



**BALLYMONEY**

BOROUGH COUNCIL

***“To deliver an effective Good Relations programme which enables the people of Ballymoney Borough to develop a positive shared future.”***

*Mission Statement of Ballymoney Borough Council's Good Relations Strategy 2009 - 2011*

**Ballymoney Borough Council  
Good Relations Strategy & Action Plan  
2009 – 2011**

May 2009

## Contents


Acknowledgements	3
Foreword by Community Relations Unit (OFMDFM)	4
Introduction to Ballymoney Borough Council	5
What is Good Relations?	7
Developing the 2009-11 Good Relations Strategy	13
• The Audit and Consultation Process	13
• Socio Economic Profile of Ballymoney Council area	13
• The Strategic Fit and Policy Context	23
• Summary of issues arising from public consultation event	27
• Summary of issues arising from consultation with Heads of Service	30
• Summary of issues arising from Members' Meetings in March 2009	33
Ballymoney Borough Council's Good Relations Strategy 2009-11	34
• Mission Statement of Ballymoney Council's Good Relations Strategy	34
• Strategic Priorities – Results of Audit	34
• Action Plan Aims and Objectives	41
• Links with Main External Strategies	43
Good Relations Action Plan 2009-11	46
Budget for Good Relations Action Plan 2009-11	68
NE Peace III Complementarity	69
Appendices	
• Appendix 1: List of Elected Members and Senior Staff consulted	74
• Attendees at Heads of Service Meeting 4 <sup>th</sup> February 2009	74
• Appendix 2: Attendees at Public Consultation Evening on 12 <sup>th</sup> February	75
• Appendix 3: Worksheets for Public Meeting 12 <sup>th</sup> February 09	76
• Appendix 4: Worksheets for Heads of Service Meeting 4 <sup>th</sup> February 09	78
Contact details for the Good Relations Officer	80

## **Acknowledgements**

Ballymoney Borough Council would like to thank all of the local organisations, agencies and individuals who have contributed their views, knowledge and expertise to producing this strategy. In particular, Council would wish to thank all those who attended focus groups and meetings in regard to the development of the strategy. We value and appreciate the input of all those who participated.

Your experiences and insights have broadened the Council's understanding of Good Relations in the Borough and have greatly enriched the resulting strategy.

Finally, the Council acknowledges the commitment shown by many organisations to delivering Good Relations in the area and looks forward to continuing to work with local groups and agencies for the benefit of the Ballymoney Borough.



---

Cllr John Finlay  
Mayor



---

Mr. John Dempsey  
Chief Executive

## **Foreword by the Community Relations Unit (OFMDFM)**

Conflict and violence between and within communities in Northern Ireland has left a profound legacy. It is clear that movement from relationships, which had been based on mistrust and defence to required relationships to be rooted in mutual recognition, tolerance and respect. We are creating a Northern Ireland that is peaceful, inclusive, prosperous, and stable, a society that is founded on partnership, equality and greater sharing. In order for that transformation to be sustained and to become part of the fabric of daily life we need to continue to create dialogues to encourage communication, tolerance and trust across Northern Ireland, dialogues that seek to resolve issues which have given rise to division.

While actions that promote good relations and good race relations in Northern Ireland are driven forward by central government through the Programme for Government under the cross-cutting theme of building a shared and better future, transformation of local communities requires action at a local level.

The Good Relations and Reconciliation Division in the Office of the First Minister and Deputy First Minister congratulate Ballymoney Borough Council for undertaking this two year Good Relations Strategy to create opportunities to understand and resolve the issues, which have long divided elements of the Northern Ireland society. This strategy enables the embedding of good relations as part of the daily focus of staff throughout the Council and places good relations as a central theme in the delivery of all its services and programmes.

**Good Relations & Reconciliation Division  
Office of the First Minister and Deputy First Minister**

## **Introduction to Ballymoney Borough Council**

### **About Ballymoney Borough**

Ballymoney Borough covers 161 sq miles (41,700 hectares) and is predominantly rural in character. The town of Ballymoney is its administrative, commercial and educational centre, and there are a number of small villages in the rural hinterland. The Borough lies within the Antrim Coast and Glens Area of Outstanding Natural Beauty and also the Lower Bann valley, which forms part of the Borough's western boundary. These are areas of great natural beauty and wildlife interest and give numerous opportunities for outdoor recreation, including walking, cycling, water sports and coarse and game angling.

### **Location**

The area is in a central location in the North East of Northern Ireland. Ballymoney benefits from lying on the main A26 linking the borough to the M2 and M1 motorways to the south and to the A2 in the northwest and is within 50 miles of three main airports and the seaports at Larne and Belfast. Ballymoney also lies on the Belfast-Londonderry railway line linking it to the main Belfast-Dublin economic corridor. Express bus and train services depart Ballymoney, on a regular basis daily, for Belfast.

### **Population**

The area's population has grown from 26,894 in 2001 to 29,741 in 2007 with one-third of the population of the borough living near or within the town of Ballymoney. The current population represents 1.7% of the population of Northern Ireland and since 2001 the borough has enjoyed a constant population growth rate of 1.7% per annum, as a result of both positive natural change and a net inward migration to the borough.

### **Education and Training**

The borough has a wide range of excellent education and training facilities supplying a pool of available well-educated and competent young people.

There are twenty-three primary schools in the borough and three post-primary schools in Ballymoney Town. Dalriada School Ballymoney, the only grammar school in the borough, which has almost 850 pupils, regularly exceeds the high Northern Ireland standards at both GCSE and 'A' Level.

Agriculture is very important to the Borough and Ballymoney Town is heavily dependent on its hinterland.

### **Council Elected Leaders**

There are 16 elected members on Ballymoney Borough Council. The make up of the Council is as follows:

- 7 Democratic Unionist Party Councillors (DUP)
- 3 Sinn Féin Councillors (SF)
- 2 Ulster Unionist Party Councillors (UUP)
- 2 Social Democratic and Labour Party Councillors (SDLP)
- 1 Traditional Unionist Voice (TUV)
- 1 Independent

### ***The elected members are:***

- Councillor John Finlay Mayor
- Alderman Cecil Cousley, MBE, Deputy Mayor
- Alderman Frank Campbell
- Alderman Harry Connolly
- Alderman James Simpson

- Councillor Anita Cavlan
- Councillor Bill Kennedy
- Councillor Malachy McCamphill
- Councillor Philip McGuigan
- Councillor Daithí McKay MLA
- Councillor Thomas McKeown
- Councillor Audrey Patterson
- Councillor Evelyne Robinson
- Councillor Ian Stevenson
- Councillor Mervyn Storey MLA
- Councillor Roy Wilson

### **Committee Structure within Council**

The Council operates via a committee structure. There are four standing committees which meet monthly and a range of sub-committees and working groups set up to address specific issues or projects.

- Development Committee
- Corporate & Central Services Committee
- Health & Environmental Services Committee
- Leisure & Amenities Committee

The Council meets monthly to consider the recommendations of the committees. This monthly meeting also deals with sealing of documents and notices of motion. Annual Tenders and Annual Rate Estimates are also dealt with by Council.

Two of the Council's standing committees comprise twelve members together with the Mayor and Deputy Mayor as ex-officio members while the other two including the Health & Environmental Services Committee and the Leisure & Amenities Committee comprise eleven members together with the Mayor and Deputy Mayor as ex-officio members

### **Ballymoney Borough Council Departments**

Ballymoney Borough Council's Mission is:

*"To serve all our people and improve their quality of life"*

There are three departments within the Council. These are:

- Office of the Chief Executive
- Central and Leisure Services Directorate
- Borough Services Directorate

The Central and Leisure Services Directorate has responsibility for the overseeing of the Good Relations Strategy and the Community Support Plan and works in partnership with the Office of the Chief Executive and Borough Services Directorate to deliver Council's corporate objectives.

In particular Council's Good Relations Strategy is instrumental in helping realise the following Corporate Objectives:

- "To provide civic leadership"
- "To supply services that people want."

Good Relations sits under the Central and Leisure Services Directorate and currently has one member of staff. The Good Relations Officer is Claire Crawford.

In the 2008/09 period, the budget for the Good Relations Programme was £71,000, which was inclusive of a small grants programme of £10,000 with grants up to £350 available to groups, to which they could apply no more than three times in any one year.

In summary the Good Relations Programme 08/09 delivered the following:

- Delivered a Good Relations Programme (£61,000)
- Provided a Grant Award Scheme of £10,000 grant budget (currently max £350 per award – groups can apply up to 3 times per annum)
- Offered Good Relations Training to groups
- Assisted with projects that:
  - Activated cross community contact between different sections of the community, which encouraged the development of better relations within the community as a whole
  - Supported single identity work that sought to develop understanding of difference and appreciation of diversity within the community

This was achieved through the delivery of an action plan under 11 specific themes:

- Tackling the Visible Manifestations of Sectarianism and Racism
- Reclaiming Shared Space
- Reducing Tensions at Interface areas
- Shared Education
- Shared Communities
- Supporting Good Relations through Culture and Diversity
- Developing Shared Workplaces
- Good Relations, Community Development & Tackling Disadvantage
- Ensuring that a Voice is Given to Victims
- Shared Services
- People from minority ethnic communities and the majority community have shared equality of life chances in all aspects of their lives

## **What is Good Relations?**

Following a review of Community Relations in 1987, Government introduced the District Council's Community Relations Programme (DCCRP). Since then District Councils in Northern Ireland have delivered a Community Relations Programme, which historically worked to promote better relations within and between communities of differing religious and political perspective.

Following a further review, The Office of the First Minister and Deputy First Minister (OFMDFM) announced their intention to replace the DCCRP with a new "Good Relations Challenge Programme." This new programme was developed to take account of the changing political, religious and racial demography of Northern Ireland and to recognise legislative changes including the introduction of the Race Relations Order (NI) 1997 and the Northern Ireland Act 1998, which places a duty upon Councils to:

“have due regard to the desirability of promoting Good Relations between persons of different religious belief, political opinion or racial group.”

### **Why have a Good Relations Strategy?**

With the launch of the Governments’ new Good Relations Policy (“A Shared Future”) in March 2005, Ballymoney Borough Council developed a three-year strategy to address Good Relations.

In developing the Good Relations Strategy, the Council sought to consider how it might contribute locally to the policy aims and objectives set by the Government’s “A Shared Future” Strategy. In it the Government envisaged a Northern Ireland as such:

*“defined by a culture of tolerance: a normal, civic society, in which all individuals are considered as equals, where differences are resolved through dialogue in the public sphere and where all individuals are treated impartially. A society where there is equity, respect for diversity and recognition of our interdependence.”*

The Shared Future Report believes this aim is obtainable by:

- eliminating sectarianism, racism and all forms of prejudice, enabling people to live and work without fear or intimidation;
- reducing tension and conflict at interface areas;
- facilitating the development of a shared community where people wish to learn, live, work and play together;
- promoting civic-mindedness via citizenship education through school and lifelong learning;
- protecting members of minorities (whether for example by religion, race, or any other grounds) and mixed marriages from intimidation and ensure perpetrators are brought to justice;
- ensuring that all public services are delivered impartially and guided by economy, efficiency and effectiveness;
- shaping policies, practices and institutions to enable trust and Good Relations to grow;
- encouraging understanding of the complexity of our history, through museums and a common school curriculum;
- supporting cultural projects which highlight the complexity and overlapping nature of identities and their wider global connections;
- supporting and learning from organisations working across ethnic divides for reconciliation, including those operating on a north-south basis.

### **Benefits of a Good Relations Strategy**

The Council believes that the “Towards a Shared Future” Good Relations Strategy reflects a range of changes that have occurred regionally and locally over the past fifteen years. The strategy is beneficial to the Council in that:

- it is central to the Council’s strategic objectives;
- it demonstrates the Council’s civic leadership;
- it re-emphasises the importance the Council places upon Good Relations;
- it enhances Council’s commitment to fulfilment of Section 75 of the Northern Ireland Act 1998;
- it provides a context in which positive approaches can be applied to sensitive Good Relations issues;
- it is inter-linked with other Council strategies enabling joined up government;

## Background to Good Relations Plan Changes 2009 - 2011

This revised plan has been devised following guidance to Councils regarding the preparation of the new Good Relations Action Plans by Councils for the period 2009 and beyond. This revised Ballymoney Borough Council plan takes account of an OFMDFM Community Relations Conference in 2008 for District Councils on the Programme for Government and the Programme for Cohesion and Integration – the refreshed Good Relations policy.

At this conference a number of specific documents and policies were noted as guiding the future development of good relations in Northern Ireland:

- Political cover – Programme for Government Statement on Shared and Better Future;
- PSA Target 7.5 – ‘Implement a Programme for Cohesion and Integration for A Shared and Better Future for All’
  - This is a unified good relations and good race relations policy;
  - It addresses new communities / host communities;
  - It carries forward shared and racial equality objectives;
  - This new Programme will have an emphasis on:
    - ‘Three tier approach’ –
      - Central Government;
      - Regional level (CRC);
      - Local Delivery (Councils)
    - Outcomes and impact *on the ground*
    - More than activity
    - Identifying local needs and priorities (Audits)
    - Creating local solutions (Action Plans)
    - Accountability for funding provided
    - Increased funding over 3 year period
  - Key Issues for the Programme for Cohesion and Integration are that:
    - OFMDFM (CRU) is the accountable Department for both District Councils funding and PEACE III monies;
    - CRU, SEUPB and DFP worked together in establishing PEACE III objectives;
    - As the ‘Accountable Dept’ CRU has a policy responsibility to co-ordinate PEACE III / Council Plans.
- Links to Investment Strategy (Tackling effects of Sectarianism and Racism).

This new Ballymoney Borough Council Good Relations Strategy and Action Plan 2009 - 2011 has been developed with the latter and the following in mind as per OFMDFM /CRU guidance: the

- It has based the 2009/ 2011 plan on a new audit and some of the baseline data gleaned from the initial audit;
- It has widened its scope to look at new communities issues;
- It has outlined a two year plan and sees this 2009/ 2010 plan as the first year of this planning period
- It complements the NE PEACE III plan and clearly outlines how it currently links to Shared Future and the Racial Equality Strategy – and by

*We must continue our efforts to address divisions within our society. Progress has been made but sectarianism, racism and intolerance are still too evident. They mar our reputation, blight our economic prospects and have a corrosive effect on our society. It is imperative that we all embrace the opportunity to create a better future, based on tolerance and respect for cultural diversity.’*

**PfG 2008 - 2011**

and

implication the Programme for Cohesion and Integration – the successor of these two strategies.

### **Programme for Government: (PfG)**

The Executive agreed and published the Programme for Government 2008 - 2011 and Budget in January 2008 with the cross-cutting theme to address the key social, economic and environmental challenges of 'an Executive to work together to address those challenges and build a shared and better future.'

### **Programme for Government Aim:**

Its over-arching aim is *"to build a peaceful, fair and prosperous society in Northern Ireland, with respect for the rule of law and where everyone can enjoy a better quality of life now and in years to come"*.

### **Key Principles of Programme for Government**

- Providing good leadership and working energetically in the interests of everyone. We are determined to make a difference and will work strenuously to tackle the challenges we face and seize the opportunities open to us;
- Working in partnership as an executive, and across the public, private and voluntary sectors, to harness the ideas, energy and commitment of all the sectors;
- Raising standards across government, both in terms of the openness and accountability of the executive, and in driving improvements in our essential public services;
- Delivering fair outcomes and social improvements in terms of the implementation of our policies and programmes.

### **Programme for Government Cross Cutting Themes**

The five priorities of the Programme for Government are underpinned by two cross-cutting key themes:

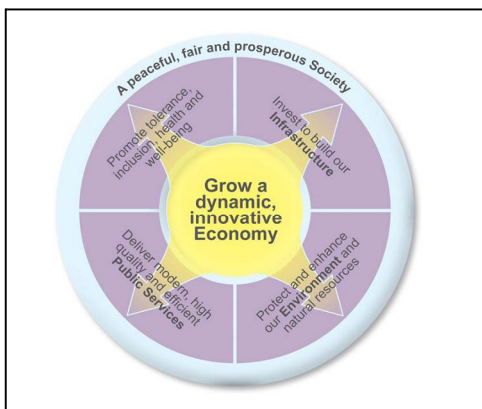
**A Shared and Better Future for All:** equality, fairness, inclusion and the promotion of good relations will be watchwords for all of the policies and programmes across Government. "Much has already been achieved and we are committed to working towards a shared and better future for all".

**Sustainability:** building a sustainable future will be a key requirement for the economic, social and environmental policies and programmes. It will ensure that the principles of sustainability – development that meet the needs of the present without compromising the ability of future generations to meet their own needs, underpin the approach to all the PfG activities.

### **Programme for Government five priorities**

The Programme for Government has five key strategic and inter-dependent priorities – as follows:

- Growing a Dynamic, Innovative Economy
- Promote Tolerance, Inclusion and Health and Well-Being
- Protect and Enhance Our Environment and Natural Resources
- Invest to Build Our Infrastructure
- Deliver Modern High Quality and Efficient Public Services



**Priority One:** Growing a dynamic, innovative economy will be its top priority over the lifetime of this Programme for Government. *"This is vital if we are to provide the wealth and resources required to build the peaceful, prosperous, fair and healthy society we all want to see, supported by the public services and infrastructure which people expect and deserve."*

The priority areas are interconnected, and it recognises that it cannot grow the economy in isolation from determined efforts to transform our society and enhance our environment. Building a strong economy requires a healthy, well-educated population, high quality public services, a commitment to use prosperity to tackle disadvantage and a tolerant, inclusive and stable society if we are to attract the investment and skills needed to promote growth. It is also imperative that economic growth and wealth creation are taken forward in a manner, which is fair and sustainable if we are to meet the needs of today, as well as those of future generations.

Of most relevance to the Good Relations Strategy is Priority Two.

### **Priority Two: Promote Tolerance, Inclusion and Health and Well Being**

Under the priority Promote Tolerance, Inclusion and Health and Well-Being, the PfG states: *"We must also continue our efforts to address the divisions within our society. Progress has been made, but at a time when our society is being transformed, sectarianism, racism and intolerance are still too evident. They mar our reputation, blight our economic prospects and have a corrosive effect on our society. For these reasons it is imperative that we all embrace the opportunity to create a shared and better future, based on tolerance and respect for cultural diversity.*

*We will bring forward a programme of cohesion and integration for this shared and better future to address the divisions within our society and achieve measurable reductions in sectarianism, racism and hate crime. If we do not take this opportunity now there is a very real risk that the divisions of our past will be replicated in the new communities that have come here to live and work among us."*

This Priority has, as one of its Public Service Agreements (PSAs), the following statement, which guides the new good relations strategies. *"Advancing social transformation and the inclusion of all our people is essential if we are to deliver the peaceful, prosperous, fair and healthy society we all want."*

Public Service Agreement 7.5 states as its objectives *"Promote equality and the enforcement of rights"* and as its actions:

- Implement the cross departmental Gender Equality Strategy
- Implement the racial equality strategy
- Implement a programme of cohesion and integration for a shared and better future for all
- Deliver new effective structures of public service which are measurably more responsive to the needs of people and communities

The budget to support the implementation of this proposed Programme has been increased by £7.5m over the next three years and whilst the detail of the proposed programme is still to be agreed by Ministers and the Executive, there are potentially significant increases in funding for Councils' Good Relations programmes. This Programme for Cohesion and Integration will supersede the Shared Future and Good Relations current strategies in essentially a refreshed Good Relations framework.

