 Reduce the prevalence of hate crime and intimidation			
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How knowledgeable are you about different cultural traditions and backgrounds?			
2.14 Additional Project level Outcomes (optional)				
2.15 Link to good relations audit	Silent issues in regard of racism, discrimination and intolerance of difference – education required 2022-2025 GR Strategy TBUC 2- Our Shared Community- GR Public Survey Results			
2.16 Complementarity	Big Plan: Outcome 3: All people in Ards and North Down live in communities where they are respected, are safe and feel secure. Integrated Arts and Heritage Strategy PCSP – Hate Crime			
2.17 Programme summary information 2022-2023	This programme is designed to deliver a series of events leading to the commemoration of Holocaust Memorial Day which are delivered every year – Normally c.5 holocaust and genocide talks with different schools and groups led by survivors. Project will also have a link to art projects in schools for expression and understanding. The interaction and participation in the programme will introduce the groups to the impact of hate and what it can lead to. Delivery in schools will also be extended to writing groups in libraries. Online materials and recording from previous projects will also be used to demonstrate the issues being highlighted and add the depth of good relations messages to the outcomes. Programme will be evaluated by pre and post evaluations and observation.			

2.2 Programme outcomes – what difference did we make?

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DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:		
KEY WORDS		**CODE**

Total cost of the programme (100%)				
Total Number of participants	**Direct**		**Indirect**	
Participant Background Analysis	**PUL**		**Other**	
	CNR			

Project Level Outcome	

What did we do?	How well did we do it?
Quarter 1: List of activities underway /completed	**Quarter 1:** % attendance, % completion
Quarter 2: List of activities underway /completed	**Quarter 2:** % attendance, % completion
Quarter 3: List of activities underway /completed	**Quarter 3:** % attendance, % completion
Quarter 4: List of activities underway /completed	**Quarter 4:** % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	Online materials, more recent genocides eg Rwanda and Bosnia can also contextualise and add value to understanding and delivery.

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2.01 PROGRAMME NAME			2.02 CODE	
Getting to Know Your Councillors			AND09	
2.02 KEY WORDS	Shared Youth Diverse			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£0			
2.05 Total target no. of participants	**Direct**	60	**Indirect**	
2.06 Budgeted unit cost of programme	£0pp			
2.07 Targeted participant background analysis	75% PUL 25% CNR			
2.08 Name and post code of Programme HQ	**Location**	Holywood	**Postcode**	BT18 9ER
2.09 Names and post codes for main areas of programme impact	**Location**	Bangor	**Postcode**	BT20 4TH
	Location	Portaferry	**Postcode**	BT22 1RB
	Location		**Postcode**	
	Location		**Postcode**	
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Our Safe Community			
2.12 T:BUC Outcome	3.1 Reduce the prevalence of hate crime and intimidation			
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How likely would you be to attend an event in an area associated with another community?			
2.14 Additional Project level Outcomes (optional)				
2.15 Link to good relations audit	Leaders need to be mindful of the language they use – lead by example The need for political representatives to lead by example GR Strategy 2022-25- Priorities Issues			
2.16 Complementarity	Big Plan: Outcome 3: All people in Ards and North Down live in communities where they are respected, are safe and feel secure.			
2.17 Programme summary information 2022-2023	A programme designed to enable schools and community groups to better understand the role of Good Relations within Council and the role of elected members. The programme will enable participants to ask direct questions from local politicians on issues that are important to them. It is designed to educate the participants on local government while informing elected members of issues important to their communities			

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	All political parties and independents will be invited to take part. This programme will build and expand on the past programmes and widen out the understanding to more schools and groups in the Borough. Programme will be evaluated by pre and post evaluations and observation.

2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
Total cost of the programme (100%)				
Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL CNR		Other	

Project Level Outcome	
What did we do?	**How well did we do it?**
Quarter 1: List of activities underway /completed	**Quarter 1:** % attendance, % completion
Quarter 2: List of activities underway /completed	**Quarter 2:** % attendance, % completion
Quarter 3: List of activities underway /completed	**Quarter 3:** % attendance, % completion
Quarter 4: List of activities underway /completed	**Quarter 4:** % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

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Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	Delivery in person has the greatest impact for young people in a classroom.

2.01 PROGRAMME NAME			2.02 CODE	
No Hate Here			AND10	
2.02 KEY WORDS	Diverse Shared Rural Urban Fac Youth			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£10,000			
2.05 Total target no. of participants	**Direct**	150	**Indirect**	300
2.06 Budgeted unit cost of programme	£66.66pp			
2.07 Targeted participant background analysis	75% PUL 25% CNR			
2.08 Name and post code of Programme HQ	**Location**	Ards	**Postcode**	BT23 4EN
2.09 Names and post codes for main areas of programme impact	**Location**	Bangor	**Postcode**	BT20 5AY
	Location	Portaferry	**Postcode**	BT22 1RB
	Location	Holywood	**Postcode**	BT18 9ER
	Location		**Postcode**	
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Our Safe Community			
2.12 T:BUC Outcome	3.2 A community where places and spaces are safe for all			
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How likely would you be to attend an event in an area associated with another community?			
2.14 Additional Project level Outcomes (optional)				

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2.15 Link to good relations audit	Silent issues in regard to racism, discrimination, and intolerance of difference – education required

Silent issues in regard to sectarianism – education required

Need greater understanding and myth busting around the cultures of all communities….

GR Strategy 2022-2025 Public Survey |
| **2.16 Complementarity** | PCSP – Hate Crime Awareness

Integrated Arts and Heritage Strategy

Big Plan: Outcome 3: All people in Ards and North Down live in communities where they are respected, are safe and feel secure.

Peace IV Plan |
| **2.17 Programme summary information 2022-2023** | A diversity programme will be delivered to a range of different communities with a focus on hate crime and building cohesion across the Borough. This programme will be designed to assist participants understand themselves and others. It will involve a series of "No Hate Here" events, supporting a campaign developed by stat agencies and others including PSNI, NIHE, YMCA and intercultural forum (which includes a No Hate Here subgroup). It will help deal with racism and sectarianism. The programme will also include arts-based approach. This will include drama, arts, the use of puppets alongside an interactive element. Working closely with internal departments to avoid duplication.

Programme evaluated by pre and post questions and observation. |

2.2 Programme outcomes – what difference did we make?

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PROJECT REPORT CARD - PROGRAMME NAME:		
KEY WORDS		**CODE**
No Hate Here, Diversity		AND10
Total cost of the programme (100%)	n/a	

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Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL		Other	
	CNR			

Project Level Outcome	
What did we do?	**How well did we do it?**
Quarter 1: List of activities underway /completed	**Quarter 1:** % attendance, % completion
Quarter 2: List of activities underway /completed	**Quarter 2:** % attendance, % completion
Quarter 3: List of activities underway /completed	**Quarter 3:** % attendance, % completion
Quarter 4: List of activities underway /completed	**Quarter 4:** % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	Development of more online learning

2.01 PROGRAMME NAME		2.02 CODE
Intergenerational Programmes		AND11
2.02 KEY WORDS	Intergenerational, Youth, Skills Rural	
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk	

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2.04 Total budgeted cost of programme (100%)	£1,000				
2.05 Total target no. of participants	**Direct**	20	**Indirect**	40	
2.06 Budgeted unit cost of programme	£50pp				
2.07 Targeted participant background analysis	50% PUL 50% CNR				
2.08 Name and post code of Programme HQ	**Location**	Portaferry	**Postcode**	BT22 1PY	
2.09 Names and post codes for main areas of programme impact	**Location**	Holywood	**Postcode**	BT18 9HZ	
	Location		**Postcode**		
	Location		**Postcode**		
	Location		**Postcode**		
2.1 Programme plan – what difference do we want to make?					
2.11 T:BUC Key Priority	Our Safe Community				
2.12 T:BUC Outcome	3.2. A Community where places and spaces are safe for all				
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How would you rate your attitude towards people from a different religious background?				
2.14 Additional Project level Outcomes (optional)					
2.15 Link to good relations audit	Reduce the feeling of intimidation that some people feel GR Strategy 2022-2025 Priorities Issues				
2.16 Complementarity	Big Plan: Outcome 3: All people in Ards and North Down live in communities where they are respected, are safe and feel secure. PCSP – Hate Crime				
2.17 Programme summary information 2022-2023	This programme is designed to bring together different generations from different communities. It encourages participants to share their skills. Through workshops between generations, it will enable them to gain new abilities and knowledge from each other. During the public consultations for the GR Audit 2022-2025 it was highlighted about the increase in young people unemployed and skills bases especially from the PUL young men in the community. This intergenerational programme will encourage young and old to kindle relationships through similar interests and skills bases and encourage apprenticeship choices.				

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	The programme will build on past pilot programmes pre and during covid where men's sheds and young people were brought together. Programme evaluated by pre and post questions and observation.

2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
Intergenerational Programme			AND11	
Total cost of the programme (100%)				
Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL CNR		Other	
Project Level Outcome				

What did we do?	How well did we do it?
Quarter 1: List of activities underway /completed	**Quarter 1:** % attendance, % completion
Quarter 2: List of activities underway /completed	**Quarter 2:** % attendance, % completion
Quarter 3: List of activities underway /completed	**Quarter 3:** % attendance, % completion
Quarter 4: List of activities underway /completed	**Quarter 4:** % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

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Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	Face to face is preferable

2.01 PROGRAMME NAME			2.02 CODE	
Grants			AND12	
2.02 KEY WORDS	Community Grant Rural Urban Skills			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£10,000			
2.05 Total target no. of participants	**Direct**	10	**Indirect**	300
2.06 Budgeted unit cost of programme	10 Groups at £1,000 per group £33.33pp based on 30 per group			
2.07 Targeted participant background analysis	Open to all community groups across the ANDBC area			
2.08 Name and post code of Programme HQ	**Location**	Ards	**Postcode**	BT23 4AP
2.09 Names and post codes for main areas of programme impact	**Location**	Bangor	**Postcode**	BT19 1QS
	Location	Holywood	**Postcode**	BT18 9PB
	Location	Portaferry	**Postcode**	BT22 1PE
	Location	Ballygowan	**Postcode**	BT23 6NA
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Cultural Expression			
2.12 T:BUC Outcome	4.1 Increased sense of community belonging (widens contribution beyond community background)			
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How would you rate your attitude towards people from a different religious background?			
2.14 Additional Project level Outcomes (optional)				
2.15 Link to good relations audit	Area based approaches to addressing hard and stubborn issues GR Strategy 2022-2025 Qualitative findings			

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2.16 Complementarity	Council Corporate Plan, Big plan, PCSP Action Plan and Peace IV Plan
2.17 Programme summary information 2022-2023	A grant programme available for communities to deliver relevant programmes in their area and based on their needs. Meetings with groups to encourage greater uptake. An application process is supported and awarded. The programme will be evaluated by monitoring reports and where possible include T:BUC pre and post questions and observations

2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
Total cost of the programme (100%)				
Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL		Other	
	CNR			
Project Level Outcome				
What did we do?		**How well did we do it?**		
Quarter 1: List of activities underway /completed		**Quarter 1:** % attendance, % completion		
Quarter 2: List of activities underway /completed		**Quarter 2:** % attendance, % completion		
Quarter 3: List of activities underway /completed		**Quarter 3:** % attendance, % completion		
Quarter 4: List of activities underway /completed		**Quarter 4:** % attendance, % completion		
What difference did we make?				
Number		**%**		
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)		Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed		
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)		Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed		

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Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	To encourage grant applicants to look at a variety of delivery mechanisms. Consider possible resource allocations award. Also focus on those areas and groups who do not apply and for whom a focus on good relations may assist their communities, linked to the community plan.