### **Shared Future and Racial Equality Strategy**

#### **A Shared Future Vision:**

*"to establish, over time, a shared society defined by a culture of tolerance: a normal, civic society in which all individuals are considered as equals, where differences are resolved through dialogue in the public sphere and where all individuals are treated impartially. A society where there is equity, respect for diversity and recognition of our independence."*

To achieve progress on building a shared society, A Shared Future detailed a number of priority areas as outlined below:

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

### **Racial Equality Strategy Vision:**

*'a society in which racial diversity is supported, understood, valued and respected, where racism in any of its forms is not tolerated and where we live together as a society and enjoy equality of opportunity and equal protection.'*

New arrivals to Northern Ireland are very welcome for the skills, new ideas and fresh perspectives that they bring to life here. This growing diversity offers Northern Ireland a unique and exciting opportunity. It has a genuinely leavening effect on a society that has long been frozen in a "two traditions" divide. It has the potential to act as a powerful lever on the old attitudes to difference that maintained that divide. The aims of the Racial Equality Strategy, listed below, complement those of A Shared Future. These aims are brought together in this action plan as an additional priority area for A Shared Future and are reflected in the priority outcomes, which will be measured through the good relations indicators' framework.

#### **(1) Elimination of Racial Inequality**

- To eliminate racism, racial inequality and unlawful racial discrimination and promote equality of opportunity in all aspects of life, including public life, for people of different ethnic backgrounds in Northern Ireland.

#### **(2) Equal Protection**

- To combat racism and provide effective protection and redress against racism and racist crime.

#### **(3) Equality of Service Provision**

- To ensure equality of opportunity for minority ethnic people in accessing and benefiting from all public services.

#### **(4) Participation**

- To increase participation and a sense of "belonging" of people from minority ethnic backgrounds in public, political, economic, social and cultural life.

#### **(5) Dialogue**

- To promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long-standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

#### **(6) Capacity Building**

- To build capacity within minority ethnic communities to develop a vibrant and sustainable minority ethnic sector at both local and regional level and to help minority ethnic people to fulfil the Government's aim of a shared future for Northern Ireland.

The current thinking in this plan acknowledges that there is mutual dependence and a reinforcing nature between equality and good relations and neither can be fully achieved without the other.

## **Developing the 2009 – 2011 Good Relations Strategy**

### **The Audit and Consultation Process**

As part of the development of this new Strategy and Action Plan an audit was undertaken in order to update the current strategy and action plan (2007-2009) in preparation for the next two years.

The audit undertaken in the preparation of this strategy and action plan included the following core tasks. A summary of each element of this is outlined in the pages to follow.

- A) Updated socio economic profile of the area
- B) Updated strategic context for new strategy including links with the new Peace III Strategy
- C) A Round Table Workshop on 12<sup>th</sup> February with general public to which over 70 groups were invited
- D) Consultation with the senior management staff of Ballymoney Borough Council on 4<sup>th</sup> February with 6 representatives
- E) Public Representative and Chief Executive Consultation event on Draft Strategy and Action Plan Priorities and ideas on 5<sup>th</sup> March

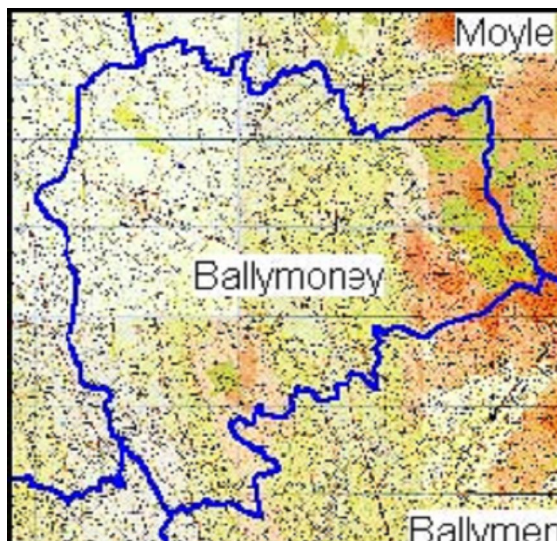
This then resulted in the identification of the following core elements of the new 2009 - 2011 Strategy and Action Plan:

- A new Mission Statement
- A list of the revised themes for 2009 – 2011, of which there are five (one being internal and operationally focused)
- A rationale for each of these themes and the issues and priorities under each
- Aims and Objectives under each of the five new themes
- Action Plan for 2009 – 2011 under each of the five themes
- Budget for each theme
- Link with Peace III plan

### **A) Socio Economic Profile of Ballymoney Borough Council area**

#### **Geography**

Ballymoney Local Government District (LGD) falls within the Northern Health and Social Services Board and the North Eastern Education and Library Board.



## Demography

At the time of the census in 2001 the resident population of Ballymoney LGD was 26,894, making up 1.6% of the Northern Ireland population. The mid 2007 estimated population was 29,741. Below is a summary breakdown of the demographics of Ballymoney Local Government District as at 2001.

Summary Comparisons	Ballymoney LGD	Northern Ireland
<b>Census 2001 unless otherwise stated</b>		
Resident population	26,894	1,685,267
<i>Mid 2007 Estimated Population</i>	<i>29,741</i>	<i>1,759,148</i>
% persons under 16 years old	23.7	23.6
% persons aged 60 and over	18.0	17.6
% male	49.5	48.7
% female	50.5	51.3
% Catholic Community Background	31.9	43.8
% Protestant and Other Christian (including Christian related) Community Background	66.2	53.1
Average age of population	36.1	35.8
Population density (persons per hectare)	0.64	1.19
% persons 16 and over single (never married)	30.8	33.1
<b>Administrative Data</b>		
Births (2007)	385	24,451
% of births to unmarried mothers (2007)	35.6	37.9
Total Period Fertility Rate (2005-2007)	1.97	1.94
Deaths (2007)	228	14,649
Standard Mortality Ratio for all ages (2005-2007)	89	100
Standard Mortality Ratio for age 75 years and under (2000-2004)	84	100
% change Estimated population (2006-2007)	1.8	1.0
Projected Population 2019 (2006 based)	34,896	1,901,033
% of marriages at a Registrar's Office (2003)	16.9	27.5

*Datasets used: Census 2001: KS01 Usually Resident Population, KS02 Age Structure, KS04 Marital Status, KS07b Community Background (NISRA Census Office). Births 2007, Deaths 2007, Marriages 2003, Mid Year Estimates 2006, 2007. Population Projections 2006 based, Baby Names 2005 (NISRA Demography Branch) and Popular Names registered with a GP 2006 (CSA DHSSPS).*

As can be seen, the **population of the Ballymoney area is estimated to have gone up by 10.59%** since the 2001 census as per the mid 2007 population estimate. Of the 2001 population, 23.7%, just 0.1% above the Northern Ireland level, is under the age of 16. While there are 0.4% more persons aged over 60 in Ballymoney LGD than in Northern Ireland.

**49.5% of the Ballymoney residents are male compared with 48.7% in Northern Ireland**, showing a more female dominated population in Northern Ireland.

The religious breakdown of Ballymoney differs slightly from that of Northern Ireland, being slightly more **Protestant and Other Christian Community Background orientated**, with 66.2% of the Ballymoney population classing themselves as such compared to 53.1% for Northern Ireland.

The average age of Ballymoney LGD residents at 36.1 years is **slightly higher than the Northern Ireland average age** of 35.8 years.

In Ballymoney LGD there were 385 births registered in 2007. In total **35.6% of births were to unmarried mothers**. The most popular baby names in 2005 were Jack and Ellie/Emma, compared to Jack and Katie for all NI.

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

The Total Period Fertility Rate (TPFR) 2005-2007 in Ballymoney LGD was 1.97. This implies that **the population within Ballymoney LGD does not have the potential to maintain long-term population levels regardless of migration**.

There were 228 deaths in Ballymoney in 2007 equating to 1.56% of the 14,649 occurring in Northern Ireland in the same year.

The Standardised Mortality Ratio is a method of comparing mortality in different populations, while allowing for differences in the age structure of these populations. A value of 100 equals the average mortality for Northern Ireland, any value greater than 100 indicates above average mortality.

Ballymoney LGD's SMR of 89 indicates a **below average mortality rate in comparison to Northern Ireland** between the years of 2005-2007. The Mortality rate for residents of Ballymoney aged 75 years and under, based on 2000-2004 data, was even further below the Northern Ireland average, with a value of 84.

Ballymoney LGD's **estimated population change for 2006-2007 was 1.8%**, 0.8% more of an increase than Northern Ireland's estimated population change of 1%. Indeed based on 2006 estimates, the population of Ballymoney is projected to rise to 34,896 by 2019, an increase of 29.8% on the 2001 population.

## Deprivation - NIMDM 2005

The Northern Ireland Multiple Deprivation Measure 2005 (NIMDM 2005) was published in May 2005. The report identifies small area concentrations of multiple deprivation across Northern Ireland. The results for Ballymoney LGD are shown below. [Ranks range from 1 (most deprived LGD) to 26 (least deprived LGD)].

LGD Scores and Ranks (NIMDM 2005)	LGD Score	LGD Rank
Local Concentration	622.78	25
Extent	1%	25
Income Scale	5145	23
Employment Scale	2235	25
Average of SOA ranks	453.19	12
Average of SOA scores	18.48	13

*Datasets used: Northern Ireland Multiple Deprivation Measure 2005*

Ballymoney LGD has an Extent of 1%, this means that **1% of the Ballymoney population live in the most deprived Super Output Areas in Northern Ireland**.

The Income Scale shows that there are **5,145 people in Ballymoney LGD experiencing Income deprivation**, while the Employment scale shows that a total of **2,235 people in Ballymoney LGD experience employment deprivation**. On the Income scale Ballymoney LGD has a rank of 23 while on Employment scale Ballymoney has a rank of 25 out of 26 LGDs of the most deprived in this category.

On the Average SOA Rank measure Ballymoney LGD has a rank of 12 out of 26 LGDs. On the Income Scale measure Ballymoney LGD has a rank of 23 out of 26 LGDs.

Within Ballymoney LGD the **most deprived Super Output Area is Newhill** (ranked 254 in NI) and the **least deprived Super Output Area is Glebe** (ranked 749 in NI).

As illustrated in the previous table, the local concentration measure is the population weighted average of the ranks of a LGDs most deprived Super Output Areas (SOAs) that contain exactly 10% of the LGDs population. Ballymoney has a rank of 25 in this classification.

On the Average SOA Rank measure Ballymoney LGD has a rank of 12 out of 26 LGDs while on the Average SOA Score measure Ballymoney LGD has a rank of 13 out of 26.

### B) At Ward level

In order to consider deprivation in a more detailed manner, the 2005 NI MDM study breaks down the Multiple Deprivation Measure into 7 indicators or domains. These include: Income, Employment, Health & Disability, Education, Skills & Training, Proximity to Services, Living Environment and Crime and Disorder and these are assessed and scored in relation to the prevalence of disadvantage present.

There are 16 Wards in the Ballymoney Borough and deprivation scores have been ranked in relation to their comparative position within the 582 total Wards within Northern Ireland. The table overleaf illustrates all 16 Wards in the Ballymoney Borough in terms of their individual standing in relation to the other Wards in Northern Ireland with regard to their overall multiple deprivation as well as the 7 aforementioned domains. Those highlighted in yellow fall within the top 20% of the most deprived wards in Northern Ireland in the respective categories.

Wards	Multiple Deprivation Measure	Income Domain	Employment Domain	Health Deprivation and Disability Domain	Education, Skills and Training Domain	Proximity to Services Domain	Living Environment Domain	Crime and Disorder Domain
Ballyhoe and Corkey	190	277	416	356	130	3	114	561
Benvardin	204	174	224	298	198	132	152	371
Carnany	240	196	168	274	192	294	275	434
Cloughmills	332	387	442	376	212	55	201	502
Dervock	376	404	343	305	268	201	265	460
Dunloy	316	372	419	384	209	41	248	555
Fairhill	355	333	345	453	100	287	298	503
Glebe	507	451	409	516	475	408	414	423
Killoquin Lower	291	307	302	366	219	99	205	566
Killoquin Upper	274	272	390	478	115	80	116	513
Knockaholet	276	396	358	335	246	48	30	524
Newhill	159	124	154	339	54	377	77	458
Route	232	198	129	226	354	387	225	227
Seacon	386	360	344	355	309	198	346	498
Stranocum	271	296	401	389	164	43	185	515
The Vow	408	385	430	396	307	137	395	558

As can be seen from the **Multiple Deprivation Measure**, Ballymoney does not have a single ward falling in the 20% of most deprived wards in Northern Ireland. The most deprived ward in the Ballymoney LGD is Newhill followed by Ballyhoe and Corkey, ranked 159 and 190 placing them in the top end of the 20-30% bracket and lower end of the 30-40% bracket respectively. The most affluent ward in Ballymoney LGD is Glebe ranked at 507 placing it in the high end of the 80-90% bracket. With The Vow being the next most affluent ward with a rank of 408 placing it in the 70-80% bracket. The mean rank for wards falling in the Ballymoney LGD in terms of the multiple deprivation is 301.

The purpose of the **Income Domain** is to capture the extent of income deprivation in an area. None of the wards in the Ballymoney district fall within the 20% of most deprived wards in Northern Ireland. With Newhill ranked 124 it comes closest, falling at the low end of the 20-30% bracket, followed by Benvardin with a rank of 174. The least deprived areas in Ballymoney LGD in terms of income are Glebe with a rank of 451 followed by Dervock with a rank of 404, placed in the 70-80% and 60-70% brackets respectively. The mean rank for wards falling in the Ballymoney LGD in terms of Income is 308.

The **Employment Domain** seeks to measure enforced exclusion from the world of work. The domain does not seek to capture income deprivation to which joblessness leads, since this is tackled in the Income Deprivation Domain. 'Employment deprived' are thus defined as those who want to work but are unable to do so through unemployment, sickness or disability. None of the wards in Ballymoney LGD fall in the 20% of most deprived wards in Northern Ireland. Route is ranked lowest at 129 followed by Newhill at 154. The least deprived wards in terms of Employment are Cloghmills and The Vow ranked 442 and 430 respectively placing them in the 70-80% bracket. The mean rank for wards falling in the Ballymoney LGD in terms of Employment is 330.

The **Health Deprivation and Disability Domain** identifies areas with people whose quality of life is impaired by poor health and/or disability or whose life is cut short by premature death. The ward of Route is the most deprived ward in Ballymoney LGD in relation to health ranking at 226 placing it at the upper end of the 30-40% bracket. The least deprived ward is Glebe ranked at 516 placing it in the 80-90% bracket. The mean rank for wards falling in the Ballymoney LGD in terms of Health Deprivation and Disability is 365.

The **Education, Skills and Training Domain** measures, in as consistent a way as possible, the key educational characteristics, relating to two separate sub domains; lack of qualifications among adults and lack of access and attainment among children and young people, in the local area that might contribute to the overall level of deprivation and disadvantage. The wards of Fairhill, Killoquin Upper and Newhill all fall in the 20% of most deprived wards in Northern Ireland in terms of Education, Skills and Training with Newhill ranked lowest at 54 falling in the bottom 10%. The least deprived ward is Glebe with a rank of 475 placing it in the 80-90% bracket. The mean rank for wards falling in the Ballymoney LGD in terms of Education, Skills and Training is 222.

The **Proximity to Services Domain** measures the extent to which people have poor geographical access to certain key services, measured in terms of road distance to the nearest services. 7 out of the 16 wards in Ballymoney LGD fall in the 20% of most deprived wards in Northern Ireland in relation to proximity to services, with 5 of those wards falling in the bottom 10%. Ballyhoe and Corkey with a rank of just 3 is surpassed in poor access to key services by just 2 of the 582 wards in Northern Ireland. Glebe with a rank of 408 has the best access to services of all wards in the Ballymoney LGD. The mean rank for wards falling in the Ballymoney LGD in terms of proximity to services is just 174.

The **Living Environment Domain** seeks to identify deprivation relating to the environment in which people live, including Housing quality, Housing access, and Outdoor physical environment indicators. Here 4 of the 16 wards fall into the 20% of most deprived in relation to living environment, with Knockaholet ranked 30

falling into the bottom 10%. The highest ranked ward in Ballymoney is Glebe with its rank of 414 placing it in the lower end of the 70-80% bracket of least deprived wards in relation to living environment. The mean rank for wards falling in the Ballymoney LGD in terms of living environment is 222.

The **Crime and Disorder Domain** measures the rate of crime and disorder at small area level. The wards of Ballymoney all rank highly in least deprived areas in terms of Crime and Disorder. Route with a rank of 227 is lowest, placing it at the upper end of the 30-40% bracket. Killoquin Lower with a rank of 566 is the least deprived ward, with only 16 other wards in Northern Ireland being affected less by Crime and Disorder. The mean rank for wards falling in the Ballymoney LGD in terms of Crime and Disorder is 479.

In summary those wards in Ballymoney LGD falling in the top 20% of deprived wards from within each of the 8 domains are illustrated in the following table:

Wards	Multiple Deprivation Measure	Income Domain	Employment Domain	Health Deprivation and Disability Domain	Education, Skills and Training Domain	Proximity to Services Domain	Living Environment Domain	Crime and Disorder Domain
					Fairhill, Killoquin Upper and Newhill	Ballyhoe and Corkey, Cloghmills, Dunloy, Killoquin Lower, Killoquin Upper, Knockaholet and Stranocum	Ballyhoe and Corkey, Killoquin Upper, Knockaholet and Newhill	

## Crime and Justice

According to the PSNI there were a total of 943 offences recorded in Ballymoney LGD in 2007/08 financial year. This accounts for **0.87% of the total offences that took place in Northern Ireland** in the same time frame. From the table below we can see that **Criminal damage was the most prevalent crime** in Ballymoney LGD with 31.7% of all crimes being of that nature. This is 3.2% higher than the criminal damage rate for Northern Ireland. **Offences against the person was the second most frequently recorded crime** with the level of 24.9% being 2.4% below the Northern Ireland level of 27.3%. Theft at 21.6% is 1.2% lower than in Northern Ireland where it accounts for 22.8% of all crimes committed, while fraud and forgery is comparatively more prevalent in Ballymoney LGD at 4.5% of all offences recorded.

Summary Comparisons	Ballymoney LGD	Northern Ireland
Total offences recorded (2007-08)	943	108,468
% offences against the person (2007-08)	24.9	27.3
% sexual offences (2007-08)	2.2	1.7
% burglary (2007-08)	10.8	10.8
% robbery (2007-08)	0.3	1.1
% theft (2007-08)	21.6	22.8
% fraud and forgery (2007-08)	4.5	2.6
% criminal damage (2007-08)	31.7	28.5
% offences against the state (2007-08)	0.3	1.0
% other offences (2007-08)	3.6	4.3

Datasets used: Recorded Crime 2007/08 (PSNI), Bankruptcy Cases Disposed 2005 and Mortgage Cases Disposed 2005 (NI Court Service).

## Employment and Economic Activity

According to the Census of Employment, a statutory survey that is conducted every two years in Northern Ireland, there were 7,229 employee jobs in Ballymoney LGD in 2005, some **1.1% of the employee jobs in Northern Ireland**.

In addition there were 715 farms registered to addresses in the Ballymoney area in 2007, which represents **just over 2.7% of the total farms in the Northern Ireland**.

Additionally, Ballymoney LGD makes up **2.9% of the total agricultural labour force of Northern Ireland** according to 2007 figures.

Summary Comparisons	Ballymoney	Northern Ireland
Employee Jobs (2005)	7,229	683,054
Number of Farms (2007)	715	26,146
Total agricultural labour force (2007)	1,437	48,974

*Datasets used: Census of Employment 2005 (DETI), Farm Census 2007 (DARD)*

## Education

As we can see from the table overleaf, **5.7% less of the Ballymoney LGD population has a degree level qualification or higher** when compared with the Northern Ireland level of 15.8%.

The percentage of schools leavers in Ballymoney LGD who gained **5 or more GCSEs at grade C and above in 2006/07 was 0.1% higher than the Northern Ireland level** of 64.7%.

With regards to continuing into higher or further education, 8.6% more Ballymoney school leavers opted for the latter, a trend inverse to that of the Northern Ireland population.

**A smaller percentage of the Ballymoney LGD post primary school population is entitled to free school meals** than for Northern Ireland, with percentages of 15.4 and 18.9 respectively.

## Employment and Economic Activity

Of the population aged between 16 and 74 years of age, **63.6% were economically active**, slightly above the Northern Ireland level of 62.3%

**Unemployment levels in Northern Ireland are higher than in Ballymoney LGD**, as of the 2001 census, at 3.7% compared to the 4.1% across Northern Ireland. Similarly, the proportion of those **unemployed being long term unemployed is 3.6% lower in Ballymoney LGD** than in Northern Ireland with levels of 36.8% and 40.4% respectively.

In terms of claimed Income Support, **1.4% less of the population in Ballymoney are claimants** when compared to Northern Ireland.

The percentage of persons claiming incapacity benefit is 1.0% higher in Ballymoney than in Northern Ireland.

The percentage of persons claiming housing benefits is lower in Ballymoney LGD than in Northern Ireland, with a difference of 0.5%.

The Census of Employment is a statutory survey that is conducted every two years in Northern Ireland. It provides information on the nature and characteristics of non-agricultural businesses. In 2005 there were 7,229 employee jobs in Ballymoney LGD.

The Inter Departmental Business Register (IDBR) showed there were 1,190 VAT registered Businesses in Ballymoney LGD in 2004.

There were 715 farms registered to addresses in Ballymoney LGD in 2007 and the total agricultural labour force was 1,437 persons.

The size categories of the 715 farms were as follows:

- Very small – 474;
- Small – 111;
- Medium – 57; and
- Large/very large – 73

**Median gross weekly earnings in Ballymoney LGD were substantially less than the Northern Ireland average.** In 2006 the average weekly wage for Ballymoney was £254.50, £70.20 less than the £324.70 average weekly earnings in Northern Ireland

Summary Comparisons	Ballymoney LGD	Northern Ireland
<b>Census 2001 (Unless stated otherwise)</b>		
% degree level or higher qualifications	10.1	15.8
% economically active	63.6	62.3
% economically inactive	36.4	37.7
% unemployed	3.7	4.1
% of unemployed, who were long term unemployed	36.8	40.4
<b>Administrative Data</b>		
% school leavers gained 5 or more GCSEs at grade C and above (2006-07)	64.8	64.7
% school leavers continued on into higher education (2006-07)	30.4	38.5
% schools leavers continued on into further education (2006-07)	36.0	27.4
% of the post primary school population entitled to free school meals (2006)	15.4	18.9
% of persons claimed Income Support aged 16-59 (2007)	8.5	9.9
% of persons claimed Incapacity Benefit aged 16-59/64 (2007)	7.6	6.6
% of persons claimed Housing Benefit aged 16 and over (2007)	9.6	10.1
Employee jobs (2005)	7229	683054
Median gross weekly earnings all employees (2006)	£254.5	£324.7
Number of VAT registered businesses (2004)	1190	53830
Number of farms (2007)	715	26,146
Total agricultural labour force (2007)	1,437	48,974

*Datasets used: Census 2001: KS13 Qualifications and Students, KS09a Economic Activity, Place of residence by area of workplace (NISRA Census Office). Income Support 2004, Incapacity Benefit 2004, Housing Benefit 2007 (DSD), Census of Employment 2005, Annual Survey of Hours and Earnings 2006 and Inter Departmental Business Register 2004 (DETI), Farm Census 2007 (DARD), School Leavers Survey 2006/07 and School Census 2005/06 (DE).*

## In Migration

The table below outlines the issuance of Home office work permits within the LGD over the 2007-08 financial year.

	Ballymoney LGD	Northern Ireland
Number of Home Office work permits issued 2007-08	15	1800
<i>As a percentage of Northern Ireland</i>	<i>0.83%</i>	

Datasets used: Work permits 2007

## Health and Care

The table below displays a summary of Health and Care information for both Ballymoney LGD and Northern Ireland.

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

- 19.6% of people had a limiting long-term illness, health problem or disability;
- 9.4% of the population noted that they provided unpaid care to family, friends, neighbours or others; and
- 70.9% of people stated that their general health was good.

Summary Comparisons	Ballymoney	Northern Ireland
<b>Census 2001</b>		
% people with limiting long-term illness	19.6	20.4
% population provided unpaid care to family, friends, neighbours or others	9.4	11.0
% people stated their health was good	70.9	70.0
<b>Administrative Data</b>		
Hospital episodes (2005-06)	9622	582533
% of children aged 3-5 registered with a dentist (2008)	71.6	60.5

Datasets used: Census 2001: KS08 Health and Provision of Unpaid Care (NISRA Census Office).  
Hospital Episodes 2005/06 and Dental Registrations 2008 (DHSSPS).

We can see that there is a slightly **lower percentage of people with a limiting or long-term illness** in Ballymoney LGD (19.6), 0.8% lower than the Northern Ireland level of 20.4%

The percentage of the population **providing unpaid care to family, friends, neighbours or others is also lower in Ballymoney LGD** than in Northern Ireland, with a 1.6% difference between their respective proportions of 9.4% and 11.0%.

The percentage of residents stating their health was good was almost identical between Ballymoney LGD and Northern Ireland.

**1.7% of all 582,533 hospital episodes in Northern Ireland** in 2005-06 year took place in Ballymoney LGD. The percentage of **3-5 year olds registered with a dentist in Ballymoney in 2008 was 11.1% higher** than the level of 60.5% found in Northern Ireland.

## Housing and Transport

According to Census 2001 data the 9,635 households in Ballymoney LGD make up 1.5% of the 626,718 households in Northern Ireland. Of these households, 72.6% of them in Ballymoney LGD are owner occupied compared to 69.6% for Northern Ireland. A larger percentage, 35.1% compared to 29.4%, of households are also owned outright in Ballymoney LGD than in Northern Ireland. Rented households are however less prevalent in Ballymoney LGD, 3% less than the figure for Northern Ireland.

Lone Pensioner and lone parent with dependent children households are also less widespread in Ballymoney LGD than in Northern Ireland, with figures falling 0.8 and 1.4% below the Northern Ireland percentages of 12.8 and 8.1 percent respectively.

The average household size in 2001 was 2.77 for Ballymoney LGD, compared to 2.65 for NI.

In 2008 there were 11,463 domestic properties in Ballymoney LGD:

- Terraced – 14.5%
- Apartments – 2.3%
- Semi-Detached – 32.7%
- Detached – 50.5%

Comparing these figures with Northern Ireland levels we can see that there is 14.2% more detached and 7.6% more semi-detached properties in Ballymoney LGD than in Northern Ireland. As a result, the proportion of terraced housing and apartments fall far below the proportions in Northern Ireland with differences of 16 and 5.8% respectively.

There are projected to be 12,700 households in Ballymoney LGD in the year 2015, with an average household size of 2.46 persons.

The average rates bill for Ballymoney LGD in 2004/05 was £549, compared to £569 for NI. For Ballymoney LGD this represents an increase of 10.7% from 2003/04, compared to an increase of 8.4% for NI.

The average new house price in Ballymoney LGD in 2004/05 was £101,268. This compares to an average of £117,756 for NI the same year.

The 2001 House Conditions Survey showed that 1.5% of all non-decent homes were in Ballymoney LGD.

On Census Day in Ballymoney LGD 81.3% of households had access to a car or van, compared to 73.7% for Northern Ireland.

75.4% of persons aged 16-74 in employment usually travelled to work by car or van. This compares to 70.6% in NI.

In 2005, 13315 cars were licensed to addresses in Ballymoney LGD, 7.6% of which were cars registered to a disabled driver or for transporting disabled people.

Summary Comparisons	Ballymoney	Northern Ireland
<b>Census 2001 unless otherwise stated</b>		
Number of households	9,635	626,718
% owner occupied	72.6	69.6
% rented	27.4	30.4
% owned outright	35.1	29.4
% lone pensioner households	12.0	12.8
% lone parent households with dependent children	6.7	8.1
Average household size	2.77	2.65
% of households who had access to car or van	81.3	73.7

Summary Comparisons	Ballymoney	Northern Ireland
<b>Census 2001 unless otherwise stated</b>		
% of persons aged 16-74 in employment who usually travelled to work by car or van	75.4	70.6
Number of domestic properties (2008)	11,463	716,699
% terraced (2008)	14.5	30.5
% apartments (2008)	2.3	8.1
% semi-detached (2008)	32.7	25.1
% detached (2008)	50.5	36.3
Cars were licensed (2005)	13,315	763,663
% of cars registered to a disabled driver or for transporting disabled people (2005)	7.6	8.6

Datasets used: Census 2001 (NISRA Census Office), Domestic Properties 2008 (VLA) and Cars Registered 2005 (DVLNI).

## B) The Strategic Fit and the Policy Context

The Good Relations Strategy for Ballymoney Borough Council should and does complement the following strategic documents. These are outlined below:

Strategic Document	What it says	How Ballymoney Good Relations Strategy links to it
Ballymoney Borough Council - Corporate Plan 2008 - 2011	<p>BBC mission as a Council is:  <i>"To serve all our people and improve their quality of life"</i></p> <p>Corporate Objectives  The corporate objectives of the Council are based around three main priority areas for the Council and the Borough. These are:</p> <ul style="list-style-type: none"> <li>o To provide civic leadership;</li> <li>o To supply services that people want; and</li> <li>o To be a well run council</li> </ul> <p>The Council, as the only democratically elected and representative body based locally, is concerned about all the aspects of the Borough's life and not just those aspects for which it has direct responsibility.</p> <p>"By March 2011 the Borough will be recognised as a thriving local hub where people choose to live because of the quality of life and standard of living they can expect. It will be a modern Borough in terms of infrastructure, facilities and service provision and it will retain the traditional community values that make it a great place to live in.</p> <p>The Council itself will be seen to be forward looking and innovative with a strong community planning ethos. It will be recognised as a fair and inclusive promoter of excellent services. It will provide civic leadership by taking on issues of concern to citizens and ensuring that the Borough gets its fair share of public and private investment."</p>	<p>Germane to the strategy in particular around civic leadership and the influencing of others in their delivery of services across the Borough</p>
North East Peace III Strategy 2007 - 2013	<p>The aim of the NE Peace III Programme - 1.1: is Building Positive Relations at Local Level. The aims and objectives of the plan are outlined further on in the document but cover 2 main objectives and 10 programmes.</p>	<p>This GR Strategy and Action Plan complements the Peace III Strategy and vice versa. The GR officer has been involved in the development of the Peace III Strategy.</p>
Ballymoney Community Safety Strategy	<p>The regional Community Safety Strategy provides direction and guidance for Ballymoney's Community Safety Strategy. The need for intervention in the following areas has been identified across Northern Ireland as a whole:</p> <ul style="list-style-type: none"> <li>• car crime; domestic burglary; business &amp; retail crime; offences against Individuals, particularly domestic violence and sexual assault;</li> </ul>	<p>This GR Strategy includes a number of potential actions that could indirectly address some of the issues in the CSP and will</p>

Strategic Document	What it says	How Ballymoney Good Relations Strategy links to it
	youth offending and reducing criminality; offences motivated by prejudice and hatred; drug, substance and alcohol abuse; anti- social behaviour and low-level neighbourhood disorder; fear of crime amongst older people, vulnerable adults, victims and children.	complement it. Both officers in close contact and good engagement.
Ballymoney Community Support Plan & Council's delivery of community services	<p>The Good Relations Strategy complements the strategic aims of Ballymoney Council's Community Support Plan and Council's delivery of Community Services.</p> <p>These are.</p> <ul style="list-style-type: none"> <li>• <b>Capacity Building</b></li> <li>• <b>Networking and Forming Partnerships</b></li> <li>• <b>Resourcing the Community and Voluntary Sector</b></li> </ul>	This strategy is delivered through the same department, as the GR plan so there is a lot of synergy. The budget for the Community Support Plan is limited based on the current level of funding from DSD.
Ballymoney District Policing Partnership – Ballymoney Policing Plan 08/09 and the Strategic Plan	<p>Ballymoney Borough District Policing Partnership - Strategic Plan 2006 – 2009 has the following objectives</p> <ul style="list-style-type: none"> <li>• Objective 1 - Consulting the community</li> <li>• Objective 2 – The DPP identifying local policing priorities</li> <li>• Objective 3 – Monitoring local police performance</li> <li>• Objective 4 – Engaging with the community to gain the co-operation of the public with the police in preventing crime</li> <li>• Objective 5 – Acting as a general forum for discussion on matters concerning policing of the district</li> </ul> <p>An operational plan is developed on an annual basis. The operational plan sets detailed objectives and associated performance indicators. Taken together, the detailed objectives and performance indicators assist in the achievement of the strategic objectives.</p> <p><b>H District – Policing Plan 2008 - 2009 - For Ballymoney</b>  <b>Domain: Satisfaction and Confidence</b>  Objective 2. To continue to build, broaden and sustain confidence in the police service.  <b>Domain: Tackling Crime:</b>  Objective 3. To prevent and reduce crime.  Objective 4. To improve crime investigation.</p> <ul style="list-style-type: none"> <li>• Target: 4.1.5 To increase the clearance rate for offences against the person.</li> <li>• Target: 4.2.2 To increase the number of searches for controlled drugs.</li> <li>• Target: 4.2.3 To increase the number of seizures of controlled drugs.</li> </ul> <p><b>Domain: Promoting Community Safety</b>  Objective 5. To reduce the incidence of antisocial behaviour</p> <ul style="list-style-type: none"> <li>• Target: 5.1.2: To increase the number of persons reported to Youth Diversion officer for underage drinking by 5%.</li> <li>• Target: Target: 5.1.3: To increase the number of ABC/ASBO letters issued by 20%.</li> </ul> <p>Objective 8. To reduce casualties on the road.</p> <p>It also outlines a significant number of ongoing community based initiatives with which the GR Strategy has links and which contribute towards GR and crime reduction and prevention goals.</p> <p><b>Links to the NI Policing Plan 08/09</b>  4.1.2 To increase the clearance rate for sectarian crimes.</p> <ul style="list-style-type: none"> <li>• 'The PSNI's statistics for 2008/09 on domestic and hate incidents &amp; crimes are not currently available due to problems with under-recording. Work is underway to rectify this problem and to make these</li> </ul>	<p>Germane to the Strategy. There are links between the GR works and the DPP plan in that the Good Relations Strategy can create opportunities for innovative projects that could contribute to Policing Plan goals and targets.</p> <p>The Policing Plan for Ballymoney also outlines a significant number of ongoing community based initiatives with which the GR Strategy has links and which contribute towards GR and crime reduction and prevention goals.</p>

Strategic Document	What it says	How Ballymoney Good Relations Strategy links to it
	<p>available as soon as possible'</p> <p>4.1.3 To increase the clearance rate for racist crimes.</p> <p>4.1.4 To increase the clearance rate for homophobic crimes</p>	
NIHE	<p>The NIHE has an office in the Ballymoney area and looks after the following 23 areas in the Borough: Ballybogey, Balnamore, Bendooragh, Carnany, Clintyfinnan, Cloughmills, Corkey, Dervock, Druckendult, Dunaghy, Dunloy, Eastermeade, Glebeside, Killyrammer, Loughgiel, Macfin, Margaret Avenue, Rasharkin, Seacon, Stranocum, Townparks, Trinity Drive, Westgate.</p> <p>A Ballymoney Housing Community Network also exists in the area and is active in addressing issues in the area.</p> <p>In the 2008/09 District Housing Plan, it commits to a number of GR related activities, including:</p> <ul style="list-style-type: none"> <li>• Work with others to promote and support good relations. Ballymoney District Office staff will assist and support groups in making application to the Re-Imaging Communities Programme launched in July 2006 with Dervock and District Community Association and Glebeside Community Association. Both groups are exploring the Re-Imaging Communities Programme;</li> <li>• Work with others to address community safety issues in conjunction with Ballymoney Community Safety Partnership and also through the Bonfire Sub Committee which has had some success in improving bonfire management and its impact on the environment;</li> <li>• The Anti-Social Behaviour Focus Group continues to meet with Supporting Communities Northern Ireland, the Environmental Health Officer and PSNI every six weeks to address anti-social behaviour and reduce the detrimental effect it has on tenants and communities.</li> <li>• Continue to support and promote the work of the Rural Warden who provides an excellent service to some of the most vulnerable people in Ballymoney Borough and liaises closely with Community Associations regarding estate management and community safety issues;</li> </ul> <p>Staff also work in partnership with other statutory and voluntary groups listed below:</p> <ul style="list-style-type: none"> <li>• Causeway Domestic Violence Forum</li> <li>• Causeway Vulnerable Isolated Persons (VIP's)</li> <li>• Home Accident Prevention Group (Ballymoney)</li> <li>• Loughguile Inter Agency Forum</li> <li>• Rasharkin Inter Agency Forum</li> <li>• Dervock Inter Agency Forum</li> <li>• Glebeside Inter Agency Forum</li> <li>• Ballymoney Community Resource Centre</li> <li>• Ballymoney Anti-Social Behaviour Focus Group</li> <li>• Ballymoney Community Safety Partnership</li> <li>• Ballymoney Warmer Homes Group</li> <li>• Bonfire Sub Group</li> <li>• Ethnic Minorities and Migrant Workers Steering Group (BCRC)</li> </ul>	<p>The NIHE is an important stakeholder in the GR strategy. Like most areas in NI, the NIHE in Ballymoney manages a housing stock, which is primarily segregated. This brings with it its own GR issues and Council continues to work with the NIHE and its Supporting Communities Initiative in these communities. This will and should continue through this strategy but with a renewed focus on planning in a segregated society and the implications of this on future generations. There is much synergy and integration across both and this should continue to be built upon over the period of this GR plan.</p>
DSD – Small Areas of Disadvantage – delivered through NIHE	<p>Although there are no Neighbourhood Renewal areas in the Ballymoney Borough, Margaret Ritchie announced in March 2009 additional funding for 'Small Pockets' of deprived areas across NI, 3 of the 17 of which are in the Ballymoney area". Around £640,000 has been made available for 17 communities across Northern Ireland in the coming year. The scheme is targeted to help small pockets of deprivation in otherwise relatively well off areas up to March 2010. Spending will include:</p> <ul style="list-style-type: none"> <li>• running costs for community centres; and</li> <li>• environmental improvements for estates.</li> </ul> <p>The funding is provided from the Neighbourhood Renewal Investment Fund,</p>	<p>This recent announcement offers opportunities into which the GR strategy around its drive for reimagining projects could link. The GR Officer should continue to be involved with NIHE in delivering a coordinated approach to this initiative.</p>