2.01 PROGRAMME NAME			2.02 CODE	
Cultural Expression Programme			AND13	
2.02 KEY WORDS	Hard to reach Urban Rural Shared			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£60,000			
2.05 Total target no. of participants	**Direct**	30	**Indirect**	8000
2.06 Budgeted unit cost of programme	£2,000pp Indirect cost £7.47pp.			
2.07 Targeted participant background analysis	75% PUL 25% CNR			
2.08 Name and post code of Programme HQ	**Location**	Ards	**Postcode**	BT23 4YH
2.09 Names and post codes for main areas of programme impact	**Location**	Portaferry	**Postcode**	BT22 1PE
	Location	Comber	**Postcode**	BT23 5DF
	Location	Holywood	**Postcode**	BT18 9PB
	Location	Ballygowan	**Postcode**	BT23 6NA
2.1 Programme plan – what difference do we want to make?				
2.11 T:BUC Key Priority	Our Cultural Expression			
2.12 T:BUC Outcome	4.2 Cultural diversity is celebrated			
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How knowledgeable are you about different cultural traditions and backgrounds?			

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2.14 Additional Project level Outcomes (optional)	
2.15 Link to good relations audit	Maintaining the Cultural Expression programme – a priority GR Strategy 2022-2025 Priority Issues and the Peace IV Plan
2.16 Complementarity	Good Relations findings - 'The areas identified for this project are typically affected by issues associated with bonfires, inter and intra community conflict…' PCSP complementarity '…focus on building community confidence…' Big Plan Outcome 3 complementarity '…All people in Ards and North Down live in communities where they are respected, are safe and feel secure.
2.17 Programme summary information 2022-2023	The cultural expression programme has been developed and builds on previous programmes with hard-to-reach groups and key influencers from perceived ex paramilitary backgrounds. The programme supports cultural expression festivals to encourage the positive promotion of PUL and CNR culture to the wider society. Festivals and bonfires will be regularly monitored, and any negative issues addressed before they become more challenging. The cross-community Cultural Expression programme gives the PUL community a sense of belonging that they feel is being eroded and the CNR community a sense of inclusion. While bonfires are always going to be contentious if Good Relations can work with the groups to minimise the negativity seen around bonfires it will develop greater respect among communities and cultures in the local areas; the aims are that by reducing the negativity this may also influence wider society and those who would not normally be associated with cultural festivals. The programme maintains and builds relationships between the Council and retains engagement. This will also enable and encourage engagement around other hard issues (e.g., paramilitarism, flags, murals), and find alternatives means for dialogue, training and capacity building.

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	The programme will also help engage hard to reach groups positively when external negative influences effect certain communities (e.g., Brexit, NI Protocol and Irish Sea Border). The programme and its activities are designed to include the wider community and create a sense of belonging, reducing the fear of intimidation often associated with bonfires. Recent consultation with groups continues to reflect the need to offer young people more opportunities locally, addressing the sense of hope that some feel and the lack of educational attainment faced by many young protestant boys. While the delivery of programme will not directly address this, it acts as important link and engagement mechanism for council and other agencies to progress their interagency activities in these areas with a focus on the community planning. The programme will be evaluated by pre and post questions and observation, monitoring and reports

2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
Total cost of the programme (100%)				
Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL CNR		Other	
Project Level Outcome				
What did we do?		**How well did we do it?**		
Quarter 1: List of activities underway /completed		**Quarter 1:** % attendance, % completion		
Quarter 2: List of activities underway /completed		**Quarter 2:** % attendance, % completion		

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Quarter 3: List of activities underway /completed	Quarter 3: % attendance, % completion
Quarter 4: List of activities underway /completed	Quarter 4: % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	The continuation of the programme ensures the inclusion of those who may be isolated from the community. While not all want to participate because of external influences they still are content to communicate, which is important while political solutions are being sort.

2.01 PROGRAMME NAME			**2.02 CODE**	
History Talks – Understanding ourselves and others			AND14	
2.02 KEY WORDS	Fac Hard to reach Sin- Id Urban			
2.03 Contact details for programme staff	Donna Mackey 07970847772 Donna.mackey@ardsandnorthdown.gov.uk			
2.04 Total budgeted cost of programme (100%)	£5000			
2.05 Total target no. of participants	**Direct**	200	**Indirect**	200
2.06 Budgeted unit cost of programme	£25.00 pp			
2.07 Targeted participant background analysis	75% PUL 25% CNR			
2.08 Name and post code of Programme HQ	**Location**	Ards	**Postcode**	BT23 4DQ

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2.09 Names and post codes for main areas of programme impact	**Location**	Portaferry	**Postcode**	BT22 1PE
	Location	Comber	**Postcode**	BT23 5DF
	Location	Holywood	**Postcode**	BT18 9PB
	Location	Ballygowan	**Postcode**	BT23 6NA

2.1 Programme plan – what difference do we want to make?	
2.11 T:BUC Key Priority	Our Cultural Expression
2.12 T:BUC Outcome	4.1 Increased sense of community belonging (widens the contribution beyond community background).
2.13 Project Level Outcome – This should relate to the Survey Question on the TEO outcomes spreadsheet.	How would you rate your attitude towards people from a different religious background?
2.14 Additional Project level Outcomes (optional)	
2.15 Link to good relations audit	Annual update on GR action plan GR Strategy 2022-2025
2.16 Complementarity	Council Corporate Plan, Big Plan outcomes 1 and 3, Peace IV Plan and PCSP Action Plan
2.17 Programme summary information 2022/23	A number of programmes that will include talks on our shared history, remembrance, gender e.g., international women's day, Good Relations week, Peace and reconciliation and will include relevance to upcoming historical dates. Programmes will be evaluated by pre and post questions

2.2 Programme outcomes – what difference did we make?

DISTRICT COUNCIL GOOD RELATIONS PROGRAMME – PROJECT LEVEL REPORT CARD

PROJECT REPORT CARD - PROGRAMME NAME:				
KEY WORDS			**CODE**	
Total cost of the programme (100%)				
Total Number of participants	Direct		Indirect	
Participant Background Analysis	PUL		Other	
	CNR			
Project Level Outcome				

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What did we do?	How well did we do it?
Quarter 1: List of activities underway /completed	**Quarter 1:** % attendance, % completion
Quarter 2: List of activities underway /completed	**Quarter 2:** % attendance, % completion
Quarter 3: List of activities underway /completed	**Quarter 3:** % attendance, % completion
Quarter 4: List of activities underway /completed	**Quarter 4:** % attendance, % completion
What difference did we make?	
Number	**%**
Quarter 1: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 2: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 3: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed
Quarter 4: Number of positive changes recorded (a 1 or more on the Excel spreadsheet)	Percentage of positive changes recorded (a 1 or more on the Excel spreadsheet) as a percentage of the total number surveyed

Additional Project Level Outcomes (optional)	
2.22 Quotes from participants and stakeholders	
2.23 Learning for future programmes	Online resources can increase engagement and widen access to hard to reach target groups.

Section 3

Action Plan Programme Outcome Summary Table 2022-2023

Code (2.02)	Key Priority (2.11)	T:BUC Outcome (2.12)	Project Level Outcome – difference between	No. direct participants (2.05)	Total Cost (2.04)	Post Code (2.09)

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			baseline and end of project(2.2)				
			Number	%			
AND 01	CYP	1.1			60	£30,000	BT18 BT19 BT20 BT21 BT22 BT23
AND 02	CYP	1.1			1000	£3,500	BT18 9ER BT23 8EY BT18 9EZ BT23 4NR BT21 0AY BT22 2DR
AND 03	CYP	1.2			250	£3,000	BT23 8SG BT23 5DF BT22 2DR BT23 6NA BT19 1QS
AND 04	CYP	1.1			70	£7,000	BT23 4JT BT23 4En BT19 1SH
AND 05	CYP	1.2			150	£3,000	BT22 1RB BT22 3GB BT20 3DS BT221DQ
AND 06	SHC	2.2			100	£500	BT23 8SG BT23 5DT BT22 2DR BT21 0DR BT18 9AE
AND 07	SHC	2.1			60	£10,000	BT23 4AP BT23 5DF BT23 7PR BT22 1PE BT19 1SH
AND 08	SC	3.2			100	£2,000	BT23 4JT BT22 1LE BT20 4BT BT189HQ BT221DQ
AND 09	SC	3.2			60	£0	BT18 9ER BT20 4TH BT22 1RB
AND 10	SC	4.1			150	£10,000	BT23 4EN BT20 5AY

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							BT22 1RB BT18 9ER
AND 11	SC	4.1				20	£1000	BT22 1PY BT18 9HZ
AND 12	CE	4.1				10	£10,000	BT18 9PB BT23 4AP BT23 6NA BT22 1PE BT19 1QS
AND 13	CE	4.1				30	£60,000	BT18 9PB BT22 1PE BT23 4YH BT23 6NA BT23 5DF
AND 14	CE	4.2				200	£5,000	BT234DQ

Section 4

T:BUC Strategic Outcome

	C&YP	Shared community	Safe community	Cultural Expression	DCGRP Total
Total no. of programmes	5	2	4	3	14
Total no. of direct participants	1530	160	330	240	2260
Unit cost of programme activity	£ 28.43pp	£65.63	£ 39.39	325.00pp	£65.16pp
Total cost of programmes	43,500	10,500	13,000	78,000	145,000

Guidance on completing the action plan

This section provides detailed guidance on how to complete the Action Plan template for 2022/23, and your Three-Year Plan summary contained in Appendix 3.