Strategic Document	What it says	How Ballymoney Good Relations Strategy links to it
	<p>through 'People and Place', the Neighbourhood Renewal Strategy for Northern Ireland.</p> <p>The three areas in Ballymoney are:</p> <ul style="list-style-type: none"> <li>• Carnary with a population of 429 people</li> <li>• Route with a population of 403 and</li> <li>• Newhill with a population of 370.</li> </ul> <p>This is in addition to that already being delivered through the DSD Small Pockets of Deprivation Programme in Carnary, Glebeside and Castle Street. All of this is being delivered through the NIHE offices.</p>	
Ballymoney BC Equal Opportunities Strategy and Disability Action Plan	The Council has an equality scheme and adheres to Section 75 legislation in all that it does. It also has a Disability Action Plan.	Germane to the strategy
Programme for Government - Programme for Cohesion and Integration	<p><b>Programme for Government – PfG – Programme for Cohesion and Integration</b></p> <p><b>PSA 7 - Making Peoples' Lives Better – Drive a programme across government to reduce poverty and address inequality and disadvantage</b></p> <p>Public Service Agreement 7.5 states as its objectives "<i>Promote equality and the enforcement of rights</i>" and as its actions:</p> <ul style="list-style-type: none"> <li>• <i>Implement the cross departmental Gender Equality Strategy</i></li> <li>• <i>Implement the racial equality strategy</i></li> <li>• <i>Implement a programme of cohesion and integration for a shared and better future for all</i></li> <li>• <i>Deliver new effective structures of public service which are measurably more responsive to the needs of people and communities</i></li> </ul> <p>The budget to support the implementation of this proposed Programme has been increased by £7.5m over the next three years and whilst the detail of the proposed programme is still to be agreed by Ministers and the Executive, there are potentially significant increases in funding for Councils' Good Relations Programmes. This Programme will supersede the Shared Future and the Racial Equality Priorities documents as outlined above but it may be another six months until these actually come out. It is likely to include the same broad principles as the aforementioned documents.</p>	Germane to the strategy
Racial Equality Strategy	<p><b>Racial Equality Strategy for Northern Ireland 2005 - 2010</b> establishes a framework:</p> <ul style="list-style-type: none"> <li>• to tackle racial inequalities in Northern Ireland and to open up opportunity for all;</li> <li>• to eradicate racism and hate crime; and</li> <li>• together with A Shared Future, to initiate actions to promote good race relations.</li> </ul> <p>It sets out a long term high level vision of the society that Government is working to achieve:</p> <p><i>"A society in which racial diversity is supported, understood, valued and respected, where racism in any of its forms is not tolerated and where we live together as a society and enjoy equality of opportunity and equal protection. The strategy also sets out six strategic aims that Government will pursue in eradicating racism and tackling racial inequalities. It also sets out the principles that Government will observe in pursuing these aims."</i></p> <p>It has six main themes as outlined earlier in this document.</p>	Germane to the strategy

Strategic Document	What it says	How Ballymoney Good Relations Strategy links to it
Shared Future	To achieve progress on building a shared society, A Shared Future detailed a vision and a number of priority areas as outlined below. <i>"to establish, over time, a shared society defined by a culture of tolerance: a normal, civic society in which all individuals are considered as equals, where differences are resolved through dialogue in the public sphere and where all individuals are treated impartially. A society where there is equity, respect for diversity and recognition of our independence."</i> These priority areas are outlined earlier in this document:.	Germane to the strategy

### C) Summary of Issues arising from public consultation event

A meeting was held in Ballymoney Town Hall on 12<sup>th</sup> February 2009. Over 70 community and voluntary sector organisations were invited to come along to the meeting to express their views on the future Good Relations Strategy 2009 – 2011. The worksheets used to focus discussion, are included as Appendix 3. In total 18 people were in attendance and a summary of the results of the evening is outlined in brief below (Appendix 2). There was a lively debate and full discussion by all in the room.

#### ***What are the big Good Relations Issues?***

- The current strategy is well run and has many innovative elements – love to see more groups involved in it
- Excellent officer who actively helps the groups and understands their needs
- GR grants programme – the amount of grant aid is not adequate to fund larger projects or programmes which want to drill more deeply into good relations issues in local areas
- Some groups are still unaware of how to access the good relations grant aid programme and much of what they do is good relations in focus
- More support is required to help groups access funding and to develop focused GR projects – practical support is required

#### ***Is the concept of Good Relations embraced and understood in the Council area?***

- Broadly, yes by some and not really by others
- The average person on the street does not automatically think about it
- We would require more regular meetings to get a greater grasp of it and how we are actually contributing to it
- There has been a lot of Good Relations work done and things have improved, however, there is still work to be done
- We need to use local community workers to be Good Relations advocates within the Borough –to spread the concept and get more groups actively involved in it
- Many groups are unaware of the expertise and knowledge within Council and within local groups on how to engage in Good Relations work
- Like to see more active leadership from the Council leaders with regard to promoting good relations
- Could the Neighbourhood Watch model be used to promote good relations
- Could the Community Safety Partnership and the DPP and Good Relations work more closely together in programmes?
- We need to invest in volunteers especially young people – build on the work with Cheers Youth Club
- We need to assist those involved in good projects to sell their stories
- It is important that people are prepared to move past cross community working
- Need more contact between the Good Relations Officer in Council and the groups

- We need new ways of engaging with people through other means
- Identify gaps in community structures – link with sports strategies of Council or culture and heritage and arts and see how they can add benefit to the good relations agenda – this is in effect more cross council work
- Good Relations is not just about delivering the Good Relations Programme...it is about engaging with community through common purposes and themes
- Neutral venues – cuts across good relations. We also need to be engaged in single identify work in the Borough to build up the strength of groups in the area
- Celebrate different cultures locally and share them with ourselves and others – improve local awareness of their own identity and history – with young and old working together – reminiscence projects
- Use sport as a way into good relations through health and well being agenda rather than a good relations one – in some cases good relations needs to be more subtle
- Dervock and District Community Association is currently delivering a reimagining project and have engaged in single identify work which has been very successful; the civic festival
- Need to build local communities first before they feel strong enough to outreach to others
  - Build internal capacity first and then outreach
- A churches history project may be a good idea – C.A.C.T.
  - Do we need a churches forum in the area?
- Carols Together Service is another idea which was successful locally – we need to build on this rather than have one off events
- Helping people to understand themselves before sharing with others is important
- Is putting labels on things – e.g. a good relations event, actually creating more divisions? We need to think cleverly about how we work with communities in order to get them involved and not create unnecessary barriers initially
- The Chinese community is not really engaged. We need to get more contact from the new citizens in the Borough and find out if they feel a part of the community
  - There are often isolation and language issues for new citizens and geographical barriers if they live in the country away from any public transport

### **What are the big Good Relations issues in the Borough?**

- Unemployment rates are possibly leading to more anti social behaviour
- Lack of job opportunities for foreign nationals
- More inclusion generally by all parts of the community is required
- How can common interest groups be utilised more effectively in addressing reconciliation and good relations – e.g. the horticultural associations or the Evergreen Club type groups?
- What about RPA – how will funding for Good Relations be affected then?
- We need to build the capacity of groups to enable them to have the same choices or to develop projects in their areas
- Peace III - linking with this is very important as it should enhance this GR Strategy
- Helping groups to access Peace III is very important
- Linking with neighbouring councils is also important especially re RPA

### **Hard Issues**

- Flags, parades, murals, kerbstones and bonfires are examples of these hard issues
- Flags and emblems are still a big issue in parts of the Borough as are kerbs and murals. These are the hard issues that often people shy away from. We need to take the good examples of where local groups have proactively tried to address these issues locally and write these up as case studies and use to assist others to tackle these issues, without fear, in their own communities

- Cloughmills has done so but it needs local and civic leadership to make it happen
- More sharing of good practice required – on web site, in newsletters, through local site visits
- More acknowledgement and praise for good practice locally
- More best practice visits to see how others have tackled it in other areas
- Hard hitting and supportive programmes required in these issues
- Civic leaders have a key role in local problem solving involving these hard issues – the community leaders working alongside the civic leaders is also crucial. We need to build on this locally
- Hard issues are often single identity issues and this is a legitimate and extremely important part of this Good Relations Strategy
- Bonfire issue is another hard issue
  - The Communities in Transition Programme is important to link to
  - Street Intervention Programme is important as are other diversionary programmes for young people – unattached or otherwise
  - Interagency approach also important
  - Important to see alternatives through good practice visits to elsewhere
- Parading Issue is another hard issue in parts of Ballymoney and needs to be part of the Strategy
  - Rasharkin - this is still an issue here
  - Civic leadership important here
  - Re- imaging projects required
  - Mediation programme ongoing

### **Practically what can be done?**

- More hands on support and work for and with the groups
- Sharing of good practice
- Site visits
- Capacity building/ leadership programme, like the Creating Community Confidence Programme, only with a Good Relations Focus
  - Should result in action plans for local groups in how to address good relations and should result in better practice in the long term
- Reaching out to other organisations
- Encourage more cross fertilisation of ideas within and between groups so that they can reach their full potential through networking and peer support programmes
  - Needs to focus on the whole group – not just a couple in the group
  - Needs to engage whole communities
- Help with funding bids
- Outreach work
- Utilise existing venues and encourage more use of these and examine how they could be more accessible to all
- Encourage the managed use of flags across the Borough – through some type of cultural identity and learning programme
- Identify and work with young people to take on the legacy
  - Need to think about succession and how current leaders at community level are replaced
  - Need to invest in youth based leadership skills
- Address the issue of overstretched volunteers – more resources are required generally but especially in areas where tensions are higher than in others and a lot of voluntary work is being undertaken
- A cost benefit analysis of some of the programmes being undertaken in some of the villages should be undertaken in order to track for instance the reduction in anti social behaviour as a result of a youth diversionary programme or a reimagining project – this should include the voluntary effort against the grant involved

- Need to actively assist those taking risks in the local community – e.g. Stranocum and the community leaders there regarding bonfires and parades
- We need to look at smart ways to address issues
- Baseline the good practice
- More volunteer peer mentors locally to share good practice

#### **D) Summary of Issues Arising from Consultation with Heads of Service**

In total six of the Heads of Service Team from Ballymoney Borough Council attended this consultation event. This was supplemented by an interview with the Good Relations Officer separately. The worksheets used to focus the discussion, are included as Appendix 4.

#### **In attendance were:**

<b>Head of Service Member</b>	<b>Unit</b>
Nigel McKeown	Head of Environmental Services
David Wright	Head of Finance and IT
Paul Lyness	Head of Leisure Services
Elizabeth Johnston	Head of Corporate & Development Services
Bryan Edgar	Deputy Director of Borough Services
William Campbell	Head of Building Control
Evan Bates	Good Relations Associates – in attendance

The following is a summary of their views.

#### **What are the big Good Relations Challenges in Ballymoney over the next two years?**

- Recession and dealing with this – community could become more isolated - lead to more anti social behaviour
- A hardening of attitudes given the economic downturn towards ethnic minority communities
- We have few big employers in the area now
- Rate cuts on budgets makes services tighter
- We are a rural based council area which in some cases can seem more parochial
- RPA
  - keeping the area on the agenda
  - being able to link with other communities more effectively where there are different balances in religions and political mixes
  - we need to plan now for this transition and Good Relations Strategy can help with this
  - need to embrace and welcome the change and lead it from within council
- We need to change mindsets locally
- Get good relations out of a pigeon hole and out into the open across council and all its services
- Address the issues and problems for foreign nationals including those who have lived here for years
- Possibly need a Good Relations Forum - should be a small focused group that feels safe to discuss hard issues. It needs a purpose and a strong Terms of Reference. It needs to bring in new thinking and new people – not just the usual suspects - younger people – needs to do things
- Need to increase the grant to groups possibly and the grants need to be more challenging and should be absolutely linked to the strategy
- Need to address prejudice and homophobia within the plan

**How well do you think good relations is understood and embraced across the Council and its various departments and how could this be improved?**

- In some cases well and in others not so
- Good Relations is all about how you deliver your services in a fair and equitable and transparent manner
- Addressing good relations lengthens the decision making process but is very necessary
- We always need to be aware of the bigger picture
- The approach you take gives out signals as to whether you are taking a good relations approach to service delivery and it is very important to get this right
- Best value is all about a greater partnership approach between the civic leaders and the community
- Need to raise its profile locally by making people more aware of what it is and what it achieves and why it is important
- Good relations needs to be understood by all staff and needs to be planned into the work of each department and willingly taken on board rather than something that needs or has to be done – staff need to feel more ownership of it and its benefits to their service delivery and that way there is more likelihood of ongoing success
- Management of the public perception of what we do is also important
- Telling the good news stories when they happen is important e.g. the bonfire programmes – and the savings to the tax payers and what that was then invested in rather than a story about bonfires
- Recognise the crucial partnership role of communities in the delivery of some of these hard issue based services

**How well do you think Ballymoney Borough Council operates with regard to the delivery of a fair and robust set of governance structures and transparent decision making and how could this be improved?**

- Well
- Set up sub groups where issues need a specific type of assistance e.g. bonfire sub group – the driver being health and safety, pollution etc
- Role of first citizen could be even more focused on good relations
- Need to look at council owned buildings and make sure that all are seen as open and welcome to all – some seen as “frosty” or have a perception of not being welcome to all...not the case but perhaps that message is not fully understood by all
- Need to use more languages on the web or in materials to make sure that people understand what we do
  - Multi lingual signs are good but possibly need to embrace other languages as well
- Being transparent about our policies especially those around contentious issues
- Civic leadership in this regard is key and the ability to work beyond party lines is important here

**How well are the interests of minority communities protected within Council activities and how could this be improved?**

- Well
- Through a Good Relations Forum perhaps with Chatham House rules as part of the remit
- Invite in guest speakers to see how others have done it
- Address specific issues of relevance to minority communities – e.g. Rasharkin and doing something from a community safety perspective

**What do you see as the big civic leadership issues for elected members and how best can this be supported in the future, particularly in light of RPA?**

- Lead on hard as well as easier issues
- Civic Leadership

- Work for the greater good of the whole community and not just local community
- Address the fears within communities head on
- Work with community activists
- Address the mindsets of local people by leading with a more open view
- Act outside normal comfort zones
- Be supported by officers in council to achieve these type of civic leadership roles
- Work beyond party lines
- Use different headings or labels for good relations work as this can be a barrier for engagement and then makes the work of the civic leaders more difficult
- Don't label it, champion it

**Regarding RPA, what do you believe are the emerging good relations issues for the Borough and how, over the next two years, could Council assist in the preparation of both employees and elected members for a new way of doing things at local level that promotes a shared inter community local governance model?**

- Education and awareness programmes
  - Programmes that break and change mindsets
- Show good examples of good practice good relations especially in areas where it is not obvious – e.g. refuse disposal – so that all employees can see how they can play a part
  - Council wide engagement programmes
- Peer leadership programmes
- Examples of cross departmental good practice projects
- External facilitated support to challenge with safe places to discuss issues
- How to think outside the box – creativity and innovation to come up with new ways of delivering services that can also address good relations issues
- Internal interdepartmental and cross departmental committee to identify what can be done corporately
- Shadow jobs programme – understand the end user more specifically
- More citizen interaction – need to make sure that people understand us and vice versa

**How well do you think BBC exercises its good relations duty and what further assistance/ training do elected representatives and staff require to make this duty more effective?**

- External facilitated support to challenge with safe places to discuss issues
- How to think outside the box – creativity and innovation to come up with new ways of delivering services that can also address good relations issues
- Internal interdepartmental and cross departmental committee to identify what can be done corporately
- Shadow jobs programme – understand the end user more specifically
- More citizen interaction – need to make sure that people understand us and vice versa

**E) Summary of Issues Arising from Members Meetings in March 2009**

Members met to discuss a first draft of the Strategy and their comments are summarised below:

- The role of civic leaders is crucial and additional support should be given to drive this forward
- We need to take responsibility to ensure that good relations is mainstreamed across Council
- Would like a Good Relations Committee to explore good relations in more detail – would like to get involved more in the work of the GR Strategy
- A joint Forum for Good Relations – with civic and community leaders should be discussed in more detail – let's see where the feasibility takes us but it should not be a talking shop
- Leadership and new skills in new leadership techniques are important

- The Strategy needs to be rationalised
- The Strategy needs to illustrate good value for money
- It needs to tackle hard issues – how as elected members do we help with this
- Needs to deal with attacks on property and people and also sectarian attacks – hard issues
- Remove graffiti but need diversionary activity to create a longer term solution as well
- It should assist communities who are taking risks around good relations work
- We do not have any interface areas so initiatives here are not required
- Need to address issues like parading and flags
- We possibly need to develop a flags protocol and work with NIHE and PSNI to develop it – managed use of flags important
- An education programme about flags would be important – increasing understanding of each other is an important element of the GR strategy
- We need to help people change mindsets
- More hands on support work for the groups, many of whom have not accessed grants before
- More capacity building for the groups to engage in GR work
- More site visits and good practice from elsewhere needs to be demonstrated
- More outreach
- More work with young people
- Increase in grant aid would be good
- It is important to tell the good news stories
- Would like to see and hear more about the tangible results of the strategy
- We should engage in Peace III to access more resources for new projects
- Links with the re - imaging programme in the estates are also important to continue and indeed to build on
- How do we illustrate the cost benefits to others of what we do in local communities – If it reduces anti social behaviour then that reduces the policing bill...need to work with PSNI to assist in quantifying these sorts of benefits
- Need to promote shared spaces across the Borough and assist a range of organisations to examine and achieve this
- Regarding church based activities and the churches history programme – this should link to the Irish School of Ecumenics and be linked to understanding beliefs and history of different churches and faiths and not just around the main religions in the area – link this to the arts programme as well
- Regarding shared workplaces, we should be striving to create a shared workplace not a neutral one – one with greater openness and ability to talk and discuss hard issues
- Link to the safer bonfire programme – add value to this work – very worthwhile
- Assist others in council to see how they link to GR issues giving greater opportunities for integration across departments
- Better internal and external communication is very important – around the success of GR work
- Regarding victims – we believe the best approach is to link to specialists in this area of work – continue to work with WAVE in this regard – signposting rather than direct delivery
- Community planning is very important and the role and importance of good relations should be factored in here

The Mission was slightly amended to include the word Borough in the phrase to ensure that all people of the Borough felt part of the Strategy and could benefit from it.

## **Ballymoney Borough Council's Good Relations Strategy 2009 - 2011**

### **Mission Statement of Ballymoney Council's Good Relations Strategy**

Below is the revised mission for the Strategy.

### **Mission Statement of Ballymoney Borough Council's Good Relations Strategy 2009 - 2011**

***"To deliver an effective Good Relations programme which enables the people of Ballymoney Borough to develop a positive shared future."***

***Mission Statement GR Strategy 09 - 11***

### **Strategic Priorities – Results of Audit**

Ballymoney Borough Council, in its 2007- 2009 Strategy and Action Plan had eleven strategic priorities. On the basis of the audit and the consultation a number of issues and priorities were identified under each theme. There was much overlap between the eleven themes and it was decided that a realignment of the themes as outlined below was required from the previous eleven into the following four plus an additional operational theme.

<b>New Theme for 2009 - 2011</b>	<b>Related Old themes</b>
Civic and Community Leadership for a Shared Society	<ul style="list-style-type: none"> <li>• None</li> </ul>
Building the Capacity of the Community to Engage in Good Relations Activities	<ul style="list-style-type: none"> <li>• Shared Education (4)</li> <li>• Shared Communities (5)</li> <li>• Good Relations, Community Development &amp; Tackling Disadvantage (8)</li> <li>• Supporting Good Relations through Culture and Diversity (6)</li> <li>• People from minority ethnic communities and the majority community have shared equality of life chances in all aspects of their lives (11)</li> <li>• Ensuring that a Voice is Given to Victims (9)</li> </ul>
Tackling Hard Issues	<ul style="list-style-type: none"> <li>• Tackling the Visible Manifestations of Sectarianism and Racism (1)</li> <li>• Reclaiming Shared Space (2)</li> <li>• Reducing Tensions at Interface areas – removed (3)</li> </ul>
Delivering Shared Services	<ul style="list-style-type: none"> <li>• Shared Services (10)</li> <li>• Developing Shared Workplaces (7)</li> </ul>
Internal operations	<ul style="list-style-type: none"> <li>• None</li> </ul>

The issues associated with each are now brought together under the new themes for the new action plan.

<b>2009 – 2011 Themes</b>	<b>Good Relations Strategy Themes (Shared Future Themes)</b>	<b>Indicative Issues / Ideas for 2009/2011 plan based on the audit and consultation to date</b>
<b>Civic and Community Leadership for a Shared Society</b>	New Theme – Leadership for a Shared Society	<ul style="list-style-type: none"> <li>• Demonstrate leadership for a Shared Society in the Borough Council's role in civic leadership and building a coalition of interest around the improvement of good relations is fundamental to better shared services. By acting collaboratively with other agencies, those delivering services in the Borough of Ballymoney can make real gains in delivering their own agendas for example:</li> </ul>

2009 – 2011 Themes	Good Relations Strategy Themes (Shared Future Themes)	Indicative Issues / Ideas for 2009/2011 plan based on the audit and consultation to date
		<ul style="list-style-type: none"> <li>• the PSNI in preventing, containing and managing crime</li> <li>• the NIHE in managing a segregated housing stock across its 23 areas in the Borough</li>   <li>• DARD in delivering its new rural development programme in the Borough</li> <li>• NE Peace III in delivering this new integrated strategy</li> <li>• the Education Board and FE sector delivering an education programme in an era of global economic decline</li> <li>• DSD addressing issues in small pockets of deprivation in the Ballymoney area.</li> </ul> <p>Division and segregation bring real diseconomies that need to be addressed using an integrated and locally informed approach. A substantive improvement in good relations can, in effect, generate efficiency gains and this is the business case for a good relations agenda to the delivery of better services and the need for both civic and community leadership.</p> <ul style="list-style-type: none"> <li>• Three core mechanisms each with a very specific purpose and Terms of Reference, membership and frequency of meeting <ul style="list-style-type: none"> <li>○ Establish <b>Good Relations Council Sub Committee</b> with clear Terms of Reference and membership – members only and meet quarterly <ul style="list-style-type: none"> <li>▪ Civic leadership role for a shared society in Ballymoney, – how to enact internally for the delivery of Councils own services and how to influence external deliverers of services who deliver services in the Borough; working in partnership with other agencies to encourage shared service delivery by others in the Borough – removing duplication and building on good practice – more connectivity</li> <li>▪ Lead a strategic review of policies and procedures that promote a shared society e.g. shared space policies; booking policies that promote shared space; understanding and seeing good practice from elsewhere</li> <li>▪ Assess Good Relations Grants</li> <li>▪ Role of civic leaders needs to be more explicit and visible in tackling hard issues – support for members in how to achieve</li> <li>▪ Civic leadership and engagement programme linking to the community <ul style="list-style-type: none"> <li>• Ongoing member training – leadership training programme - transformational leadership – building a collective vision and building mutual respect into the process</li> <li>• Good practice trips at least twice per annum, linking to neighbouring councils</li> </ul> </li> </ul> </li> <li>○ Establish <b>Good Relations Internal Coordination Group</b> with clear Terms of Reference – Senior Staff based - meet</li> </ul> </li> </ul>

2009 – 2011 Themes	Good Relations Strategy Themes (Shared Future Themes)	Indicative Issues / Ideas for 2009/2011 plan based on the audit and consultation to date
		<p>quarterly – not a decision making body</p> <ul style="list-style-type: none"> <li>▪ Better coordination across Council services</li> <li>▪ Information and communication focused – better use of internal intranet</li> <li>▪ Mainstreaming good relations practice into all services and assistance in how to do so</li> <li>▪ Sharing good practice and assisting practically with new ways of doing things</li> <li>▪ Training schedule for staff linked to this</li> <li>▪ <b>Links and drives the Delivering Shared Services theme</b></li> </ul> <ul style="list-style-type: none"> <li>○ Continue to investigate the concept of establishing a <b>Ballymoney Good Relations Forum</b> with clear Terms of Reference – members and community leaders involved – meet quarterly <ul style="list-style-type: none"> <li>▪ Debating hard issues</li> <li>▪ Sharing good practice</li> <li>▪ Supporting community leaders at grass roots level to tackle hard issues</li> <li>▪ Safe environment in which to discuss issues</li> <li>▪ About information, education, a learning and networking environment for civic and community leaders to build mutual respect and understanding</li> <li>▪ To include youth and ethnic minority representatives and community leaders from across the Borough</li> </ul> </li> <li>• Other leadership based practical activities driven by members <ul style="list-style-type: none"> <li>○ Joint training / sharing of good practice opportunities for members – three away days per annum</li> <li>○ Civic/ community engagement open day at Council venue- once per annum</li> </ul> </li> </ul>
<b>Building the Capacity of the Community to Engage in Good Relations Activities</b>	Shared Education	<ul style="list-style-type: none"> <li>• Promote the development and delivery of a schools based programme aimed at promoting good relations</li> <li>• Promote the development and delivery of a youth based programme aimed at promoting good relations <ul style="list-style-type: none"> <li>○ Make use of shared venues</li> </ul> </li> </ul>

2009 – 2011 Themes	Good Relations Strategy Themes (Shared Future Themes)	Indicative Issues / Ideas for 2009/2011 plan based on the audit and consultation to date
	Shared Communities	<ul style="list-style-type: none"> <li>• Develop and deliver a community leadership for a shared society programme linked to practical projects programme – whole community based with small grant attached</li> <li>• Investigate the revision of the Good Relations Grants Programme to allow: <ul style="list-style-type: none"> <li>○ a more targeted and strategic approach linked to the themes of the plan; which allows groups who wish to take a year long programmatic approach to delivering good relations projects (for instance three groups per annum – larger grants, tackling hard issues (£1,000 max)) to do so</li> <li>○ a small grants programme which will enable groups to develop and deliver short one off projects (max £350)</li> <li>○ revised application form to ensure defined outcomes and outputs from all projects are outlined</li> <li>○ monitoring and evaluation template to be completed by all at the end of their projects</li> <li>○ more challenging grant criteria but practical assistance in how to address, especially those new to GR work and those who automatically do not see themselves as addressing GR work but who have excellent tools to do so (e.g. older peoples groups, horticultural groups)</li> <li>○ possibly have – 3 to 4 rounds of grants per annum - assess applications on a quarterly basis – being brought through the GR Sub Committee rather than continuously open or maintain as is or have one grant round with the possibility of reopening mid year</li> <li>○ deliver practical workshops / clinics for groups on how to access GR grants and how to make the grants more GR focused in advance of all rounds</li> </ul> </li> <li>• Good Relations Advocate/ Mentor support programme - Peer support engagement, learning and sharing programme</li> <li>• Networking visits programme for a shared society for community groups</li> <li>• Building Positive Relations Awards Event – every two years £2,500 every 2<sup>nd</sup> year</li> </ul>
	Community Development and Tackling Disadvantage	<ul style="list-style-type: none"> <li>• Ensuring the GR programme is linked and engaged to the Council's community planning agenda, the RPA process, the work of the Community Support Plan, the Community Safety Plan, the District Policing Plan and Peace III Programme. This will involve ongoing meetings and sub group meetings for each initiative by GR Officer <b>(mostly linked to shared services)</b></li> <li>• GR officer to deliver a series of quarterly based clinics across the Borough in three locations for groups who require most good relations support - 12 x half day clinics per annum</li> <li>• Ongoing elected member support to local groups – observer and information role attending meetings of groups – at least 5 groups supported per annum</li> </ul>

2009 – 2011 Themes	Good Relations Strategy Themes (Shared Future Themes)	Indicative Issues / Ideas for 2009/2011 plan based on the audit and consultation to date
	Supporting Good Relations through Culture and Diversity	<ul style="list-style-type: none"> <li>• Develop cultural awareness programme with communities around parading and bonfires cultural events – single identity and cross community activities</li> <li>• Contribution to up to 3 cross community cultural events per annum – 1 to be Borough wide</li> <li>• Support projects or programmes around arts and good relations in association with arts officer in Council</li> <li>• Support projects or programmes around sport and good relations in association with sports and leisure officer in council</li> </ul>
	Supporting the integration of people from minority ethnic communities	<ul style="list-style-type: none"> <li>• Contribute to a NE audit of ethnic minority needs in the Ballymoney area and how they are affected by GR issues and feel engaged in the community <ul style="list-style-type: none"> <li>○ Link with NE Peace III Programme</li> </ul> </li> <li>• Liaise with ethnic minority steering group, attend meetings and support as appropriately</li> <li>• Advise on the delivery of a capacity building programme for ethnic minority communities</li> <li>• Support the following activities including: <ul style="list-style-type: none"> <li>○ Support a multi-cultural festival in Ballymoney</li> <li>○ Provide support for foreign language classes</li> <li>○ Promote and support language translations regarding key Council service areas</li> <li>○ Support for the provision of advice clinics/ and support for the production of a DVD for new arrivals – ongoing</li> <li>○ Training for frontline staff as part of Anti Racism in Workplace Week (<b>mostly linked to shared services</b>)</li> </ul> </li> <li>• Ensuring that the needs of people with a disability are heard in the GR strategy</li> </ul>
	Ensuring that a Voice is Given to Victims	<ul style="list-style-type: none"> <li>• Link to Victims Programme under NE Peace III Programme</li> <li>• Bring together victims groups who operate in the area</li> <li>• Add value to work undertaken in last two years</li> <li>• Signpost to other victims support groups like WAVE and others and work with/ support them where appropriate for work with victims in the Borough (budget £2,000 for small project)</li> </ul>

2009 – 2011 Themes	Good Relations Strategy Themes (Shared Future Themes)	Indicative Issues / Ideas for 2009/2011 plan based on the audit and consultation to date
Tackling Hard Issues	Tackling the Visible Manifestations of Sectarianism and Racism	<ul style="list-style-type: none"> <li>• Maintain regular contact with local communities and maintain and further develop contact points with key influencers</li> <li>• Flags and emblems are still an issue in the area – need for a flags protocol and an education programme about flags and emblems and/or possibly a Forum to deal with the issue</li> <li>• Parades are still an issue in some areas <ul style="list-style-type: none"> <li>○ Community leaders need more support to address these issues. A practical support programme which encourages whole group engagement is required</li> <li>○ Role of civic leaders needs to be more explicit and visible</li> <li>○ Parades Support Programme</li> <li>○ Mediation Skills Programme on offer across the Borough <ul style="list-style-type: none"> <li>▪ Mediation Skills Programme for Rasharkin – ongoing programme from 08/09 (£5,847)</li> <li>▪ Generic mediation skills programme</li> </ul> </li> </ul> </li> <li>• Support to communities to address attacks on property and graffiti <ul style="list-style-type: none"> <li>○ More diversionary projects</li> </ul> </li> <li>• Support to address sectarian attacks <ul style="list-style-type: none"> <li>○ More diversionary projects</li> </ul> </li> <li>• Identify more reimagining programmes and seek funding for same</li> <li>• Need to see and share best practice locally and seek to share with local groups through web site and other means</li> <li>• Maintain regular contact and liaise as appropriately with PSNI and NIHE etc</li> </ul>
	Reclaiming Shared Space	<ul style="list-style-type: none"> <li>• Review use and perceptions of current council premises –build on the recommendations as appropriate – ring fence budget for this</li> <li>• Look at how to make other halls/ venues in the community across the Borough more open to all <ul style="list-style-type: none"> <li>○ Promote the concept of shared external space being an important thing to build across the Borough</li> <li>○ Programme of sharing spaces and enhancing one’s own and others understanding of current spaces and the history to them – link with Ballymoney museum <ul style="list-style-type: none"> <li>▪ Hands on History/ Cultural heritage budget to fund local community groups and young people to come together and look at shared history (£2,000 possibly per annum)</li> <li>▪ Church tour programme – engage the churches and the Irish School of Ecumenics more effectively in this type of work and start to understand the beliefs and the history – move beyond the main church groups to engage all faiths</li> </ul> </li> </ul> </li> </ul>

2009 – 2011 Themes	Good Relations Strategy Themes (Shared Future Themes)	Indicative Issues / Ideas for 2009/2011 plan based on the audit and consultation to date
Delivering Shared Services	Shared Services	<ul style="list-style-type: none"> <li>• Organisational mapping ahead of RPA required so that linked services are more obvious for those involved in their delivery</li> <li>• Plan for RPA and commence networking events with neighbouring Councils GR/ Community Services officers</li> <li>• Continue to engage in Northern Forum CRO's Annual Project with small budget allocation</li> <li>• Promote Council based shared services programme specifically focusing on good relations delivered through a range of themes (economic/ sports/ arts/ culture) – <b>driven by Good Relations Internal Coordination Group</b> <ul style="list-style-type: none"> <li>○ Internal interdepartmental and cross departmental steering group to identify what can be done corporately – to meet quarterly to plan and get things done and with supporting workshops <ul style="list-style-type: none"> <li>▪ Assist service heads to make their services more GR aware – awareness raising workshops, talks from other Councils, case studies, practical workshops on making it happen across each Unit / area of Council work</li> </ul> </li> <li>○ How to get staff to think outside the box – creativity and innovation to come up with new ways of delivering services that can also address good relations issues</li> <li>○ Show good examples of good practice good relations especially in areas where it is not obvious – e.g. refuse disposal – so that all employees can see how they can play a part</li> <li>○ Share examples of cross departmental good practice projects</li> <li>○ More citizen interaction – need to make sure that people understand Council and its various services and vice versa</li> <li>○ Better communication – internal and external – more joint team briefings</li> </ul> </li> <li>• Local Democracy Week Event with members and young people – with small budget of £500</li> <li>• Community Relations Week celebrations - £1,500 each year</li> <li>• Continue to liaise with CRU and CRC with regard to shared services</li> </ul>
	Developing Shared Workplaces	<ul style="list-style-type: none"> <li>• Moving from a neutral workplace into a shared workplace where people understand each others' views and can discuss hard issues <ul style="list-style-type: none"> <li>○ Education and awareness programmes on new ways of doing things and how to make the workplace more shared - exploring what this means for staff</li> <li>○ Mini programmes that break and change mindsets and that allow challenge with safe places to discuss hard issues</li> <li>○ Peer leadership programmes to share experiences</li> </ul> </li> </ul>
Internal operations	Delivering an effective and efficient GR programme	<ul style="list-style-type: none"> <li>• Review and amend plan with the community and civic leaders yearly</li> <li>• Monitor and evaluate the plan at end of 2011</li> <li>• Access additional resources where possible to deliver the plan</li> </ul>

## Action Plan Aims and Objectives

Following the results of the audit and meetings with the members and the internal Good Relations team, it was decided that a rationalisation of the Good Relations Strategy was required. This has taken the eleven priorities as outlined in the 2007- 2009 Strategy and realigned them into **four** themes as outlined below.

The Action Plan follows this same structure and outline. The Action Plan has been mapped against new guidelines issued by CRU in March 2009 and reflects the new Peace III Strategy for the area, Shared Future and the Racial Equality Strategy priorities. The new themes and their respective aims and objectives are outlined in summary below with further detail outlined in the Action Plan.

New Theme	Strategic Aim	Strategic Objectives
<b>Civic and Community Leadership for a Shared Society</b>	Aim 1: To build enduring civic and community leadership within Ballymoney Borough that leads to and builds a shared society	<b>Objective 1: Civic and Community leadership</b> <i>To build the civic and community leadership skills of elected members and local community leaders over the next two years through a programme of learning, networking and engagement</i>
<b>Building the Capacity of the Community to Engage in Good Relations Activities</b>	Aim 2: To build the capacity of the community to engage in good relations activities aimed at building a shared society	<b>Objective 2a: Shared Education</b> <i>To promote a culture of good relations and mutual understanding among the young people of Ballymoney Borough through the promotion and delivery of a schools and youth based programme with at least 10 different groups/schools per annum</i>
		<b>Objective 2b: Shared Communities</b> <i>To develop and deliver a new community leadership programme for a shared society with the community sector linked to a more targeted grant aid programme and supplemented by a peer community leadership support programme and networking opportunities for local groups supporting at least 20 groups per annum (additional resource dependent)</i>
		<b>Objective 2c: Community Development and Tackling Disadvantage</b> <i>To offer developmental support to the community sector, who wish to engage in good relations activities, through a coordinated series of workshops and clinics, the opportunity for elected members to engage with local groups and links by Council with other relevant agencies delivering services in local areas open to all groups</i>
		<b>Objective 2d: Supporting Good Relations through Culture and Diversity</b> <i>To support the delivery of a programme of cultural events in the Borough which celebrates and develops the cultural diversity of the Borough and which encourage the use of arts and sports as a means of cultural expression</i>
<b>Objective 2e: Supporting the inclusion of people from minority ethnic communities</b> <i>To promote greater integration of ethnic minority communities into the civic and community life of Ballymoney Borough through a range of support and integration initiatives based on local needs</i>		

New Theme	Strategic Aim	Strategic Objectives
		<p><b>Objective 2f: Ensuring that a Voice is Given to Victims</b>  <i>To work in partnership with others in order to support a programme of activities linked to those victims who have been impacted by the troubles</i></p>
<p><b>Tackling Hard Issues</b></p>	<p>Aim 3: To work, in partnership with others to reduce the visible manifestations of sectarianism and racism in the Borough and actively support both civic and community leaders who wish to address hard issues in their local communities</p>	<p><b>Objective 3a: Tackling the Visible Manifestations of Sectarianism and Racism</b>  <i>To work in partnership with the community in order to deliver a practical support programme aimed at helping to reduce the visible manifestations of sectarianism and racism in the Ballymoney Borough and addressing hard issues</i></p>
		<p><b>Objective 3b: Reclaiming Shared Space</b>  <i>To seek to maximise the amount of public space that is regarded as "shared by all Borough residents" through the promotion and delivery of a shared public space developmental programme in addressing both civic and community based buildings</i></p>
<p><b>Delivering Shared Services</b></p>	<p>Aim 4: To support the delivery of shared services that contribute to Good Relations in the Borough of Ballymoney</p>	<p><b>Objective 4a: Shared Services</b>  <i>To deliver shared services across the Borough through building the skills and expertise of Ballymoney Borough Council staff to take a coordinated, innovative and integrated approach to the delivery of shared local services in the Borough, to work with other agencies delivering local services and communicate and engage with the community in so doing</i></p>
		<p><b>Objective 4b: Developing Shared Workplaces</b>  <i>To ensure that Ballymoney Borough Council is a shared workplace in which to work and where all members and staff have equal opportunities regardless of their religious, political or racial background</i></p>
<p><b>Internal Operations</b></p>	<p>Aim 5: To deliver an effective and efficient Good Relations Programme in Ballymoney</p>	<p><b>Objective 5: Effective and efficient Good Relations Programme</b>  <i>To ensure that the Good Relations Programme in Ballymoney delivers real good relations outcomes and outputs, is delivered efficiently and provides good value for money for the rate payers and is open, transparent and accessible to all.</i></p>

## Links with Main External Strategies

The Ballymoney Borough Council's Good Relations Strategy and Action Plan 2009 - 2011 links with NE Peace III Plan; the Shared Future Strategic Priorities and the Racial Equality Strategy Priorities. A summary of the priorities within each is outlined below. These are then mapped against the new Action Plan 2009 – 2011.