Cover page

Complete the name of your District Council and the name of the Council's Chief Executive.

Section 1 – Programme and Financial Information

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1.1 Programme information

Provide the total number of programmes and list the name, role and contact information, including telephone number/ext and email, for each staff member involved in programme delivery.

It is very important that you have the appropriate staff and governance structures in place to manage and deliver the programmes detailed in the Action Plan, and ensure that all required reporting and claims processes are able to be completed and submitted on time.

1.2 Financial information

This section asks you to provide the information on the financial aspects of the council's overall programme.

The first box asks you to list the name, role and contact information, including telephone number/ext and email, for each staff member involved in financial management of the programme.

The second box asks you to complete the overall programme's financial information, broken down by 100% (includes match funding of 25% from your council) and 75% (TEO's allocation only) for the following:

- Total cost (overall programme & staff costs)
- Total programme costs
- Total staff costs
- Staff cost breakdown

1.3 Claim deadlines

This section outlines the council's responsibility to ensure all claims for expenditure are made promptly. It also includes a list of deadlines for claims by quarter.

Section 2 – Programme action plan

Completing the action plan template.

2.01 Programme name

Enter the programme name.

2.02 Programme code and Key words

Each programme is denoted by the three digit code unique to each District Council, followed by a number to separate individual council programmes.

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For example: ABC2 is the second programme in Armagh City, Banbridge and Craigavon District Council's Action Plan. MUC14 is the fourteenth programme in Mid Ulster District Council's Action Plan.

The programme codes are listed in the table below.

ANA Antrim & Newtownabbey	**FAO –** Fermanagh & Omagh
ABC – Armagh City, Banbridge and Craigavon	**LCC –** Lisburn & Castlereagh
AND – Ards & North Down	**MEA –** Mid & East Antrim
BCC – Belfast	**MUC –** Mid Ulster
CCG – Causeway, Coast & Glens	**NMD –** Newry, Mourne & Down
DCS – Derry City & Strabane	

Include **key words** that relate to the project. This can be as many as you deem relevant from the list below. If you feel a particular key word would help summarise what your programme involves then please add it and let us know, this list will evolve over time and become more useful to stakeholders as more accurate keywords are added to the list.

Keyword	Suitable for programmes that:
SPORT	Contain a sporting element
DIVERSE	Explore diversity, in terms of participants and/or project content
RURAL	Take place in, or consider, the rural context of good relations delivery
URBAN	Take place in, or consider, the urban context of good relations delivery
SIN-ID	Are single identity in nature
SHARED	That involve both traditions here
YOUTH	Concentrate on younger participants/issues (0-18)
ADULT	Concentrate on adult participants/issues (19-64)
SENIOR	Concentrate on senior participants/issues (65+)
WALLS	Considers physical barriers
SUMMER	Takes place primarily in the summer
WINTER	Takes place primarily in the winter
FAC	Involves facilitation
RES	Involves a residential
NATURE	Takes place/involves nature or the natural environment

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EMPLOY	Involves links to employment / improving employability skills
SKILLS	Involves improving / developing skills
ACCRED	Involves participants working toward an accredited qualification
TRIP	Involves a trip or trips away for the participants
ART	Involves the use of art and/or creative activity

2.03 Contact details for programme staff

Provide the details of the Good Relations Officer involved in the delivery of the programme. This should include a contact telephone number/ext and an email address.

2.04 Total budgeted cost of programme (100%)

Provide the total (100%) budgeted cost of the programme.

2.05 Total targeted no. of participants

Provide the total targeted number of direct and indirect participants of the programme.

A direct participant is one who attends the programme or is otherwise directly engaged in programme activity. For example, if a programme involves putting on a performance to demonstrate an aspect of shared history, all those involved in the planning, design and delivery of the performance would be direct participants.

An indirect participant is one who may receive some benefit from, or be impacted in some indirect way, by programme delivery. In the previous example of the performance on shared history, people in the audience or children in a school who had viewed a DVD of the performance, would be indirect participants of the programme.

2.06 Budgeted unit cost of programme

Divide the total cost of the programme by the total number of direct participants to get the unit cost.

2.07 Targeted participant background analysis

Provide the approximate community/gender/ethnicity/socio-economic breakdown that you plan to achieve.

2.08 Name and post code of Programme HQ

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Provide the name and post code of the location where the Programme HQ is based.

2.09 Post codes of main delivery points

Provide the names and post codes of the geographic location(s) where the project will have the greatest impact.

You should include the locations of areas where the programme is delivering the greatest impact to the community or benefit to participants.

For example if participants on a programme are primarily from three estates in a town (and therefore those estates should experience the most positive impact from delivery), then this section would include the names and post code information for those three estates – where estates or other geographic areas traverse more than one post code area, use a post code that gives the best impression of the central point of such an area.

2.1 Programme plan – what difference do we want to make?

To assist with completing this section of the Action Plan, please refer to the "What Difference Did We Make?" Guidance document from TEO that was included (Annexe 3) in the information sent with the 2018/19 Action Plan.

2.11 Key Priority

Select one Key Priority for the Programme from the four key T:BUC priorities and note in here.

2.12 T:BUC Outcome

Select one T:BUC Outcome from the available Outcomes under the Key Priority you have selected.

2.13 Project Level Outcome

Select one Project level Outcome from the available Project Level Outcomes under the T:BUC Outcome you have selected. This should relate to the survey question that you will use for your evaluation process on the TEO outcomes spreadsheet.

2.14 Additional Project Level Outcomes

If you have any more Project Level Outcomes please note them here, along with the Priority and T:BUC Outcome they link to.

2.15 Link to good relations audit

This section asks you to provide information about the programme's direct link to the need identified in your council's GR Audit.

2.16 Complementarity

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This section asks you the list the areas of complementarity (PCSP, Peace IV, community planning etc.) within the programme. You should include evidence of complementarity in programme design, structure and outcome.

2.17 Programme summary information

This section asks for a summary of the programme. This section should aim to include:

- A brief programme synopsis – what the project involves, what demographic it seeks to target, what outcome it is designed to achieve, and what activity is involved

- List all activities you will <u>aim</u> to deliver during the programme

- How will you evaluate the programme?

2.18 Potential to progress programme in 2020/21

This section involves providing a strategic view for your programme going into 2020/21 – how do you see it progressing through 2019/20? Some programmes will only be for one year and in this case just note this here. Some of your programmes will be longer term, more strategic interventions – in this case, note here how you see the programme continuing / expanding / reducing / changing into Year 2 of delivery.

2.19 Potential to progress programme in 2022-2023

This section involves considering how the programme may progress from year 2 to year 3 of delivery. Again, some programmes may only be 1 or 2 year projects and therefore this section will not apply – please note if this is the case. Some of your programmes will be longer term, more strategic interventions – in this case, note here how you see the programme continuing / expanding / reducing / changing from Year 2 into Year 3 of delivery. Of particular focus would be how you intend to record the long term outcomes of a programme that has been delivering over a number of years.

2.2 Programme outcomes – what difference will we make?

District Council Good Relations Programme – Project Level Report Card

This section is to be completed during the funding cycle, and show how the programme is being delivered in the relevant quarter.

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Quarter progress should be updated in the relevant box and any amendments to the previous quarter activity should be made in red. The report card has notes included to assist with completing the quarterly returns.

2.21 Statistical outcomes from programme activity

List the completed outcomes spreadsheets that you will forward with each quarterly return. Each spreadsheet that you forward should have a consistent naming convention relating to the project. For example: DCGRP – MEA14 – Cultural Education Programme – Sunnylands Youth 2018.

2.22 Quotes from participants and stakeholders

Provide quotes from participants and stakeholders to support the statistical outcomes provided in the project level report card under the section what difference did we make

Quotes related to the feedback on programme activity should also be provided in the report card.

2.23 Learning for future programmes

This section asks you to provide information on learning from delivering the programme that can be used to inform the design and planning of future programmes.

Section 3 - Action Plan Programme Outcome Summary Table 2019/20

This section asks you to provide a summary of the provision across the programme in one table.

You should include information on each individual programme into the table, under the following categories:
- Code (2.02)
- Key Priority (2.11)
- T:BUC Outcome (2.12)
- Project Level Outcome – difference between baseline and end of project (2.25)
- No. direct participants (2.05)
- Total Cost (2.04)
- Post Code (or areas of impact) (2.09)

The relevant action plan reference number for each section required is listed above.

This table summary should be completed for submission of the Action Plan and updated during the funding cycle as you submit your quarter progress.

Section 4 - T:BUC Strategic Outcome

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This section asks you to provide a summary of all individual programmes based on the link to a key T:BUC aim identified for the programme. You must provide the following:

- Total no. of programmes
- Total no. of participants
- Unit cost of programme activity
- Total cost of programmes

The four T:BUC key aims are Children and Young People (abbreviated here as C&YP), Shared community, Safe community and Cultural Expression.

For example under C&YP, the table below indicates that the council had eight programmes where C&YP was the primary linked strategic outcome.

The eight programmes had a total of 425 participants and, in total, cost £50,000 to deliver.

The unit cost of programme activity per person is calculated as follows:

Total programme cost ÷ Total no of participants = unit cost per person

To get the unit cost of programme activity per person for this example you would work out as follows:

£50,000 ÷ 425 participants = £118 per person

	C&YP	Shared community	Safe community	Cultural Expression	DCGRP Total
Total no. of programmes *(linked to the strategic aim)*	8	10	6	12	**36**
Total no. of participants *(sum of participants from all programmes linked to the strategic aim)*	425	320	125	200	**1,070**
Unit cost of programme activity per person	£50,000 ÷ 425 participants =	=40,000/320= £125 per person	=50,000/320= £400 per person	=40,000/200= £200 per person	=180,000/1,070= £168

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(Total programme cost ÷ Total no of participants = unit cost per person)	£118 per person				per person
Total cost of programmes (sum of delivery costs for all programmes linked to the strategic aim)	**£50,000**	£40,000	£50,000	£40,000	**180,000**

Three Year Plan summaries

In appendix 3, you are asked to complete two further indicative summaries of proposed delivery in Year 2 and 3 of your Action Plan, subject to satisfactory evaluation and availability of budget in relation to the Programme.