### North East Peace III Plan

<b>Peace III Priorities</b>	<b>Priority 1: Reconciling Communities</b>	
<b>Peace III Theme</b>	<b>1.1: Building Positive Relations at Local Level</b>	
<b>NE Peace III Supporting Aim, Objective and Programmes</b>	<b>Aim AA:</b> Taking a sustainable and lasting approach to peace and reconciliation building in the NE area	
	<b>Objective AA:</b> To deliver a cross objective pre preparation, development, engagement, communication, embedding and evaluation Programme.	
<b>NE Peace III Main Aims, Objectives and Programmes</b>	<ul style="list-style-type: none"> <li>• Programme AA 1: Pre application support, development of consortia, support on adherence to EU requirements Programme</li> <li>• Programme AA 2: Reconciliation Skills Development Programme</li> <li>• Programme AA 3: Sharing good practice and engagement skills Programme</li> <li>• Programme AA 4: Evaluation Programme</li> </ul>	
	<b>Aim 1:</b> Preparing for change in addressing sectarianism and racism	<b>Aim 2:</b> Increasing engagement among and between communities
	<b>Objective 1a:</b> To foster Community Leadership at civic and local level	<b>Objective 2a:</b> To promote respect, inclusion and cultural diversity
	<ul style="list-style-type: none"> <li>• Programme 1: – Leadership, Citizenship &amp; Good Relations Programmes - 3 Individual programmes <ul style="list-style-type: none"> <li>○ Council elected member focused programme</li> <li>○ Community leader focused programme</li> <li>○ joint council elected member and community leader focused programme</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Programme 7 Public/Private Cultural Diversity Awareness, Respect and Enriching Programme</li> <li>• Programme 8: Ethnic Minority Employment Programme In Association with Local Employers Programme</li> </ul>
<b>Objective 1b:</b> To prepare the communities for change through capacity and reconciliation skills enhancement	<b>Objective 2b:</b> To enhance respect and improved understanding of differences among the communities of the NE	

	<ul style="list-style-type: none"> <li>• Programme 2: Inter church/ Interfaith confidence building Programme - with resource allocation</li> <li>• Programme 3: Youth and schools Programme - with resource allocation</li> <li>• Programme 4: Community and ethnic minority capacity building, engagement and sharing programme including - with resource allocation</li> <li>• Programme 5: Community Dialogue and Exchange Programme including a breaking the cycle of fear initiation &amp; interfaces programme - with resource allocation</li> <li>• Programme 6: Community Engagement and Visible Manifestations of Conflict Programme</li> </ul>	<ul style="list-style-type: none"> <li>• Programme 9a – Reconciliation through Sport &amp; Leisure Programme - with resource allocation</li> <li>• Programme 9b – Promoting Peace through Culture &amp; The Arts – with resource allocation element - with resource allocation</li> <li>• Programme 10 - Victims Development Programme – with resource allocation element</li> </ul>
--	--	--

**Shared Future Priorities: Codes: SF1 – SF10**

To achieve progress on building a shared society, A Shared Future details a number of priority areas and illustrative actions around which actions would be identified in the first Triennial Action Plan. A Shared Future is the policy and strategic framework for good relations in Northern Ireland', published by OFMDFM in March 2005. The overall aim of this policy is:

*'to establish, over time, a shared society defined by a culture of tolerance: a normal, civic society in which all individuals are considered as equals, where differences are resolved through dialogue in the public sphere and where all individuals are treated impartially. A society where there is equity, respect for diversity and recognition of our independence.'*

The 10 priority areas of A Shared Future are outlined below. We have given each a code for the purposes of this strategy and Action Plan.

Code	Priorities
SF 1	Tackling the visible manifestations of sectarianism and racism
SF 2	Reclaiming shared space
SF 3	Reducing tensions at interface areas
SF 4	Shared education
SF 5	Shared communities
SF 6	Supporting good relations through diversity and cultural diversity
SF 7	Developing shared workplaces
SF 8	Good relations, community development and tackling disadvantage
SF 9	Ensuring that voice is given to victims
SF 10	Shared services

**Racial Equality Strategy – RES**

The Racial Equality Strategy was published in July 2005 and is complementary to A Shared Future. Together the strategies will initiate actions to promote good relations and good race relations. The Racial Equality Strategy sets out a long term, high-level vision for society:

*'a society in which racial diversity is supported, understood, valued and respected, where racism in any of its forms is not tolerated and where we live together as a society and enjoy equality of opportunity and equal protection.'*

The 6 priority areas of The Racial Equality Strategy are outlined below. We have given each a code for the purposes of this strategy and Action Plan.

RES Code	Priorities
RES 1	Elimination of Racial Inequality <ul style="list-style-type: none"> <li>To eliminate racism, racial inequality and unlawful racial discrimination and promote equality of opportunity in all aspects of life, including public life, for people of different ethnic backgrounds in Northern Ireland.</li> </ul>
RES 2	Equal Protection <ul style="list-style-type: none"> <li>To combat racism and provide effective protection and redress against racism and racist crime</li> </ul>
RES 3	Equality of Service Provision <ul style="list-style-type: none"> <li>To ensure equality of opportunity for minority ethnic people in accessing and benefiting from all public services.</li> </ul>
RES 4	Participation <ul style="list-style-type: none"> <li>To increase participation and a sense of "belonging" of people from minority ethnic backgrounds in public, political, economic, social and cultural life.</li> </ul>
RES 5	Dialogue <ul style="list-style-type: none"> <li>To promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long-standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms</li> </ul>
RES 6	Capacity Building <ul style="list-style-type: none"> <li>To build capacity within minority ethnic communities to develop a vibrant and sustainable minority ethnic sector at both local and regional level and to help minority ethnic people to fulfil the Government's aim of a shared future for Northern Ireland</li> </ul>

## Programme for Government – PfG – Programme for Cohesion and Integration

### PSA 7 - Making Peoples' Lives Better – Drive a programme across government to reduce poverty and address inequality and disadvantage

Public Service Agreement 7.5 states as its objectives *"Promote equality and the enforcement of rights"* and as its actions:

- *Implement the cross departmental Gender Equality Strategy*
- *Implement the racial equality strategy*
- ***Implement a programme of cohesion and integration for a shared and better future for all***
- *Deliver new effective structures of public service which are measurably more responsive to the needs of people and communities*

The budget to support the implementation of this proposed programme has been increased by £7.5m over the next three years and whilst the detail of the proposed programme is still to be agreed by Ministers and the Executive, there are potentially significant increases in funding for Councils' Good Relations Programmes. This ***Programme for Cohesion and Integration*** (PCI) will supersede the Shared Future and the Racial Equality Priorities documents as outlined above but as yet details are not yet published on its content. It is likely however to include the same broad principles as the aforementioned documents.

## Good Relations Action Plan 2009 - 2011

Audit/ Strategic Theme 1: Civic and Community Leadership for a Shared Society								
Strategic Aim 1: To build enduring civic and community leadership within Ballymoney Borough that leads to and builds a shared society								
Rationale Audit Issue/ AFS / RES theme	Objective 1	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
<b>Civic and Community Leadership for a Shared Society</b>  <b>SF 1-10</b> <b>RES 1-6</b>	<b>Objective 1: Civic and Community Leadership</b> <i>To build the civic and community leadership skills of elected members and local community leaders over the next two years through a programme of learning, networking and engagement</i>	Establish <b>Community Services and Good Relations Council Committee</b> with clear Terms of Reference and membership – members only and meet quarterly Agree yearly Plan of Action  Meet Quarterly	Meet Quarterly  Lead a strategic review of policies and procedures that promote a shared society  Work in partnership with external agencies to encourage shared service delivery in the Borough – talks from and discussions with speakers from external agencies – 2 p.a. Assess Good Relations Grants as agreed	Community Services and Good Relations Council Committee established, meeting quarterly	Improved civic leadership for a shared society  Enhanced relationships between elected members  Improved relations between community leaders  Improved relations between community leaders and elected members regardless of community background Greater community integration	£2,000	£2,000	GR Officer  External facilitator employed where required  Additional resource required
		Ongoing member training – three away days per annum plus new prog (additional funding reqd) Good practice trips at least 2 pa  Run civic/ community engagement open day at Council venue - once per annum	Assess Good Relations Grants as agreed  Ongoing member training – three away days per annum plus new prog (additionally funding reqd) Good practice trips at least 2 p.a.  Run civic/ community engagement open day at Council venue - once per annum			£10,000 (additional resource reqd)  £500	£10,000 (additional resource reqd)  £500	
		Establish <b>Good Relations Internal Coordination Group</b> with clear Terms of Reference – Senior Staff based Meet quarterly to discuss ways of mainstreaming good relations across all departments – practical focus Agree yearly plan of action	Meet quarterly to discuss ways of mainstreaming good relations across all departments – practical focus  Agree yearly plan of action	Good Relations Internal Coordination Group established, meeting quarterly		£2,000	£2,000	GR Officer  External facilitator employed where required

## Audit/ Strategic Theme 1: Civic and Community Leadership for a Shared Society

### Strategic Aim 1: To build enduring civic and community leadership within Ballymoney Borough that leads to and builds a shared society

Rationale Audit Issue/ AFS / RES theme	Objective 1	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
		Continue to investigate the concept of establishing a <b>Ballymoney Good Relations Forum</b> with clear Terms of Reference – members and civic & community leaders involved Meet quarterly to debate hard issues, share good practice, network and learn against agreed yearly programme of work	Meet quarterly to debate hard issues, share good practice, network and learn against agreed yearly programme of work	Further investigation on the establishment of Ballymoney Good Relations Forum & meeting quarterly if established		£2,000	£2,000	GR Officer  External facilitator employed where required
Total Budget Aim 1 Objective 1						16,500	16,500	
Additional CRU or Externally sourced funding						£10,000	£10,000	
Core element						£6,500	£6,500	

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS / RES theme	Objectives 2a	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
Building the Capacity of the Community to Engage in Good Relations Activities  SF 4 RES 5	<b>Objective 2a: Shared Education</b>  <i>To promote a culture of good relations and mutual understanding among the young people of Ballymoney Borough through the promotion and delivery of a schools and youth based programme with at least 10 different groups/schools per annum</i>	Promote the development and delivery of a schools based programme aimed at promoting good relations.	Ongoing promotion and delivery of a schools based programme	No of schools engaged	Improved relations between community leaders and elected members regardless of community background  Greater community integration	£2,000	£2,000	GR Officer  External facilitator employed where required  Local groups and schools
		Engage with at least 5 schools each year and build on good practice already developed in the 08/09 programme	Engage with at least 5 schools each year and build on good practice already developed in the 08/09 programme	Programme developed and delivered				
		Promote the development and delivery of a youth based programme aimed at promoting good relations	Ongoing promotion and delivery of a youth based programme	No of youth groups engaged	Greater integration between young people and Council activities	£2,000	£2,000	GR Officer  External facilitator employed where required  Local groups, & youth groups
		Engage with at least 5 youth groups each year and build on good practice already developed in the 08/09 programme	Engage with at least 5 youth groups each year and build on good practice already developed in the 08/09 programme	Programme developed and delivered				
<b>Total Budget: Aim 2 Objective - 2a - all core</b>						<b>£4,000</b>	<b>£4,000</b>	

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS / RES theme	Objectives 2b	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
<p><b>Building the Capacity of the Community to Engage in Good Relations Activities</b></p> <p>SF5 RES 6</p>	<p><b>Objective 2b: Shared Communities</b></p> <p><i>To develop and deliver a new community leadership programme for a shared society with the community sector linked to a more targeted grant aid programme and supplemented by a peer community leadership support programme and networking opportunities for local groups supporting at least 20 groups per annum</i></p>	<p>To develop and deliver a community leadership for a shared society programme linked to practical projects programme - whole community based with small grant attached to at least 10 groups <i>(Due to cost implications, this would be externally funded but is fundamental to the embedding of good practice around GR in the Borough)</i></p>	<p>Continue to deliver a community leadership for a shared society programme linked to practical projects programme - whole community based with small grant attached to at least 10 groups</p>	<p>Community leadership for a shared society programme developed and delivered No of groups engaged</p> <p>Improved capacity</p>	<p>% of community groups contributing to shared future</p> <p>% of single identity groups engaging in cross community projects</p> <p>% of grant allocation specifically addressing Shared Future objectives</p> <p>% of networks engaging with GR programme</p> <p>Leverage</p>	<p>£30,000 – additional funds required</p>	<p>£30,000 Additional funds required</p>	<p>GR Officer and line manager and new Committee</p> <p>External delivery agent</p> <p>Additional funds required</p>

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS / RES theme	Objectives 2b	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
		<p>Continue to deliver Good Relations Grants Programme as is currently (12 rounds) but mindful of the changes that may be made to it as a result of the revision process as outlined below.</p> <p>Assess the grants for this year through the Leisure &amp; Amenities Committee, as currently, on a monthly basis</p> <p>Commence review of the Good Relations Grants Programme to consider the need and rationale for:</p> <ul style="list-style-type: none"> <li>a more targeted and strategic approach linked to the purpose and themes of the plan;</li> <li>which allows groups who wish to take a year long programmatic approach to delivering good relations projects (say three groups per annum – larger grants, tackling hard issues (£1,000 max)) to do so</li> <li>a small grants programme which will enable groups to develop and deliver short one off projects (max £350)</li> <li>revised application from to ensure defined outcomes and outputs from all projects are outlined</li> </ul>	<p>Deliver the Good Relations Grants Programme based on Year One's review</p> <p>Assess applications on a quarterly basis through the GR Sub – Committee or through Leisure &amp; Amenities Committee, as currently on a monthly basis</p> <p>Deliver practical workshops / clinics for groups on how to access GR grants and how to make the grants more GR focused in advance of all rounds</p>	<p>Review of grants programme undertaken</p> <p>No of programme and small grants awarded per annum and distribution of same across the Borough</p> <p>Revised application from and criteria</p> <p>Amount of grant aid per annum</p>		£10,000	£10,000	GR Officer and line manager and new CS & GR Committee

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS/RES theme	Objectives 2b	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
		Develop a TOR for a Good Relations Advocate/ Mentor/ Peer support programme engagement, learning and sharing programme for at least 6 community leaders in the Borough and appoint a delivery agent	Deliver a Good Relations Advocate/ Mentor/ Peer support programme engagement, Learning and sharing programme for at least 6 community leaders in the Borough	Peer/ advocate programme developed and delivered No of participants Increased support		-	£1,500	GR Officer and possibly external agent to deliver
		Undertake 2 networking visits per annum based on a programme of shared learning for a shared society for at least 15 community groups per annum	Undertake 2 networking visits per annum based on a programme of shared learning for a shared society for at least 15 community groups per annum	No of networking visits No of participants		£1,000	£1,000	GR Officer
			Deliver Building Positive Relations Awards Event in 2011 open to all groups in the area	Value of visits to improved good relations			£2,500	GR Officer
<b>Total Budget Aim 2 Objective 2b</b>						<b>£41,000</b>	<b>£45,000</b>	
<b>Additional CRU or Externally sourced funding</b>						<b>£30,000</b>	<b>£30,000</b>	
<b>Core element</b>						<b>£11,000</b>	<b>£15,000</b>	

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS / RES theme	Objective 2c	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
<b>Building the Capacity of the Community to Engage in Good Relations Activities</b>  SF 8 RES 4-6	<b>Objective 2c: Community Development and Tackling Disadvantage</b>  <i>To offer developmental support to the community sector, who wish to engage in good relations activities, through a coordinated series of workshops and clinics, the opportunity for elected members to engage with local groups and links by Council with other relevant agencies delivering</i>	To ensure that the GR programme is linked and engaged to the Council's community planning agenda, the RPA process, the work of the Community Support Plan, the Community Safety Plan, the District Policing Plan and Peace III Programme. This will involve ongoing meetings and sub group meetings for each initiative by GR Officer <b>(mostly linked to shared services)</b>	To ensure that the GR programme is linked and engaged to the Council's community planning agenda, the RPA process, the work of the Community Support Plan, the Community Safety Plan, the District Policing Plan and Peace III Programme. This will involve ongoing meetings and sub group meetings for each initiative by GR Officer <b>(mostly linked to shared services)</b>	No of meetings attended where GR agenda portrayed	Consideration given to GR in community planning development  Consideration given to GR in the strategies of others  % of programme actions targeted towards disadvantaged communities	-	-	GR Officer, line manager and other senior Staff through the Internal GR Coordination Group
		GR officer to deliver a series of quarterly based clinics across the Borough in three locations for groups who require most good relations support - 12 x half day clinics per annum. Rural, estate and urban based.  <i>This will lead to a more coordinated and less time consuming approach to support for groups</i>	GR officer to deliver a series of quarterly based clinics across the Borough in three locations for groups who require most good relations support - 12 x half day clinics per annum. Rural, estate and urban based.  <i>This will lead to a more coordinated and less time consuming approach to support for groups</i>	No of clinics held  No of participants	% of community associations with elected members observers	-	-	GR Officer & others as deemed necessary, Supporting Communities personnel Rural Development Staff Peace III Staff

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS / RES theme	Objective 2c	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
	<i>services in local areas open to all groups</i>	Ongoing elected member support to local groups - observer and information role attending meetings of groups - at least 5 groups supported per annum by elected members. Ensure the engagement of a balance of groups across the Borough including estate based, rural, ethnic minority and youth based groups engaged	Ongoing elected member support to local groups - observer and information role attending meetings of groups - at least 5 groups supported per annum by elected members. Ensure the engagement of a balance of groups across the Borough including estate based, rural, ethnic minority and youth based groups engaged	No of groups at which members are in attendance offering information and support		-	-	Elected members
<b>Total Budget - Aim 2: Objective 2c</b>						<b>0</b>	<b>0</b>	