These are completed in the same fashion as the summary tables for Year 1, only with less detail included. We understand at this stage you cannot be prescriptive in relation to the exact nature of the good relations provision you have planned for Year 2 and 3. At this stage we are looking to get a sense of the strategic plan you have to deliver programmes over a number of years in order to achieve longer term, sustainable differences in good relations over time.

Further guidance

If you have any further questions please contact Julie Carson on
julie.carson@executiveoffice-ni.gov.uk (028 9037 8720) or Neil Lynas on
neil.lynas@executiveoffice-ni.gov.uk (028 9052 0048) to discuss before you return your application.

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ITEM 5

Ards and North Down Borough Council

Report Classification	Unclassified
Council/Committee	Community and Wellbeing
Date of Meeting	09 February 2022
Responsible Director	Director of Community and Wellbeing
Responsible Head of Service	Head of Community and Culture
Date of Report	26 January 2022
File Reference	ART 06/02 22
Legislation	The Local Government Act (NI) 2014
Section 75 Compliant	Yes ☒ No ☐ Other ☐ If other, please add comment below:
Subject	Multi Annual Arts Grants (2022-2024)
Attachments	None

For the years 2022-24 Ards and North Down Borough Council offers arts organisations working within the Borough and/or benefitting the residents of the Borough the opportunity to apply for Multi-Annual Arts Grants funding of up to £5,000 for Core funding costs or £4,000 for programming funding.

Organisations can only apply for one funding stream within the multi-annual programme. This two-year grant gives established organisations the security to plan-ahead and deliver high quality arts activity, key to the vibrancy of our Borough.

The deadline for applications was Friday 14 January 2022 at 12noon. Members of the Arts and Heritage Advisory Panel met virtually on Teams on Wednesday 19 January 2022 to assess the eight applications received: four applications for Core Funding and four applications for Programme funding.

The panel comprised of the following Arts and Heritage Panel Members:

- Hanna Slattne
- Robin Masefield
- Shauna McGowan

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The meeting was facilitated by Arts Officer, Patricia Hamilton and Arts Assistant, Lauren Dawson.

Table 1. Arts and Heritage Panel Recommendations

Name	Funding stream	Requested	Grant to be used for:	Score	Recommended award
Seacourt Print Workshop	Core	£5,000	Grant to support core costs to provide a full programme of arts activity at the print art studios and busy outreach programme.	89%	£4,700
Portico	Core	£5,000	Grant to support the running costs at this arts and heritage centre in Portaferry.	86%	£4,700
Boom! Studios	Core	£5,000	Grant to support the costs for the art studios and outreach programme in Bangor.	69%	£4,700
Bangor Drama Club	Core	£5,000	Grant to support the ongoing running costs for Bangor Drama Clubs venue Studio 1A.	84%	£4,700
Holywood Music Festival	Programming	£4,000	Grant to support the programming of this Festival young people performing in November over eight - ten days.	74%	£3,400
Bangor International Choral Festival	Programming	£4,000	Grant to support programming this four-day Festival in early April annually. Categories include schools, male voice and female choirs, barbershop and open.	75%	£2,400 The application scored well but the recommendation reflects the festival reduction from four days to one day in April 2022 and in line with the budget presented.
Bangor Drama Festival	Programming	£4,000	Grant to support the programming costs for two annual festivals per year – the One-Act festival in November and the Full-Length festival in March.	69%	£3,400

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Valhalla Street Theatre	Programming	£4,000	Grant to support six theatre workshops.	34%	0 The annual programme did not present adequate information and was better suited to the Art Project funding stream.
Total		**£37,000**			**£28,000**

The pass mark was 60% and the total grant budget is £28,000.

RECOMMENDATION

It is recommended that Council approves the recommendations of the scoring panel as detailed in Table 1 contained within this report.

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ITEM 6

Ards and North Down Borough Council

Report Classification	Unclassified
Council/Committee	Community and Wellbeing
Date of Meeting	09 February 2022
Responsible Director	Director of Community and Wellbeing
Responsible Head of Service	Head of Community and Culture
Date of Report	26 January 2022
File Reference	CG 11874
Legislation	The Local Government Act (NI) 2014
Section 75 Compliant	Yes ☒ No ☐ Other ☐ If other, please add comment below:
Subject	Call for views to inform the development of (i) a Domestic and Sexual Abuse Strategy: and (ii) a Strategy to Tackle Violence Against Women and Girls
Attachments	Appendix 1 Consultation Response Document

Background

The Executive Office, the Department of Justice and the Department of Health have together published a Call for Views to inform the development of two new strategies:

(i)   Domestic and Sexual Abuse Strategy, led jointly by the Department of Health and the Department of Justice; and

(ii)   Equally Safe Strategy (a Strategy to tackle Violence Against Women and Girls) led by the Executive Office.

The new Domestic and Sexual Abuse Strategy will adopt an inclusive approach and apply to all victims of domestic and sexual abuse regardless of a person's gender or gender identity. The new strategy is intended to raise awareness, support victims and address offending behaviour.

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Some of the broader initiatives, including those designed to address societal attitudes, beliefs and behaviours that contribute towards violence against women and girls, will be led by the Executive Office under a new Equally Safe Strategy. This Strategy will reach more widely to include unwanted behaviours and other acts and threats of gender-based violence that result in, or may result in physical, sexual or psychological harm or suffering to women, whether occurring in public or in private life, in the physical world or online.

The Call for Views will run from Monday 10 January 2022 until Monday 7 March 2022. Views are sought on issues that could help inform the content, actions and overall direction of these important new strategies and the Departments are particularly interested to hear from those with lived experience, frontline services, academics, researchers and the general public. Information on how to respond is included in the attached consultation letter, with further detail on both strategies available here: New Strategies (justice-ni.gov.uk)

There will be a full public consultation on both strategies in due course.

Council position

Members may recall that in April 2021, the Council resolved as follows:

> "This Council recognises the impact of violence against women and girls. We condemn all forms of abuse.
>
> This Council writes to the Justice Minister, Naomi Long and the Executive Office, calling for the implementation of the Violence Against Women and Girls Strategy for Northern Ireland.
>
> We endorse and promote the Women's Aid petition calling for a Violence Against Women and Girls Strategy to be implemented.
>
> This Council agrees to bring back a report exploring the possibility of developing a financial support fund for women's groups who offer support advice and advocacy across our Borough and forming a task force with the PCSP to identify how we might raise awareness of personal safety protection measures such as safety apps, support organisations and safe places.
>
> We declare our commitment to making our area a safe place for everyone and acknowledge that all residents should feel safe in public places."

Correspondence was issued to the Justice Minister and the Executive Office accordingly, and the First Minister and Deputy First Minister responded in June 2021 to confirm their commitment to the development of a Violence against Women and Girls Strategy.

A report was subsequently presented to the Community and Wellbeing Committee in June 2021 setting out the priority given by the PCSP to tackling domestic abuse (against all genders) and violence against women and girls; the range of funding support provided and training sessions offered by the PCSP to raise awareness of

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the issues and provide support to victims; and the structures already in place across the Borough such as Advocacy workers, the Support Hub and the South Eastern Domestic and Sexual Violence Partnership. Council noted the content of the report and agreed that no further interventions were required at that time, but that officers would ensure that any future opportunities were brought to the attention of Council.

A draft response to the Call for Views has been prepared and is attached at Appendix 1. This response has also been informed by a special meeting of the South-East Domestic Violence Partnership, held on 1st February 2022.

RECOMMENDATION

It is recommended that Council agrees to issue the attached Response Document.

SECTION 2: RESPONSE TO QUESTIONS ON A DOMESTIC AND SEXUAL ABUSE STRATEGY

Question 1: What information can you provide on the scope, scale and prevalence of domestic and sexual abuse in Northern Ireland, supported by relevant data and statistics where available, to help underpin workstreams under the new Domestic and Sexual Abuse Strategy? Please set out your response below

Domestic and sexual abuse is an increasing issue within the Ards and North Down Council area. PSNI statistics are provided to Council via the PCSP on a quarterly basis. These publicly available statistics outline a worrying increase in crimes reported each quarter.

Question 2: Are there specific areas where service provision and support could be further improved, and strengthened, in order to most effectively respond to domestic and sexual abuse? Please set out your response below

Service provision in the Borough was very much struggling to cope with demand prior to the Covid pandemic. During lockdowns the PCSP was made aware through PSNI of an increase in reporting in relation to domestic and sexual violence as people were confined to their homes and children were not at school. North Down and Ards Women's Aid are supported in the Borough via PCSP funding. Regular meetings with staff confirm the statistics provided by PSNI but also tell of the large amount of under reporting which is prevalent in the area. The Men's Advisory Project (MAP)NI have also been in contact with officers to request urgent funding to help cope with the demand in those seeking support and services within the Ards and North Down area.

The local Ards and North Down Home Secure Scheme provides security advice and equipment to those who are the subject to domestic and sexual violence in the Borough. Quarterly reports returned via the PCSP show an increase in incidents and a worrying trend of violence perpetrated by young people against parents, guardians and carers.

An increase in funding for local services, be it directly, or via Council would enable those specialist services to reduce the waiting times for support and help assist the growing numbers of victims seeking support locally.

Question 3: What activity should be undertaken to aid prevention, and provide for early intervention, in order to help reduce the number of people that become victims in the first place? Linked to prevention, and equally important in preventing crimes, is there any evidence that can be provided on abusers, particularly repeat offenders, so that we can gather as much evidence as

possible on both who commits these crimes and what works to help them stop. Please set out your response below

Education and early intervention are important elements to prevent and raise awareness of the growing problem of domestic and sexual abuse.

Increasing schools programmes in the area or raising awareness on abuse as part of the school curriculum could help prevent abuse beginning or increasing.

Campaigns to encourage reporting, educating children and young people on healthy relationships and programmes to change the behaviour of people who may abuse others must all be enhanced in an effort to turn the tide of the increase in domestic and sexual abuse.

Question 4: How best can we take account of the needs of specific groups of victims, including, for example: women; men; LGBTQIA+ individuals; minority ethnic communities; children and young people; older people; and those with a disability? This should include consideration of how the experience of these groups of victims could be improved, including how to overcome any barriers to accessing services and reaching support. Please set out your response below

There are a number of agencies and support services available which cater for the specific groups outlined above. All services require additional funding towards running costs and staffing costs in order to provide a service to all victims.

Question 5: How best can protection and justice be secured, in responding to domestic and sexual abuse, so that we protect those that are affected by abuse, address abusive behaviour to reduce numbers of victims and effectively hold offenders to account for their behaviour? Please set out your response below

Council welcomes the introduction of Advocacy Support workers based in PSNI stations in the area.

While there are a number of helplines available it may be more beneficial to have additional local face to face services in place where those in need can access 24 hour support, when required. This support would in turn help assist victims to report crimes and strive for protection and justice whilst having one to one support locally.

It may be helpful to have a more strategic approach throughout Northern Ireland as to what help and support PCSP's can provide. PCSP's are made aware of the needs via PSNI reporting, but a more strategic response around provision would be welcome to ensure value for money, continuity of provision and that steps to help locally do not duplicate or hinder what it being provided centrally.

Question 6: How best can linkages within the justice system be strengthened in order to most effectively deal with domestic and sexual abuse more widely? Please set out your response below

Linkages with the Justice system can be strengthened through improved communication with PCSPs and local Councils and the implementation of regional solutions.

Question 7: Do you agree with the following proposed workstreams suggested for the new Domestic and Sexual Abuse Strategy? Have you any comments about how best these workstreams can be progressed as well as their content? • Driving change together: Delivering change through joint commitment, leadership and partnership working. • Prevention and early intervention: Early and effective interventions that prevent violence and maximise safety. • Responsive services: Building responsive services to ensure victims get the support they need. • Supporting different needs: Taking account of the needs of specific groups of victims. • Protection and Justice: Effective, supportive, responsive and timely protection across the criminal justice system. Please set out your response below

The proposed workstreams would be welcomed together with action plans and suitable financial support in order for them to continue efficiently.

Question 8: Are there any other key issues, on the specific area of domestic and sexual abuse, which you would like to raise? Please set out your response below

Consideration needs to be given to how best to increase reporting.

Question 9: How best can we engage with, and draw from, the experience of those affected by domestic and sexual abuse going forward? Please set out your response below

Learn from feedback from victims of violence.

SECTION 3: RESPONSE TO QUESTIONS ON EQUALLY SAFE – A STRATEGY TO TACKLE VIOLENCE AGAINST WOMEN AND GIRLS

Question 1: We are inclined to the view that this new Equally Safe Strategy should focus on women and girls. This reflects the different forms of violence and unwanted behaviour against women and its impact within the gendered reality of men's and women's lives. We welcome your views on whether this approach or another approach is more appropriate? Please set out your response below

Local evidence proves that the majority of cases of domestic and sexual violence reported are where women and girls are the victim. We welcome the focus on women and girls at this stage.

Question 2: We would like to hear your views on whether the draft vision set out below, or different words would best catch the ambition of what we want to do. Every woman and girl is safe in our communities, feels safe and can reach their potential. We have a society in which violence against women is not tolerated in any form, in which all victims are supported, and perpetrators are held to account. Please set out your response below

We welcome the vision as outlined above.

Question 3: Do you agree with the draft objectives suggested for the new strategy? Are there any other objectives that should be included? • Understanding the scope and scale of the problem the strategy is seeking to tackle. • Prevention - Early intervention to get upstream of violence. • A co-designed strategy which is delivered in a collaborative manner and is based on local and international evidence. • Responsive services to ensure women and girls are equally safe. Please set out your response below

We welcome the objectives suggested above.

Question 4: What information can you provide on the scope, scale and prevalence of acts or threats of gender based violence (apart from that addressed by the Domestic and Sexual Abuse Strategy) that result in, or are likely to result in physical, sexual or psychological harm or suffering to women and girls? Please set out your response below

We are aware of anecdotal evidence that a stigma still exists in reporting abuse, especially in terms of abuse by a family member ie mothers are reluctant to report abuse by a child, fearing what action will be taken against their child by the judicial system and the impact this will have on their child's future.

Question 5: We want to understand the "unwanted" behaviour or actions (including on-line) that emanate from an attitude to, or perception of, women and girls that lacks respect. What information can you provide on the scope, scale and prevalence of such behaviour? Please set out your response below

Whilst Council would not hold information on the scope and prevalence of such behaviour in the Borough we have been approached by a number of schools in recent months requesting help with the provision of programmes for secondary school aged children in relation to issues taking place online particularly sexting and abuse.

Question 6: We want to understand the root causes of violence against women and girls and would especially welcome learning on intersectional approaches and on what works in promoting behavioural and attitudinal change. Please set out your response below

Council would encourage enhanced education programmes for all schools to allow for age appropriate programmes to be embedded into the education setting to promote and encourage behavioural and attitudinal change from an early age.

Question 7: We want to understand whether there are particular groups of women and girls, including those with specific vulnerabilities, who are more at risk of particular offences or 'unwanted' behaviour or actions. Please set out your response below

All vulnerable women and girls are at risk including those with learning disabilities

Question 8: We want to understand whether there are any aspects of the experience of women and girls who are victims of crime (apart from that addressed by the Domestic and Sexual Abuse Strategy) in the criminal justice system that you would like to draw to our attention. Please set out your response below

Unable to comment

Question 9: We want to understand whether there are any aspects of the treatment of perpetrators of violence against women and girls by the criminal justice system or other public services which reflect good practice, or which could be improved. Please set out your response below

Previous projects provided by the PCSP in relation to early intervention were evaluated at the end of each year and evidence from teachers proved that the programmes were both required and worthwhile.

Question 10: We want to understand whether there are any aspects of the experience of women and girls, or of men and boys, in the community, which you would like to draw to our attention in understanding violence against women and girls and how it can be combatted. Please set out your response below

Ards and North Down Borough Council area has numerous groups which would be willing to host small targeted sessions to enable the Team to gather local evidence from victims. Youth Voice – the local Youth Council, together with groups, particularly those in the CIT areas, would be willing and able to provide responses via a relevant means, if required. Support services would be required to be run in tandem with any consultation sessions.

Unclassified

ITEM 7

Ards and North Down Borough Council

Report Classification	Unclassified
Council/Committee	Community and Wellbeing
Date of Meeting	09 February 2022
Responsible Director	Director of Community and Wellbeing
Responsible Head of Service	Head of Community and Culture
Date of Report	26 January 2022
File Reference	CW87
Legislation	The Local Government Act (NI) 2014
Section 75 Compliant	Yes ☒ No ☐ Other ☐ If other, please add comment below:
Subject	Children and Young People 3 year Delivery Plan 2021-2024
Attachments	Appendix - Consultation response

The Northern Ireland Executive approved the Children and Young People's Strategy (CYPS) on 10 December 2020 and this was published in January 2022. The Strategy sets out proposals to improve the well-being of children and young people via the following eight outcomes:-

➢ Physical and mental health
➢ Enjoyment of play and leisure
➢ Learning and achievement
➢ Living in safety and with stability
➢ Economic and environmental well-being
➢ Making a positive contribution to society
➢ Living in a society which respects their rights
➢ Living in a society in which equality of opportunity and good relations are promoted

Unclassified

The Executive also committed that proposed outcomes would be underpinned by 'Delivery Plans' containing the actions being taken to deliver the outcomes. The CYPS Delivery Plan 2021 – 2024 (the 'Delivery Plan'), has been created in partnership with all NICS Departments to set out the actions being taken to achieve the eight CYPS outcomes to improve children and young people's well-being in Northern Ireland.

The online consultation on the CYPS Delivery Plan 2021 – 2024 can be found at: https://consultations.nidirect.gov.uk/de/children-and-young-people-s-strategy-initial-3-yea/

This consultation is open until 9 March 2022. Officers in the limited time available to them have drafted a consultation response using the extensive response questionnaire which is attached for Members to consider as the Council's reply to this consultation.

RECOMMENDATION

It is recommended that Council responds to the CYPS consultation as detailed in the appendix to this report.

Children and Young People's Strategy

Consultation Questionnaire

This questionnaire aims to provide you with an opportunity to comment on the development of the new Children and Young People's Strategy. It has intended that through this document you will have an opportunity to put forward your views to help inform this Strategy. **This questionnaire should be completed in association with the consultation document** available on the Department of Education website.

Copies of the consultation document and the response form can be downloaded from the Department's website at *https://www.education-ni.gov.uk/consultations/children_and_ youngpeoples_strategy_2017_2027*

Comments on the Strategy can be made online at the DE website, sent by email or posted to the address below. The deadline for responses is **5.00 pm on Monday 27 February 2017**.

By email: *cyps.consultation@education-ni.gov.uk*

By writing to: Children and Young People's Strategy Team
                Room 6.14
                Department of Education
                Rathgael House
                43 Balloo Road
                Rathgill
                BANGOR BT19 7PR

Please note that all responses will be treated as public, and may be published on the Department of Education website. If you do not want your response to be used in this way, or if you prefer for it to be used anonymously, please indicate this when responding (see Statement of Confidentiality and Access to Information at the end of this questionnaire).

Children and Young People's Strategy
Consultation Questionnaire

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About You

I am responding...

☐ As an individual

☑ On behalf of an organisation

Details of Organisation

Your name	
Organisation name	Ards and North Down Borough Council
Organisation address	Town Hall
The Castle
Bangor
BT20 4BT

The Proposed Aim of the Strategy

The proposed Aim of the Executive's Children and Young People's Strategy is:

*"To work together to improve the well-being of all children and young people
in Northern Ireland - delivering positive long-lasting outcomes."*

Please tell us to what extent you agree with the Aim as outlined above?