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS / RES theme	Objective 2d	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
<p><b>Building the Capacity of the Community to Engage in Good Relations Activities</b></p> <p>SF 6 RES 3-6</p>	<p><b>Objective 2d: Supporting Good Relations through Culture and Diversity</b></p> <p><i>To support the delivery of a programme of cultural events in the Borough which celebrates and develops the cultural diversity of the Borough and which encourage the use of arts and sports as a means of cultural expression</i></p>	<p>Develop and deliver a cultural awareness programme with communities around bonfire cultural events – single identity and cross community activities</p> <p>Seek additional external resources to deliver larger programme</p>	<p>Develop and deliver a cultural awareness programme with communities around bonfire cultural events – single identity and cross community activities</p> <p>Seek additional external resources to deliver larger programme (another £10,000 – Peace III)</p>	<p>Cultural awareness programme established</p> <p>No of participants</p>	<p>% of cultures engaged with GR programme</p> <p>% of Council supported cultural events that advance Shared Future objectives</p> <p>Annual increase in % of community groups engaged in cultural activities</p> <p>Numbers engaged in annual borough wide cultural event</p> <p>Improved cultural awareness in the Borough of others' cultures</p> <p>Improved understanding of different cultures</p>	<p>£2,000</p>	<p>£2,000</p> <p>£10,000 –</p> <p><b>Additional resources required</b></p>	<p>GR Officer</p> <p>Leisure Services</p> <p>Department of Council and Environmental Health Department</p> <p>Peace III - resources sought</p>

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS/RES theme	Objective 2d	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
		Provide a contribution towards the delivery of up to 3 cross community cultural events per annum – 1 to be Borough wide	Provide a contribution towards the delivery of up to 3 cross community cultural events per annum – 1 to be Borough wide	No of cultural events per annum  No of participants	Reduction in prejudice	£2,500	£2,500	GR Officer  Leisure Services Department of Council
		Support projects or programmes around sport and good relations in association with sports and leisure officer in council	Support projects or programmes around arts and good relations in association with arts officer in Council  Seek additional resources for larger programme under Peace III – adding value to this action	No of sports and arts based cultural events per annum  No of participants		£3,000	£3,000	GR Officer Leisure Services Department of Council Peace III – (Seek possibly £20- 40k)
<b>Total Budget Aim 2 Objective 2d</b>						<b>£7,500</b>	<b>£17,500</b>	
<b>Additional CRU or Externally sourced funding</b>						<b>£1,000</b>	<b>£12,000</b>	
<b>Core element</b>						<b>£6,500</b>	<b>£5,500</b>	

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS / RES theme	Objective 2e	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
Building the Capacity of the Community to Engage in Good Relations Activities  RES 1-6 SF 10	<p><b>Objective 2e: Supporting the integration of people from minority ethnic communities</b></p> <p><i>To promote greater integration of ethnic minority communities into the civic and community life of Ballymoney Borough through a range of support and integration initiatives based on local needs</i></p>	<p>Contribute to a NE audit of ethnic minority needs in the Ballymoney area and how they are affected by GR issues and feel engaged in the community</p> <ul style="list-style-type: none"> <li>• Link with NE Peace III Programme</li> </ul>	<p>Contribute to a NE audit of ethnic minority needs in the Ballymoney area and how they are affected by GR issues and feel engaged in the community</p> <ul style="list-style-type: none"> <li>• Link with NE Peace III Programme</li> </ul>	<p>No of meetings attended</p> <p>Audit produced with Ballymoney slant</p>	<p>% of RES objectives contributed to</p> <p>% of Minority community engaged in Council events</p>	-	-	GR Officer and other officers of council as appropriate
		<p>Liaise with Borough Ethnic Minority Steering Committee, attend meetings and support as appropriately. Encourage networked approach</p>	<p>Liaise with Borough Ethnic Minority Steering Committee, attend meetings and support as appropriately. Encourage networked approach</p>	<p>No of meetings attended</p> <p>End result of engagement</p>	<p>% of minority communities with whom Council has established contact</p>	-	-	GR Officer
		<p>Ensuring that the needs of people with a disability are heard in the GR strategy - support through Disability Forum liaison work. Encourage networked approach</p>	<p>Ensuring that the needs of people with a disability are heard in the GR strategy - support through Disability Forum liaison work. Encourage networked approach</p>	<p>Greater feeling of integration</p>	<p>% of minority ethnic steering group meetings attended by Council representatives</p>			

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS / RES theme	Objective 2e	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
		Support the concept of a capacity building programme for ethnic minority communities in the Borough (delivered by AN Other)	Contribute to the delivery of a capacity building programme for ethnic minority communities in the Borough (delivered by AN Other)	Concept of capacity building programme for EMCs supported	No of minority ethnic community engaged in capacity building			GR officer
		Support ethnic minority community through the following: <ul style="list-style-type: none"> <li>Support a multi-cultural festival in Ballymoney pa</li> <li>Provide support for foreign language classes</li> <li>Promote and support language translations of Council service areas</li> <li>Support for the provision of advice clinics/ and support for the production of a DVD for new arrivals – ongoing</li> <li>Training for frontline staff as part of Anti Racism in Workplace Week (mostly linked to shared services)</li> </ul>	Support ethnic minority community through the following: <ul style="list-style-type: none"> <li>Support a multi-cultural festival in Ballymoney</li> <li>Provide support for foreign language classes</li> <li>Promote and support language translations of Council service areas</li> <li>Support for the provision of advice clinics/ and support for the production of a DVD for new arrivals – ongoing</li> <li>Training for frontline staff as part of Anti Racism in Workplace Week (mostly linked to shared services)</li> </ul>	Multi cultural festival delivered	Improved service delivery for EMCs	£1,000	£1,000	External deliverer – to seek additional budget
				No of classes delivered		£1,000	£1,000	
				No of services translated		£500	£500	
				DVD produced		£2,000	-	
				No of frontline staff trained		£500	£500	
<b>Total Budget – Aim 2: Objective 2e</b>						<b>£5,000</b>	<b>£3,000</b>	

## Audit/ Strategic Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities

**Strategic Aim 2:** To build the capacity of the community to engage in good relations activities aimed at building a shared society

Rationale Audit Issue/ AFS / RES theme	Objective 2f	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
Building the Capacity of the Community to Engage in Good Relations Activities  SF 9 RES 2	<b>Objective 2f:</b> <b>Ensuring that a Voice is Given to Victims</b> <i>To work in partnership with others in order to support a programme of activities linked to those victims who have been impacted by the troubles</i>	Link to Victims Programme under NE Peace III Programme and contribute to the development of the programme as per the needs of Ballymoney	Link to Victims Programme under NE Peace III Programme and contribute to the development of the programme as per the needs of Ballymoney	No of meetings attended	Councils awareness of victims groups  % of victims groups with whom	-	-	GR Officer WAVE Peace III staff
		Bring together victims groups who operate in the area and support as required	Bring together victims groups who operate in the area and support as required	No of victims groups met	Council has contact  Ability to ensure adequate amount of grants programme is used to support work that engages victims	-	-	GR Officer WAVE Peace III staff
		Signpost to other victims support groups like WAVE and others and work with/ support them where appropriate for work with victims in the Borough (budget £2,000 for small project)	Signpost to other victims support groups like WAVE and others and work with/ support them where appropriate for work with victims in the Borough (budget £2,000 for small project)	Programme supported	Number of victims engaging in GR programmes	£2,000	£2,000	GR Officer WAVE
<b>Total Budget - Aim 2: Objective 2f</b>						<b>£2,000</b>	<b>£2,000</b>	

### Audit/ Strategic Theme 3: Tackling Hard Issues

**Strategic Aim 3:** To work, in partnership with others to reduce the visible manifestations of sectarianism and racism in the Borough and actively support both civic and community leaders who wish to address hard issues in their local communities

Rationale Audit Issue/ AFS / RES theme	Objective 3a	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners		
		2009/2010	2010/2011			2009/2010	2010/2011			
<b>Tackling Hard Issues</b>  <b>SF 1</b> <b>RES 1</b> <b>RES 2</b>	<b>Objective 3a: Tackling the Visible Manifestations of Sectarianism and Racism</b>  <i>To work in partnership with the community in order to deliver a practical support programme aimed at helping to reduce the visible manifestations of sectarianism and racism in the Ballymoney Borough and addressing hard issues</i>	Maintain <b>regular contact with local communities</b> and maintain and further develop contact points with key influencers	Maintain <b>regular contact with local communities</b> and maintain and further develop contact points with key influencers	No of meetings with groups  No of meetings with other agencies	Number of key communities with whom contact and trust has been established  Reduced sectarian and racist attacks	-	-	GR Officer Elected members		
		Maintain regular contact and liaise as appropriately with PSNI and NIHE etc	Maintain regular contact and liaise as appropriately with PSNI and NIHE etc							
		Develop a <b>flags protocol</b> and an education programme about flags and emblems and/or possibly a Forum to deal with the issue in association with the GR Forum	Work with communities to <b>engage with the flags protocol</b> – at least 4 per annum	Number of Flag protocols developed	Number of flags removed by PSNI with consent	£3,500 (externally sourced)	£3,500 (externally sourced)	GR Officer Elected members GR Forum		
		Parades are still an issue in some areas and community leaders need more support to address these issues –  Carry out research into parading within the Borough and develop an Action Plan.	Implement Action Plan from research carried out in Year 1.	Parades research carried out	Number of flags removed by PSNI without consent  Number of parades regarded as contentious	£5,000	£7,500	GR Officer Elected members GR Forum External deliverer		

### Audit/ Strategic Theme 3: Tackling Hard Issues

**Strategic Aim 3:** To work, in partnership with others to reduce the visible manifestations of sectarianism and racism in the Borough and actively support both civic and community leaders who wish to address hard issues in their local communities

Rationale Audit Issue/ AFS / RES theme	Objective 3a	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
		Continue to deliver <b>Mediation Skills Programme</b> for Rasharkin - ongoing programme from 08/09 (£5,847)	Seek a Mediation Skills Programme and offer across the Borough	Mediation programme supported	Number of parades at which disorder occurs	£5,847	£7,500	GR Officer Elected members GR Forum External deliverer Peer leaders
		Offer a mediation skills programme for other areas across the Borough		No of participants	No of mediation programmes delivered	£5,000		
		Offer support to communities to address attacks on property, people and graffiti (collective approach) • <b>Support more diversionary projects</b> Offer support to address sectarian attacks • <b>Support more diversionary projects</b>	Offer support to communities to address attacks on property, people and graffiti (collective approach) • <b>Support more diversionary projects</b> Offer support to address sectarian attacks • <b>Support more diversionary projects</b>	No of diversionary projects supported	Improved mediation skills of community  Reduction in crime as a result of diversionary activities	£500 (£1,500 externally sourced)	£500 (£1,500 externally sourced)	GR Officer Elected members GR Forum Peer leaders involved
		Identify more re-imaging programmes and seek funding for same	Identify more re-imaging programmes and seek funding for same	No of re-imaging projects identified. New resources levered	Improved look and feel of local areas and the creation of shared spaces	-	-	GR Officer Elected members GR Forum NIHE
		Need to see and share best practice locally (case studies) and seek to share with local groups through web site and other means	Need to see and share best practice locally (case studies) and seek to share with local groups through web site and other means	No of case studies developed and shared	Increased local confidence	-	-	GR Officer Elected members GR Forum
<b>Total Budget Aim 3 Objective 3a</b>						<b>21,347</b>	<b>20,500</b>	
<b>Externally sourced funding</b>						<b>5,000</b>	<b>8,000</b>	
<b>Core element</b>						<b>16,347</b>	<b>10,500</b>	

### Audit/ Strategic Theme 3: Tackling Hard Issues

**Strategic Aim 3:** To work, in partnership with others to reduce the visible manifestations of sectarianism and racism in the Borough and actively support both civic and community leaders who wish to address hard issues in their local communities

Rationale Audit Issue/ AFS/ RES theme	Objective 3b	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
<b>Tackling Hard Issues</b>  <b>SF 2</b> <b>RES 1</b> <b>RES 4</b>	<b>Objective 3b: Reclaiming Shared Space</b>  <i>To seek to maximise the amount of public space that is regarded as "shared by all Borough residents" through the promotion and delivery of a shared public space developmental programme in addressing both civic and community based buildings</i>	Review use and perceptions of current council premises.  Build on the recommendations as appropriate. Develop action plan.  Look at how to make other halls/ venues across the Borough more open to all  <ul style="list-style-type: none"> <li>Promote the concept of shared external space being an important thing to build across the Borough</li> <li>Engage in discussions with organisations across the Borough around shared space and mutual understanding and engagement</li> </ul>	Build on the recommendations as appropriate. Develop & deliver action plan.  Look at how to make other halls/ venues across the Borough more open to all  <ul style="list-style-type: none"> <li>Promote the concept of shared external space being an important thing to build across the Borough</li> <li>Engage in discussions with organisations across the Borough around shared space and mutual understanding and engagement</li> </ul>	Shared space audit published  Action plan developed  No of meetings with owners of potential shared space about shared space, mutual understanding and engagement	Increase in usage of venues particularly by minority communities  Number of concerns addressed as % of number identified  Public perception of shared space  Increased engagement by people in shared space	£1,000  £2,000	£4,000	GR Officer GR Committee  GR Officer GR Committee  Local groups and churches Owners of shared space

## Audit/ Strategic Theme 3: Tackling Hard Issues

**Strategic Aim 3:** To work, in partnership with others to reduce the visible manifestations of sectarianism and racism in the Borough and actively support both civic and community leaders who wish to address hard issues in their local communities

Rationale Audit Issue/ AFS / RES theme	Objective 3b	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
		<p>Programme of sharing spaces and enhancing ones own and others understanding of current spaces and the history to them – link with Ballymoney museum</p> <ul style="list-style-type: none"> <li>Hands on History/ Cultural heritage Budget to fund local community groups and young people to come together and look at shared history (£2,000 possibly per annum)</li> <li>Church tour programme – engage the churches and the Irish School of Ecumenics more effectively in this type of work and start to understand the beliefs and the history – move beyond the main church groups to engage all faiths</li> </ul>	<p>Programme of sharing spaces and enhancing one's own and others understanding of current spaces and the history to them – link with Ballymoney museum</p> <ul style="list-style-type: none"> <li>Hands on History/ Cultural heritage Budget to fund local community groups and young people to come together and look at shared history (£2,000 possibly per annum)</li> <li>Church tour programme – engage the churches and the Irish School of Ecumenics more effectively in this type of work and start to understand the beliefs and the history – move beyond the main church groups to engage all faiths</li> </ul>	<p>Shared history programme developed and delivered</p> <p>No of participants</p> <p>Church tour programme developed and delivered</p> <p>No of participants</p>		£2,000	£2,000	GR Officer Church groups Local groups Museum Other council staff as appropriate
						£1,000	£1,000	
<b>Total Budget – Aim 3: Objective 3b</b>						<b>£6,000</b>	<b>£7,000</b>	

## Audit/ Strategic Theme 4: Delivering Shared Services

### Strategic Aim 4: To support the delivery of shared services that contribute to Good Relations in the Borough of Ballymoney

Rationale Audit Issue/ AFS / RES theme	Objective 4a:	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
Delivering Shared Services  SF 10 RES 3	<p><b>Objective 4a Shared Services</b></p> <p><i>To deliver shared services across the Borough through building the skills and expertise of Ballymoney Borough Council staff to take a coordinated, innovative and integrated approach to the delivery of shared local services in the Borough, to work with other agencies delivering local services and communicate and engage with the community in so doing</i></p>	<p>Undertake an organisational mapping ahead of RPA required so that linked services are more obvious for those involved in their delivery; plan for RPA and commence networking events with neighbouring Councils GR/ Community Services Officers - <b>driven by Good Relations Internal Coordination Group</b></p>	<p>Plan for RPA and commence networking events with neighbouring Councils GR/ Community Services Officers - <b>driven by Good Relations Internal Coordination Group</b></p>	<p>Organisational mapping exercise undertaken</p> <p>Meetings with other councils re GR issues</p>	<p>Increase annually the amount each Council department contributes to Good Relations</p> <p>% of staff engaged in Good Relations training annually</p>	-	-	GR Officers Good Relations Internal Coordination Group
		<p>Promote Council based shared services programme specifically focusing on good relations delivered through a range of themes (economic/ sports/ arts/ culture) - <b>driven by Good Relations Internal Coordination Group</b></p> <ul style="list-style-type: none"> <li>Develop Action plan developed by <b>Good Relations Internal Coordination Group</b> on what can be done corporately and within each Department</li> </ul>	<p>Ongoing internal meetings</p>	<p>Action Plan developed in year one</p>	<p>Satisfactory fulfilment of Section 75</p> <p>% of facilities seen as shared space</p> <p>Number of future arrangements upon which Council has positive GR influence</p> <p>Improved service delivery</p> <p>Increased</p>	-	-	GR Officer Good Relations Internal Coordination Group

## Audit/ Strategic Theme 4: Delivering Shared Services

### Strategic Aim 4: To support the delivery of shared services that contribute to Good Relations in the Borough of Ballymoney

Rationale Audit Issue/ AFS / RES theme	Objective 4a:	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
		<p>Deliver action plan through series of workshops</p> <ul style="list-style-type: none"> <li>awareness raising workshops</li> <li>creativity workshops on thinking outside the box in addressing good relations issues</li> <li>talks from other Councils</li> <li>develop case studies- e.g. refuse disposal - so that all employees can see how they can play a part and share examples of cross departmental good practice projects</li> </ul>	<p>Deliver action plan through series of workshops</p> <ul style="list-style-type: none"> <li>awareness raising workshops</li> <li>creativity workshops on thinking outside the box in addressing good relations issues</li> <li>talks from other Councils</li> <li>develop case studies- e.g. refuse disposal - so that all employees can see how they can play a part and share examples of cross departmental good practice projects</li> </ul>	<p>No of workshops</p> <p>No of participants</p> <p>No of talks from other councils</p> <p>No of practical case studies sourced and shared</p> <p>New practice enacted</p>	<p>networking with others</p> <p>Improved skills base of staff on GR issues</p> <p>Improved communication about GR internally and externally</p> <p>Improved GR practice, sharing and celebration of success</p>	£1,000	£1,000	<p>GR Officer</p> <p>Good Relations Internal Coordination Group</p> <p>External deliverers as appropriate</p> <p>Guest speakers</p>
		<p>Devise internal and external communication plan to improve peoples awareness of what we do and how to engage with us - use web and other means to communicate messages</p>	<p>Develop messages and implement as appropriate</p>	<p>Communications plan developed</p> <p>No of key messages to different types of groups regarding service delivery</p>		-	-	<p>GR Officer</p> <p>Good Relations Internal Coordination Group</p> <p>Corporate Services</p>
		<p>Continue to engage in Northern Forum CROs Annual Project with small budget allocation</p>	<p>Continue to engage in Northern Forum CROs Annual Project with small budget allocation</p>	<p>No of meetings with Northern Forum CROs</p>		£2,000	£2,000	<p>GR Officer</p> <p>Other Council GR Officers</p>

## Audit/ Strategic Theme 4: Delivering Shared Services

### Strategic Aim 4: To support the delivery of shared services that contribute to Good Relations in the Borough of Ballymoney

Rationale Audit Issue/ AFS/RES theme	Objective 4a:	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
		Organise Local Democracy Week Event with members and young people each year	Organise Local Democracy Week Event with members and young people each year	No of activities and participants at events		£500	£500	GR Officer
		Organise activities for Community Relations Week celebrations - £1,500 each year	Organise activities for Community Relations Week celebrations - £1,500 each year	No of activities and participants at CRC week		£1,500	£1,500	GR Officer
		Continue to liaise with CRU and CRC with regard to shared services	Continue to liaise with CRU and CRC with regard to shared services	No of meetings with CRU and CRC per annum		-	-	GR Officer Line Manager
<b>Total Budget - Aim 4: Objective 4a</b>						<b>£5,000</b>	<b>£5,000</b>	