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comments below you have relating to the aim:

Proposed Key Principles

The consultation document proposes key principles that the Strategy and its delivery will be guided by. These key principles are listed below:

- Participation

- Partnership

- Co-design

- Evidence-informed

- Focused on early intervention

- Age-appropriate actions

- Rights-based

- Subject to review

Please indicate to what extent you agree with the key principles:

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comments you may have relating to the key principles, including details of any you would add, change or remove:

Participation should be encourged from areas of deporivation and under represented groups

Proposed New Structures

The consultation document proposes that new structures will be established, and existing structures utilised, to oversee the delivery of the Strategy. These structures are:

- Ministerial led Sub-Committee for Children and Young People

- Children and Young People's Strategy Group

- Stakeholder forum

- Children and Young People's Strategy Partnership (CYPSP)

- Ongoing engagement with children and young people

- Ongoing engagement with parents and guardians

- Accessing relevant research from academia

Please indicate to what extent you agree with the proposed structures:

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comments you may have relating to the structures:

Local structure should also be involved such as Ards and North Down Youth Voice and the Local Area Group, facilated by the Youth Service

Proposed Outcomes to Improve Well-being

To improve well-being, the consultation document outlines <u>8 proposed outcomes</u> we want for our children and young people, these are:

- Children and young people are physically and mentally healthy.

- Children and young people enjoy play and leisure.

- Children and young people learn and achieve.

- Children and young people live in safety and stability.

- Children and young people experience economic and environmental well-being.

- Children and young people make a positive contribution to society.

- Children and young people live in a society which respects their rights.

- Children and young people live in a society in which equality of opportunity and good relations are promoted.

For each outcome, you are asked to consider the following:

- Based on evidence, where is the greatest effort needed?

- How do we know if we are achieving the outcome? (Proposed Indicators)

OUTCOME: CHILDREN AND YOUNG PEOPLE ARE PHYSICALLY AND MENTALLY HEALTHY

Based on evidence, where is the greatest effort needed?

Within the 'physically and mentally healthy' outcome, the areas below have been identified as requiring the greatest effort. Please tell us to what extent you agree with each.

1. **Infants:** By establishing good health habits in the home from an early age the foundations for achieving this outcome will be established.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☑ *Strongly Agree* ☐ *Agree* ☐ *Neither Agree nor Disagree* ☐ *Disagree* ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed area:

2. **Children and young people with mental health problems:** Concerns relate to depression and anxiety, eating disorders, drug and alcohol related problems and increased levels of self-harm.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

3. **Children and young people with a disability and/or complex health needs, including life limiting conditions:** We must ensure that disabilities are not a barrier to the realisation of this or other outcomes for these children and young people.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

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4. **Children and young people living in areas of deprivation:** Health outcomes for our children and young people can be significantly affected by where they live and whether their family experiences poverty.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

OUTCOME: CHILDREN AND YOUNG PEOPLE ARE PHYSICALLY AND MENTALLY HEALTHY

How do we know if we are achieving the outcome? (Proposed Indicators)

Based on the issues identified and the data currently available, the proposed headline indicators identified for the 'physically and mentally healthy' outcome are outlined below. Please tell us to what extent you agree with each indicator:

1. **Childhood obesity:** Percentage of Primary 1/Year 8 children who are obese - including breakdown by deprivation quintiles to examine the impact of deprivation.

Please tell us to what extent you agree with this headline indicator?

☐ Strongly Agree ☑ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed indicator:

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2. **Low birth weight:** The proportion of babies born at a low birth weight.

Please tell us to what extent you agree with this headline indicator?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

3. **Mental health and emotional well-being:** Percentage of children and young people with GHQ12 scores less than or equal to 4 - signifying possible mental health problem (GHQ12 is a screening device for identifying minor psychiatric disorders).

Please tell us to what extent you agree with this headline indicator?

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

Please provide any other comments you have in relation to the 'physically and mentally healthy' outcome:

OUTCOME: CHILDREN AND YOUNG PEOPLE ENJOY PLAY AND LEISURE

Based on evidence, where is the greatest effort needed?

Within the 'enjoy play and leisure' outcome, the areas below have been identified as requiring the greatest effort. Please tell us to what extent you agree with each.

1.   **Early Years:** Play and leisure needs to be encouraged and supported from birth.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed area:

2.   **Children and young people with a disability:** Children with a disability, and their families, require additional support for play and leisure activities.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

3.   **Children and young people in poverty:** Children from less affluent backgrounds are much less likely to participate in structured play, cultural or arts-based activities

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

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4.   **Young People:** It is important that teenagers are given the freedom, time and space to enjoy self-directed play and leisure time.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed area:

OUTCOME: CHILDREN AND YOUNG PEOPLE ENJOY PLAY AND LEISURE

How do we know if we are achieving the outcome? (Proposed Indicators)

Based on the issues identified and the data currently available, the proposed headline indicator identified for the 'enjoy play and leisure' outcome is outlined below. It is intended that additional indicators will be identified through the Data Development Agenda. Please tell us to what extent you agree with the indicator:

Enjoyment of Play and Leisure: The enjoyment experienced by children and young people as they play in their homes, their communities, their schools and their local play facilities.

Please tell us to what extent you agree with this headline indicator?

☑ Strongly Agree   ☐ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed indicator:

Please provide any other comments you have in relation to the 'enjoy play and leisure' outcome:

OUTCOME: CHILDREN AND YOUNG PEOPLE LEARN AND ACHIEVE

Based on evidence, where is the greatest effort needed?

Within the 'learn and achieve' outcome, the areas below have been identified as requiring the greatest effort. Please tell us to what extent you agree with each.

1. **Pupils entitled to free school meals:** It is important that our most disadvantaged learners are given particular focus and evidence clearly demonstrates that social disadvantage has the greatest single impact on attainment.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed area:

2. **Children and young people with Special Educational Needs (SEN):** Work needs to continue to ensure that all pupils with learning difficulties receive a high quality education and fulfil their potential.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

3. **Care experienced children and young people:** Children and young people leaving care are at a greater risk of not transitioning to employment, education or training. It is important that they are supported during their education and as they transition out of education and out of care, to ensure they experience positive outcomes.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

4. **Newcomer, Traveller and Roma children and young people:** There is a clear and demonstrable attainment gap for children and young people who are newcomers to Northern Ireland, from the Traveller or Roma communities.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

5. **Children and young people in custody:** These young people should receive education provision to the same standards, under the same legal basis, as any other young person.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

OUTCOME: CHILDREN AND YOUNG PEOPLE LEARN AND ACHIEVE

How do we know if we are achieving the outcome? (Proposed Indicators)

Based on the issues identified and the data currently available, the proposed headline indicators identified for the 'learn and achieve' outcome are outlined below. Please tell us to what extent you agree with each indicator:

1. **Child Development:** Percentage of children who are at the appropriate stage of development in their immediate pre-school year.

Please tell us to what extent you agree with this headline indicator?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed area:

2. **Educational Attainment:** Percentage of school leavers achieving level 2 qualifications ~ five+ GCSEs at A*-C or equivalent, including GCSE English and Maths (including equivalent level 2 qualifications eg BTEC level 2 certificates/diplomas).

Please tell us to what extent you agree with this headline indicator?

☑ Strongly Agree   ☐ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

3. **Educational Inequality:** Gap between percentage of non-FSME (Free School Meal Entitled) school leavers and percentage of FSME school leavers achieving level 2 qualifications ~ five+ GCSEs at A*-C or equivalent, including GCSE English and Maths (including equivalent level 2 qualifications eg BTEC level 2 certificates/diplomas).

Please tell us to what extent you agree with this headline indicator?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

Please provide any other comments you have in relation to the 'learn and achieve' outcome:

OUTCOME: CHILDREN AND YOUNG PEOPLE LIVE IN SAFETY AND STABILITY

Based on evidence, where is the greatest effort needed?

Within the 'live in safety and stability' outcome, the areas below have been identified as requiring the greatest effort. Please tell us to what extent you agree with each.

1. **Youth homelessness:** A young person cannot feel safe or live with any stability if they do not have a place they can call home.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

2.   **Looked After Children:** Looked after children may have experienced living conditions which are unsafe and unstable – leading to them leaving their family home and living in care. Therefore, it is important that whilst in care they are given the safety and stability which they were previously denied.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

3.   **Internet Safety:** Children and young people, and their parents, should be supported to develop the skills and knowledge necessary to stay safe online and on how to respond when subject to online abuse.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

4. **Children and young people under the threat of paramilitary intimidation:** This was raised consistently during co-design as an area of concern for young people – paramilitary intimidation can lead to feelings of instability and insecurity, causing the young person distress and leaving them isolated from family, friends and community.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☑ *Strongly Agree* ☐ *Agree* ☐ *Neither Agree nor Disagree* ☐ *Disagree* ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

5. **Children experiencing neglect or domestic violence:** Neglect or domestic violence can affect any child and/or young person. The impact of such abuse on children and young people can be significant and longlasting.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ *Strongly Agree* ☑ *Agree* ☐ *Neither Agree nor Disagree* ☐ *Disagree* ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

6. **Children and young people in contact with the youth justice system:** We must work to ensure that children and young people who come into contact with the youth justice system – including the children of prisoners – are not destined to have poorer life chances.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed indicator:

7. **Family Breakdown:** Children and young people have a right to preserve their family relations and a right to maintain direct contact with both parents on a regular basis, if that is in their best interests. We must ensure that those rights are respected and help parents to work through their difficulties in a way that does not cause additional stress and harm.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed indicator:

OUTCOME: CHILDREN AND YOUNG PEOPLE LIVE IN SAFETY AND STABILITY

How do we know if we are achieving the outcome? (Proposed Indicators)

Based on the issues identified and the data currently available, the proposed headline indicators identified for the 'live in safety and stability' outcome are outlined below. Please tell us to what extent you agree with each indicator:

1.   **Youth homelessness:** Number of 16/17 year olds presenting as homeless.

Please tell us to what extent you agree with this headline indicator?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed indicator:

2. **First time entrants into the criminal justice system:** Number of first time entrants into the criminal justice system.

Please tell us to what extent you agree with this headline indicator?

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

3. **Victims of crime:** Number of young people who are victims of crime.

Please tell us to what extent you agree with this headline indicator?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

CHILDREN AND YOUNG PEOPLE LIVE IN SAFETY AND STABILITY

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4.   **Child contact order:** Number of repeat applications made.

Please tell us to what extent you agree with this headline indicator?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

Please provide any other comments you have in relation to the 'live in safety and stability' outcome:

OUTCOME: CHILDREN AND YOUNG PEOPLE EXPERIENCE ECONOMIC AND ENVIRONMENTAL WELL-BEING

Based on evidence, where is the greatest effort needed?

Within the 'economic and environmental well-being' outcome, the areas below have been identified as requiring the greatest effort. Please tell us to what extent you agree with each.

1.   **Families experiencing poverty:** By helping families living in poverty, children and young people affected can experience a range of better outcomes.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

2.   **Children and young people in need of education, employment or training:** Children and young people should have opportunities to develop appropriate skills so they can become economically active, find a gainful employment and avoid poverty.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed area:

3.   **Rural young people:** Children and young people living in rural areas often face additional challenges in the area of economic well-being. There may be fewer employment opportunities and they may have to travel further to access education, training or employment.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed area:

OUTCOME: CHILDREN AND YOUNG PEOPLE EXPERIENCE ECONOMIC AND ENVIRONMENTAL WELL-BEING

How do we know if we are achieving the outcome? (Proposed Indicators)

Based on the issues identified and the data currently available, the proposed headline indicators identified for the 'experience economic and environmental well-being' outcome are outline below. Please tell us to what extent you agree with each indicator:

1.   **Child Poverty:** Percentage of children living in absolute poverty before housing costs.

Please tell us to what extent you agree with this headline indicator?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

2. **Number of young people not in education, employment or training:** Number of 16-24 year olds not in education, employment or training.

Please tell us to what extent you agree with this headline indicator?

☑ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed indicator:

Please provide any other comments you have in relation to the 'experience economic and environmental well-being' outcome:

OUTCOME: CHILDREN AND YOUNG PEOPLE MAKE A POSITIVE CONTRIBUTION TO SOCIETY

Based on evidence, where is the greatest effort needed?

Within the 'positive contribution to society' outcome, the areas below have been identified as requiring the greatest effort. Please tell us to what extent you agree with each.

1. **Youth Work (youth organisations and groups:** Youth work (through youth organisations and groups) seeks to enable every young person to achieve their full potential, and to particularly support young people who may have experienced challenges in their early life. It is essential that the Strategy can be flexible and accommodate vulnerable young people in the 18-25 age bracket (aligning with the Priorities for Youth).

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☑ Strongly Agree   ☐ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

2. **"Seldom heard voices" of young people:** Participation should be for all children and young people and mechanisms should be put in place to facilitate and actively seek out the voice of young people who are seldom heard.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

OUTCOME: CHILDREN AND YOUNG PEOPLE MAKE A POSITIVE CONTRIBUTION TO SOCIETY

How do we know if we are achieving the outcome? (Proposed Indicators)

Based on the issues identified and the data currently available, the proposed headline indicators identified for the 'positive contribution to society' outcome are outline below. Please tell us to what extent you agree with each indicator:

1.   **Participation:** Frequency of participation in voluntary and community work.

Please tell us to what extent you agree with this headline indicator?

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

2. **Self-efficacy:** Measure the confidence and capability of young people through self-efficacy.

Please tell us to what extent you agree with this headline indicator?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

Please provide any other comments you have in relation to the 'make a positive contribution to society' outcome:

OUTCOME: LIVE IN A SOCIETY WHICH RESPECT THEIR RIGHTS

Based on evidence, where is the greatest effort needed?

Within the 'live in a society which respects their rights' outcome, the areas below have been identified as requiring the greatest effort. Please tell us to what extent you agree with each.

1. **Children acting as carers:** Children acting as carers are at risk of missing out on their childhood.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☐ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

2.   **Children and young people who suffer from racism:** Children and young people can find themselves subject to direct or indirect discrimination or racism. It is important that these children and young people are aware of their rights and what support they are entitled to – they require extra protection to prevent negative experiences resulting in negative outcomes.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed area:

3.   **Children and young people who are Lesbian, Gay or Bisexual (LGB):** Lesbian, gay or bisexual young people feel that their rights and awareness or their issues are largely ignored in their education, communities and wider society.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed area:

4. **Children and young people who identify as Transgender:** Services need to be flexible in dealing with children and young people who identify as transgender and ensure they do not face discrimination, of any sort, based on their identity.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree ☑ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

5. **Children and young people who speak a different language:** Where possible, services should be provided in a range of languages to cater for all children and young people.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree ☑ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

6. **Children and young people who seek to practice their faith:** Children and young people who seek to live out their faith in daily life are at risk of not having their fundamental rights respected. This also applies to those children and young people who have no faith and who class themselves as atheist or humanist.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed area:

OUTCOME: LIVE IN A SOCIETY WHICH RESPECT THEIR RIGHTS

How do we know if we are achieving the outcome? (Proposed Indicators)

Based on the issues identified and the data currently available, the proposed headline indicators identified for the 'live in a society which respects their rights' outcome are outline below. Please tell us to what extent you agree with each indicator:

1. **Understanding of the UNCRC:** Percentage of young people who have heard of the UNCRC and percentage of adults who have heard of the UNCRC.

Please tell us to what extent you agree with this headline indicator?

☐ *Strongly Agree*   ☑ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

2.   **Respect for views:** Percentage of young people who feel they have a chance to give their views about the issues that affect them.

Please tell us to what extent you agree with this headline indicator?

☑ Strongly Agree   ☐ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed indicator:

3.   **Negative stereotyping:** Percentage of young people who feel the media represents young people fairly.

Please tell us to what extent you agree with this headline indicator?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed indicator:

Please provide any other comments you have in relation to the 'live in a society which respects their rights' outcome:

OUTCOME: LIVE IN A SOCIETY IN WHICH EQUALITY OF OPPORTUNITY AND GOOD RELATIONS ARE PROMOTED

Based on evidence, where is the greatest effort needed?

Within the 'live in a society in which equality of opportunity and good relations are promoted' outcome, the areas below have been identified as requiring the greatest effort. Please tell us to what extent you agree with each.

1. **Children and young people most likely to experience inequality (S75):** Section 75 of the Northern Ireland Act 1998 lists groups of people that require equality of opportunity. These groups include children and young people. Children and young people with different religious beliefs, political opinions, racial group, sexual orientation, gender, disability etc should all be treated fairly and equally. In addition, children and young people should not feel they are treated unfairly due to their age and negative perceptions of young people should be tackled.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☑ Strongly Agree ☐ Agree ☐ Neither Agree nor Disagree ☐ Disagree ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

2. **Children and young people living in interface areas:** Children and young people who experience the legacy of the conflict more keenly and who live in communities with more entrenched attitudes, need greater support to realise the outcome of improved attitudes.

Please tell us to what extent you agree that this area is one where the greatest effort is required?

☐ Strongly Agree   ☑ Agree   ☐ Neither Agree nor Disagree   ☐ Disagree   ☐ Strongly Disagree

Please provide any comment you may have relating to the above proposed area:

OUTCOME: LIVE IN A SOCIETY IN WHICH EQUALITY OF OPPORTUNITY AND GOOD
RELATIONS ARE PROMOTED

How do we know if we are achieving the outcome? (Proposed Indicators)

Based on the issues identified and the data currently available, the proposed headline
indicators identified for the 'live in a society which equality of opportunity and good
relations are promoted' outcome are outline below. Please tell us to what extent you agree
with each indicator:

1. **Attitudes towards others:** Percentage who are favourable towards Catholics, Protestants
    and Minority Ethnic Groups.

Please tell us to what extent you agree with this headline indicator?

☑ *Strongly Agree*   ☐ *Agree*   ☐ *Neither Agree nor Disagree*   ☐ *Disagree*   ☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

2. **Engagement between young people of different community backgrounds:** Percentage of young people who regularly socialise or play sport with people from a different religious community.

Please tell us to what extent you agree with this headline indicator?

☐ *Strongly Agree*　☑ *Agree*　☐ *Neither Agree nor Disagree*　☐ *Disagree*　☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

3. **Shared spaces:** Percentage of young people who think that leisure centres, parks, libraries and shopping centres in their area are 'shared and open' to both Protestants and Catholics.

Please tell us to what extent you agree with this headline indicator?

☐ *Strongly Agree*　☑ *Agree*　☐ *Neither Agree nor Disagree*　☐ *Disagree*　☐ *Strongly Disagree*

Please provide any comment you may have relating to the above proposed indicator:

Please provide any other comments you have in relation to the 'live in a society in which equality of opportunity and good relations are promoted' outcome:

Additional Comments

Please provide any other comments you have in relation to the Children and Young People's Strategy:

All of the outcomes and indicators detailed in this consultation document are relevant and important. Those not prioritised in the incoming year should be prioritised in subsquent years.

IF YOU ARE RESPONDING AS AN INDIVIDUAL

1.   Your Details:

Name

Address

City/Town

Postcode

Email Address

Phone Number

2.   Are you.....?

- ⭕ Male
- ⭕ Female

3.   What is your age?

- ⭕ 0-15
- ⭕ 16-19
- ⭕ 20-24
- ⭕ 25-34
- ⭕ 35-49
- ⭕ 50-64
- ⭕ 65+

4.   Are you.....?

- ⭕ Single, that is never married
- ⭕ Married and living with husband/wife
- ⭕ Living as married with a partner
- ⭕ Married and separated from husband/wife
- ⭕ Divorced
- ⭕ Widowed
- ⭕ Civil Partner in a legally recognised Civil Partnership and living with civil partner
- ⭕ In Civil Partnership - separated
- ⭕ In Civil Partnership - legally dissolved
- ⭕ In Civil Partnership - partner since died
- ⭕ Other *(please specify)*

5. Are you.....?

- ◯ Heterosexual
- ◯ Bisexual
- ◯ Gay
- ◯ Lesbian
- ◯ Other *(please specify)*

_____

6. What is your country of birth?

- ◯ Northern Ireland
- ◯ England
- ◯ Wales
- ◯ Scotland
- ◯ Republic of Ireland
- ◯ Elsewhere *(please write the name of the country)*

_____

7. What is your ethnicity?

- ◯ White
- ◯ Chinese
- ◯ Irish Traveller
- ◯ Indian
- ◯ Pakistani
- ◯ Bangladeshi
- ◯ Black Caribbean
- ◯ Black African
- ◯ Black Other
- ◯ Other *(please specify)*

_____

8. What is your religion?

- ◯ No religion
- ◯ Catholic
- ◯ Presbyterian
- ◯ Church of Ireland
- ◯ Methodist
- ◯ Baptist
- ◯ Free Presbyterian
- ◯ Brethren
- ◯ Protestant - not specified
- ◯ Christian - not specified
- ◯ Buddhist
- ◯ Hindu
- ◯ Jewish
- ◯ Muslim
- ◯ Sikh
- ◯ Any other religion *(please specify)*

_____

9. Do you have any dependants in your care
(Please select all that apply)

- ◯ Child/Children
- ◯ Elderly Relative
- ◯ Sick or Infirm Relative
- ◯ Disabled Relative
- ◯ None
- ◯ Other *(please specify)*

_____

10. **The Equality Act (2010)** defines disability as a physical or mental impairment that has a 'substantial' and 'long-term' (more than 12 months) negative effect on your ability to do normal daily activities. Under this definition, do you consider yourself to have a disability?

⬜ Yes

⬜ No

EQUALITY IMPACT

Any strategy is likely to have impacts beyond the specific areas and issues it may be targeting. We would welcome views on how delivering a Children and Young People's Strategy may affect other groups in society.

Please describe any effect you think the delivery of a Children and Young People's Strategy may have on the nine groups contained within Section 75 of the Northern Ireland Act.

	Strongly Positive	Mainly Positive No Effect	Mainly Negative	Strongly Negative
Religious beliefs	✔	○	○	○
Political opinion	✔	○	○	○
Racial groups	✔	○	○	○
Age	✔	○	○	○
Marital status	✔	○	○	○
Sexual orientation	✔	○	○	○
Gender	✔	○	○	○
Persons with a disability and persons without	✔	○	○	○
Persons with dependants and persons without	✔	○	○	○

Please provide further detail as to why you feel the Strategy will have negative/positive effects.

Confidentiality and Access
to Information Legislation

Information provided in response to this consultation, including personal information, may be published or disclosed in accordance with access to information legislation: these are chiefly the Freedom of Information Act 2000 (FOIA), the Data Protection Act 1998 (DPA) and the Environmental Information Regulations 2004 (EIR).

If you want the information that you provide to be treated as confidential, please be aware that, under the FOIA, there is a statutory Code of Practice (section 45) with which public authorities must comply and which deals, amongst other things, with obligations of confidence. In view of this, it would be helpful if you could explain to us why you regard the information you have provided as confidential. If we receive a request for disclosure of the information, we will take full account of your explanation, but we cannot give an assurance that confidentiality can be maintained in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the Department of Education.

For further information about confidentiality of responses please contact the Information Commissioner's Office on 028 9026 9380 or email *ni@ico.gsi.gov.uk* (or see their *website*).

Please tick the box below if you wish your response to be treated as anonymous.

☐ *I want my response to be treated as anonymous*

Thank You

That completes the survey - thank you for your valuable input into this consultation.

Unclassified

ITEM 8

Ards and North Down Borough Council

Report Classification	Unclassified
Council/Committee	Community and Wellbeing
Date of Meeting	09 February 2022
Responsible Director	Director of Community and Wellbeing
Responsible Head of Service	Head of Leisure Services
Date of Report	10 January 2022
File Reference	SD109
Legislation	Recreation and Youth services Order (1986)
Section 75 Compliant	Yes ☒　　　No ☐　　　Other ☐ If other, please add comment below:
Subject	Ards and North Down Sports Forum Grants
Attachments	Appendix 1 Successful Applications Appendix 2 Unsuccessful Applications

Members will be aware that on the 26th of August 2015 Council delegated authority to the Ards and North Down Sports Forum, in order to allow it to administer sports grants funding on behalf of the Council. £35,000 had been allocated within the 2021/2022 revenue budget for this purpose.

The Council further authorised the Forum under delegated powers to award grants of up to £250. Grants above £250 still require Council approval. In addition, the Council requested that regular updates are reported to members.

During December 2021, the Forum received a total of 4 grant applications; 3 of which were for Equipment and 1 of which was for a Goldcard. A summary of the **3** successful applications are detailed in the attached Appendix 1 Successful Applications.

A total of **1** of the applications failed to meet the specified criteria. The reasons for the unsuccessful applications are detailed on the attached Appendix 2 Unsuccessful Applications

Unclassified

For information, the annual budget and spend to date on grant categories is as follows:

	Annual Budget	Funding Awarded December 2021	Remaining Budget
Anniversary	£1,000	£0	£1,000
Coaching	£3,000	£0	£1,399.25
Equipment	£9,000	*£2,203	£1771.00
Events	£6,000	£0	£3,558
Seeding	£500	£0	£58.57
Travel and Accommodation	£14,500	£0	£12,372.82
Discretionary	£1,000	£0	£500
Goldcards proposed during the period December 2021 is 0.			

*The proposed remaining budget for Equipment of **£1,771** is based on a proposed award of **£2,203** as outlined in Appendix 1(Equipment – for Approval/Noting).

RECOMMENDATION

It is recommended that Council approves the attached applications for financial assistance for sporting purposes valued at above £250, and that the applications approved by the forum (valued at below £250) are noted.

Appendix1 – Successful Applications

Successful Equipment Applications - for Approving					January	2021/22	
Applicant	Type	Equipment	Benefit	Cost	Requested	Proposed	Notes
Ballygalget GAC	High Performance Equipment	A high performance video recorder to aid with video anaylsis and team performance analysis will be purchased. This will enable the Club to improve the performance of all their teams as they can record and analyse individual and team performance.	All junior and adult teams in hurling and camogie, will have their games recorded and analysed, to identify areas of strength and improvement. This will lead to raising standards throughout the Club and increases chances of success in competitions.	Panasonic HC - X1500 Camcorder £1,207.50 + £241.50 VAT = £1,449.00	£1,000.00	£1,000.00	Propose £1000 "subject to": receipt of valid Public Liability Insurance (certificate expired 31 Oct 21). Also, nothing in Safeguarding Policy regarding use of Recording Devices, this MUST be included.
Holywood Cricket Club	Physical Literacy	Ball Machine to send balls to players, who primarily will be batting, repeated times. Provide quality and repeatable opportunities to hit same ball multiple times, and develop muscle memory of a particular shot type. Already have one machine.	Grooving a shot type by developing muscle memory means that the shot technique is more consistent, more correct and will lead to higher quality outcomes and a greater chance of winning match.	£1,149.96 + £229.99 VAT = £1,379.95	£1,000.00	£1,000.00	Requested £1,000 funding towards a Lobster Elite 1 Tennis Ball Machine. Propose £1,000, "subject to" receipt of signed and dated Constitution, Equality & Safeguarding Policy.
				Total Proposed		**£2,000.00**	

Appendix1 – Successful Applications

Successful Equipment Applications - for Noting

January   2021/22

Applicant	Type	Equipment	Benefit	Cost	Requested	Proposed	Notes
Belfast Kayak Club	Training Equipment	7 Spraydecks, 8 Buoyancy Aids & 10 Helmets. There has been a very big increase in the number of people wanting to try sea paddling since first 'lockdown'.	A Buoyancy Aid greatly aids the flotation of an individual who is in the water by accident or training, a Spraydeck reduces the amount of water entering the cockpit and a Helmet protects against head injury from other paddles or rocks.	7 Spraydecks Palm Derwent N5 Black £203.00 + 10 Helmets AP2000 White £350.00 + 8 Buoyancy Aids Palm Universal Red £432 = £985.00	£985.00	£203.00	Forum agreed Buoyancy Aids & Helmets were deemed "Fundamental", propose £203 towards Spraydecks. Club will be advised to reapply as Event Grant next year, following guideline review

Total Proposed   **£203.00**

Appendix2 - Unsuccessful Applications Report

January | 2021/22

07 January 2022

Applicant	Application	Request	Evidence Required	Explanation
Brittany Hogan	Goldcard	Brittany applied for a Goldcard to assist with her training for two upcoming events: Rugby World Series Sevens on 14th January 22 & World Cup in Capetown in July 22.	Our guidelines require a specific selection letter to be submitted with the application. Our guidelines also state that the applicant must "Not be in receipt of lottery or any other grant that would cover the facility element of training costs". Brittany has stated she receives €1,400 per month from IRFU plus an additional €500 per World Series	Brittany did not provide the required selection letter, she did submit a selection letter for an event which took place last November. The IRFU have confirmed that their funding goes towards training & playing costs. We are therefre unable to award on that basis.

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ITEM 9

Ards and North Down Borough Council

Report Classification	Unclassified
Council/Committee	Community and Wellbeing Committee
Date of Meeting	09 February 2022
Responsible Director	Director of Community and Wellbeing
Responsible Head of Service	Head of Leisure Services
Date of Report	24 January 2022
File Reference	SD110C Part 1
Legislation	
Section 75 Compliant	Yes ☐ No ☐ Not Applicable ☒
Subject	Ards and North Down Borough Council Sports Awards for 2021
Attachments	None

Members will be aware that the Ards and North Down Borough Council Sports Awards have been delivered now on an annual basis for several years.

The aim of the Awards Ceremony is to recognise, promote and reward local sporting achievement of teams and individuals across the Ards and North Down Borough each year. Nominations are sought from schools, sports clubs, individuals, and members of the public to nominate their sporting stars for that particular year.

Members will recall the 2020 Sports Awards were not able to take place due to the Covid-19 pandemic and the restrictions that were in place at the time.

Officers are proposing to deliver the 2021 Sports Awards Annual Event on Friday 11th March 2022 at the Strangford Arms Hotel, Newtownards. Due to current Covid-19 guidance, and advice from Council's Emergency Planning, it is being proposed to deliver a smaller Sports Awards event this year.

All nominees/shortlisted candidates will be recognised however only the winners will be invited to the actual event this year. To keep the event at a smaller manageable number in terms of Covid, it is proposed that the guest list would include category

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winners plus guest, event sponsors, Community and Wellbeing Committee, Sports Forum Working Group and Council Officers.

It is also proposed to recognise the sporting achievements of our Olympian/ Paralympic athletes who represented the Borough at the recent Tokyo Games and therefore an invite to the Sports Awards event will be extended to these athletes also.

RECOMMENDATION

It is recommended that the Council notes this report and the proposed approach to the 2021 Sports Awards Event.