## Audit/ Strategic Theme 4: Delivering Shared Services

**Strategic Aim 4:** To support the delivery of shared services that contribute to Good Relations in the Borough of Ballymoney

Rationale Audit Issue/ AFS / RES theme	Objective 4b:	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
<b>Delivering Shared Services</b>  SF 10 RES 2 RES 3 RES 4	<b>Objective 4b: Developing Shared Workplaces</b>  <i>To ensure that Ballymoney Borough Council is a shared workplace in which to work and where all members and staff have equal opportunities regardless of their religious, political or racial background</i>	Moving from a neutral workplace into a shared workplace where people understand each others views and can discuss hard issues  • Education and awareness programmes on new ways of doing things and how to make the workplace more shared - exploring what this means for staff – 2 workshops per annum	Deliver an education and awareness programme on new ways of doing things and how to make the workplace more shared - exploring what this means for staff – 2 workshops per annum	No of workshops  No of participants	Section 75 compliance  % of staff participating in each training opportunity  Staff feedback on training	£1,000	£1,000	GR Officer  Line Manager  Good Relations Internal Coordination Group
		Develop 2 mini programmes per annum that break and change mindsets and that allow challenge with safe places to discuss hard issues	Develop 2 mini programmes per annum that break and change mindsets and that allow challenge with safe places to discuss hard issues  Develop 1 Peer leadership programme to share experiences	No of programmes  No of participants	% of issues identified addressed by Council	£1,000	£1,000	GR Officer  Line Manager Good Relations Internal Coordination Group
<b>Total Budget – Aim 4: Objective 4b</b>						£2,000	£2,000	

**Audit/ Strategic Theme 5: Delivering an effective and efficient GR programme**

**Strategic Aim 5: To deliver an effective and efficient Good Relations Programme in Ballymoney**

Rationale Audit Issue/ AFS / RES theme	Objective 5:	Actions		Performance Indicators qualitative & quantitative	Good relations Outcomes/ Impacts	Budget		Resources Staffing & Partners
		2009/2010	2010/2011			2009/2010	2010/2011	
Delivering an effective and efficient GR programme  SF 1-10 RES 1-6	<b>Objective 5:</b>  <i>To ensure that the Good Relations Programme in Ballymoney delivers real good relations outcomes and outputs, is delivered efficiently and provides good value for money for the rate payers and is open, transparent and accessible to all.</i>	Review and amend plan with the community and civic leaders yearly	Review and amend plan with the community and civic leaders yearly	Plan review meeting held once per annum	Effective and efficient plan delivered	£1,000	£1,000	GR Officer  Line Manager  CS&GR Committee
		Agree and review budget spend including grant allocation quarterly	Agree and review budget spend including grant allocation quarterly					
		Monitor and evaluate the plan at end of 2011 – gather monitoring data from projects and insert into agreed computer based monitoring template	Monitor and evaluate the plan at end of 2011	Plan evaluation completed	£500	£3,500	GR Officer Line Manager CS&GR Committee	
		Seek to access additional resources where possible to deliver the plan – as per aims	Seek to access additional resources where possible to deliver the plan – as per aims	Additional resources secured		-	-	GR Officer Line Manager CS&GR Committee
<b>Total Budget – Aim 5: Objective 5</b>						<b>£1,500</b>	<b>£4,500</b>	

## Budget for Good Relations Action Plan 2009- 2011

Below is a summary budget of the new Good Relations strategy 2009 - 2011. As can be seen this is broken into total costs, core costs and additional CRU or externally funded elements. Ideally Council would prefer to seek the additional resources through CRU but at 100% of costs due to rate cost issues. It believes that this plan demonstrates a move towards addressing hard issues in the Borough, civic leadership on good relations and the desire to build the capacity of the community to take a long term sustainable approach to building good relations at local level. It requires this level of funding in order to achieve this.

Theme Number	Theme	Objective	2009/2010			2010/2011		
			Total	Core	Additional CRU monies (not matched funded)	Total	Core	Additional CRU or Externally sourced (not matched funded)
One	Civic and Community Leadership for a Shared Society	Objective 1: Civic and Community Leadership	16,500	6,500	10,000	16,500	6,500	10,000
Two	Building the Capacity of the Community to Engage in Good Relations Activities	Objective 2a: Shared Education	4,000	4,000		4,000	4,000	
		Objective 2b: Shared Communities	41,000	11,000	30,000	45,000	15,000	30,000
		Objective 2c: Community Development and Tackling Disadvantage	0	0		0	0	
		Objective 2d: Supporting GR through Culture and Diversity	7,500	5,500	1,000	17,500	5,500	£12,000
		Objective 2e: Supporting the inclusion of people	5,000	5,000		3,000	3,000	
		Objective 2f: Ensuring that a Voice is Given to Victims	2,000	2,000		2,000	2,000	
Three	Tackling Hard Issues	Objective 3a: Tackling the Visible Manifestations of Sectarianism and Racism	21,347	16,347	5,000	20,500	12,500	8,000
		Objective 3b: Reclaiming Shared Space	£6,000	£6,000		£7,000	£7,000	
Four	Delivering Shared Services	Objective 4a: Shared Services	£5,000	£5,000		£5,000	£5,000	
		Objective 4b: Developing Shared Workplaces	£2,000	£2,000		£2,000	£2,000	
Five	Internal Operations	Objective 5: Effective and efficient GR Programme	£1,500	£1,500		£4,500	£4,500	
Salaries		Good Relations Officer (inc mileage) Admin Support	£31,350.12 £6,712.80	£31,350.12 £6,712.80				
<b>Total</b>			<b>148,909.92</b>	<b>102,909.92</b>	<b>46,000</b>	<b>127,000</b> (excluding salary costs)	<b>67,000</b> (excluding salary costs)	<b>60,000</b>

## NE Peace III Complementarity

The Ballymoney Good Relations Strategy 2009-2011 complements the NE Peace III plan across almost all of its five themes and related objectives as outlined below. It does not duplicate it in any way but rather adds value to it.

Corporate theme/ Organisation/ GR theme				
Rationale Audit Issue / AFS / RES theme Five aims of the Ballymoney GR Strategy	Objectives 1 Objectives 2a - 2f Objectives 3a and 3b Objective 4a and 4b Objective 5	Actions		Peace III Activity  (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding)
		2009/2010	2010/2011	
Theme 1: Civic and Community Leadership for a Shared Society	<b>1 Civic and Community leadership</b> <i>To build the civic and community leadership skills of elected members and local community leaders over the next two years through a programme of learning, networking and engagement</i>	As per action plan	As per action plan	Complements Programme 1: - Leadership, Citizenship & Good Relations Programmes - 3 individual programmes <ul style="list-style-type: none"> <li>o council elected member focused programme</li> <li>o community leader focused programme</li> <li>o Joint council elected member and community leader focused programme</li> </ul> <p>This programme would allow the good relations Committee and those from the community sector to engage in leadership training linked to GR objectives</p> <p>No duplication – but rather preparation for engagement in it</p>
Theme 2: Building the Capacity of the Community to Engage in Good Relations Activities	<b>2a: Shared Education</b> <i>To promote a culture of good relations and mutual understanding among the young people of Ballymoney Borough through the promotion and delivery of a schools and youth based programme with at least 10 different groups/schools per annum</i>	As per action plan	As per action plan	Complements Programme 3: Youth and schools Programme - with resource allocation
				The Ballymoney Programme is a taster programme that would allow those engaged in it to engage in the larger Peace III Programme
				No duplication – but rather preparation for engagement in it

Corporate theme/ Organisation/ GR theme				
Rationale Audit Issue / AFS / RES theme Five aims of the Ballymoney GR Strategy	Objectives 1 Objectives 2a - 2f Objectives 3a and 3b Objective 4a and 4b Objective 5	Actions		Peace III Activity  (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding)
		2009/2010	2010/2011	
	<p><b>2b: Shared Communities</b> <i>To develop and deliver a new community leadership programme for a shared society with the community sector linked to a more targeted grant aid programme and supplemented by a peer community leadership support programme and networking opportunities for local groups supporting at least 20 groups per annum</i></p>	As per action plan	As per action plan	<p>Complements Programme 4: Community and ethnic minority capacity building, engagement and sharing programme with resource allocation</p> <p>The Ballymoney Programme aims to seek its resources to deliver a programme like this through the Peace III Programme, but ideally we would prefer to run our own bespoke programme first as our groups have had a dearth of opportunities to engage in such programmes before. We believe our own programme would allow more groups to go through this type of training</p> <p>No duplication – but rather preparation for engagement in it</p>
	<p><b>2c: Community Development and Tackling Disadvantage</b> <i>To offer developmental support to the community sector, who wish to engage in good relations activities, through a coordinated series of workshops and clinics, the opportunity for elected members to engage with local groups and links by Council with other relevant agencies delivering services in local areas open to all groups</i></p>	As per action plan	As per action plan	<p>Involves general links with the entire Peace III Programme and the identification of all opportunities from it</p> <p>No duplication – but rather preparation for engagement in it and more.</p>

Corporate theme/ Organisation/ GR theme				
Rationale Audit Issue / AFS / RES theme Five aims of the Ballymoney GR Strategy	Objectives 1 Objectives 2a - 2f Objectives 3a and 3b Objective 4a and 4b Objective 5	Actions		Peace III Activity  (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding)
		2009/2010	2010/2011	
	<p><b>2d: Supporting Good Relations through Culture and Diversity</b> To support the delivery of a programme of cultural events in the Borough which celebrates and develops the cultural diversity of the Borough and which encourage the use of arts and sports as a means of cultural expression</p>	As per action plan	As per action plan	<p>Complements Programme 7: Public/Private Cultural Diversity Awareness, Respect and Enriching Programme</p> <p>The Ballymoney programme has a small budget. This could in fact add value to this one and offers opportunities for larger projects if groups so wish to engage in them, which we would encourage.</p> <p>It also complements Programme 9a – Reconciliation through Sport &amp; Leisure Programme - with resource allocation and Programme 9b – Promoting Peace through Culture &amp; The Arts - with resource allocation element. The sports and arts focus in our plan could be complemented through additional resources on offer through these programmes. WE are currently exploring this. However our initial programme is about taster sessions and getting people to think about GR in these Departments where often they have not really done so before.</p> <p>No duplication – but rather preparation for engagement in it and more.</p>
	<p><b>2e: Supporting the inclusion of people from minority ethnic communities</b> To promote greater integration of ethnic minority communities into the civic and community life of Ballymoney Borough through a range of support and integration initiatives based on local needs</p>	As per action plan	As per action plan	<p>Complements Programme 4: Community and ethnic minority capacity building, engagement and sharing programme with resource allocation</p> <p>We see much of our programme being externally delivered and some of the resources for this being accessed though the Peace III Programme.</p> <p>No duplication – but rather preparation for engagement in it and more.</p>

Corporate theme/ Organisation/ GR theme				
Rationale Audit Issue / AFS / RES theme Five aims of the Ballymoney GR Strategy	Objectives 1 Objectives 2a - 2f Objectives 3a and 3b Objective 4a and 4b Objective 5	Actions		Peace III Activity  (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding)
		2009/2010	2010/2011	
	<b>2f: Ensuring that a Voice is Given to Victims</b> <i>To work in partnership with others in order to support a programme of activities linked to those victims who have been impacted by the troubles</i>	As per action plan	As per action plan	Complements Programme 10 - Victims Development Programme - with resource allocation element  We see our programme as preparing local groups to engage in this Peace III Programme and indeed in other victims based Peace III Programmes. We have a small budget and it is aimed at starting a dialogue with such groups and signposting them to other experts in the field. We are supporting this through our action plan. Peace III takes it to the next stage and we will be sign posting or groups to it.  No duplication – but rather preparation for engagement in it and more
Theme 3: Tackling Hard Issues	<b>3a: Tackling the Visible Manifestations of Sectarianism and Racism</b> <i>To work in partnership with the community in order to deliver a practical support programme aimed at helping to reduce the visible manifestations of sectarianism and racism in the Ballymoney Borough and addressing hard issues</i>	As per action plan	As per action plan	Complements Programme 6: Community Engagement and Visible Manifestations of Conflict Programme  Our programme aims to start to tackle hard issues. We will encourage and support local groups to engage in the opportunities in Peace III. We need to build the capacity of our groups to do so.  No duplication – but rather preparation for engagement in it and more
	<b>3b: Reclaiming Shared Space</b> <i>To seek to maximise the amount of public space that is regarded as "shared by all Borough residents" through the promotion and delivery of a shared public space developmental programme in addressing both civic and community based buildings</i>	As per action plan	As per action plan	Complements Programme 5: Community Dialogue and Exchange Programme including a breaking the cycle of Fear Initiation & Interfaces Programme - with resource allocation  Our programme is unique and locally based  No duplication – but rather preparation for engagement in it and more

Corporate theme/ Organisation/ GR theme				
Rationale Audit Issue / AFS / RES theme Five aims of the Ballymoney GR Strategy	Objectives 1 Objectives 2a - 2f Objectives 3a and 3b Objective 4a and 4b Objective 5	Actions		Peace III Activity  (Please illustrate how the PIII programme complements the District Councils Good Relations Plan. Where there are clear similarities between the GR AP and PIII Objectives and or actions please indicate what actions will take place to ensure no duplication of funding)
		2009/2010	2010/2011	
Theme 4: Delivering Shared Services	<b>4a: Shared Services</b> <i>To deliver shared services across the Borough through building the skills and expertise of Ballymoney Borough Council staff to take a coordinated, innovative and integrated approach to the delivery of shared local services in the Borough, to work with other agencies delivering local services and communicate and engage with the community in so doing</i>	As per action plan	As per action plan	Complements Programme 7: Public/Private Cultural Diversity Awareness, Respect and Enriching Programme. This is about better delivery of shared services to EMCs. It also complements Programme 1, which is aimed at building civic and community leadership for shared service delivery.  Our programme offers taster opportunities. If we find a major interest and demand, then the Peace III Programme 7 offers financial support for us to engage in it more fully  No duplication – but rather preparation for engagement in it and more
	<b>4b: Developing Shared Workplaces</b> <i>To ensure that Ballymoney Borough Council is a shared workplace in which to work and where all members and staff have equal opportunities regardless of their religious, political or racial background</i>	As per action plan	As per action plan	Complements Programme 7: Public/Private Cultural Diversity Awareness, Respect and Enriching Programme. This is about better delivery of shared services to EMCs. It also complements Programme 1, which is aimed at building civic and community leadership for shared service delivery.  Our programme offers taster opportunities. If we find a major interest and demand, then the Peace III Programme 7 offers financial support for us to engage in it more fully  No duplication – but rather preparation for engagement in it and more
Theme 5: Internal Operations	<b>5: Effective and efficient Good Relations Programme</b> <i>To ensure that the Good Relations Programme in Ballymoney delivers real good relations outcomes and outputs, is delivered efficiently and provides good value for money for the rate payers and is open, transparent and accessible to all.</i>	As per action plan	As per action plan	The Ballymoney plan aims to deliver a coordinated approach to good relations. This will include engaging fully with the Peace III Programme

## Appendix 1: List of Elected Members and Senior Staff Consulted

### List of Elected Members and Senior attending 5th March 2009 Engagement Event

Councillor Name	Party
Mayor Cllr John Finlay	DUP
Cllr Thomas McKeown	UUP
Cllr Anita Cavlan	SF
Cllr Malachy McCamphill	SDLP
Cllr Evelyne Robinson	DUP
Cllr Ian Stevenson	DUP
Senior Staff in attendance	
Mr John Dempsey	Chief Executive
Mrs Iris McCleery	Director of Central & Leisure Services
Mr Paul Lyness	Head of Leisure Services
Mrs Margaret Edgar	Cultural Services Officer
Mrs Claire Crawford	Good Relations Officer

### List of Elected Members and Senior attending 8<sup>th</sup> April 2009 Engagement Event

Councillor Name	Party
Mayor, Cllr John Finlay	DUP
Ald Cecil Cousley, Deputy Mayor	DUP
Ald. Harry Connolly	SDLP
Ald. Frank Campbell	DUP
Ald. James Simpson	UUP
Cllr Philip Mc Guigan	SF
Cllr Malachy McCamphill	SDLP
Cllr Ian Stevenson	DUP
Cllr Evelyne Robinson	DUP
Cllr Anita Cavlan	SF
Senior Staff in attendance	
Mr John Dempsey	Chief Executive
Mrs Iris McCleery	Director of Central & Leisure Services
Mrs Margaret Edgar	Cultural Services Officer
Mrs Margaret Doole	Development Officer
Mrs Claire Crawford	Good Relations Officer

### Attendees at Heads of Service Meeting 4<sup>th</sup> February 2009

Staff Member	Unit
Nigel McKeown	Head of Environmental Services
David Wright	Head of Finance and IT
Paul Lyness	Head of Leisure Services
Elizabeth Johnston	Head of Corporate & Development Services
Bryan Edgar	Deputy Director of Borough Services
William Campbell	Head of Building Control
Evan Bates	Good Relations Associates

**Appendix 2: Attendees at Public Consultation Evening on 12<sup>th</sup> February**

<b>Name</b>	<b>Organisation</b>
Terry Shawe	Cheers Youth Centre
Robert Johnston	North Antrim Horticultural Association
Valerie McKnight	North Antrim Horticultural Association
Kenneth Bacon	North Antrim Horticultural Association
Frankie Cunningham	Dervock and District Community Association
Gwendoline Poots	Ballymoney Evergreen Club
Beatrice Mc Garry	Ballymoney Evergreen Club
Isobel Dunlop	Ballymoney Evergreen Club
Gerry Doran	Derrykeighan and District Community Association
Ron Yeomans	Golden Oldies Cloughmills
James Mc Cafhan	Golden Oldies Cloughmills
Andrew Kenny	Cloughmills Community Action Team
Lyn Moffett	Ballymoney Community Resource Centre
Mary Gilmore	Rasharkin Community Association
Noel Anderson	Stranocum Ulster Scots Cultural & Heritage Society
Stephanie Hunter	Rasharkin Women's Group
Mervyn Dunlop	Cheers Youth Centre
Brid Ruddy	Good Relations Associates
Claire Crawford	Good Relations Officer (Ballymoney Borough Council)



**Ballymoney Good Relations**

**Public Consultation Review and Development Meeting**

**12<sup>th</sup> February 2009**

**Meeting facilitated by Therese Hogg,  
Blu Zebra Ltd**

**as part of the review of current Good Relations Plan and development of new Good Relations Action Plan 2009 - 2011**

**Worksheet:**

1. How well do you think the concept of good relations is understood and embraced across the Council area and how could this be improved?
2. What do you see as the big good relations challenges in Ballymoney over the next two years?
3. How well are the interests of minority communities protected within Council activities and how could this be improved?
4. What do you see as the big community based leadership issues and how best can this be supported in the future, particularly in light of RPA?
5. Below are the 11 strategic priorities of Ballymoney's Good Relations Strategy 2007-2009.
  - Tackling the Visible Manifestations of Sectarianism and Racism
  - Reclaiming Shared Space
  - Reducing Tensions at Interface areas area
  - Shared Education
  - Shared Communities
  - Supporting Good Relations through Culture and Diversity
  - Developing Shared Workplaces
  - Good Relations, Community Development & Tackling Disadvantage
  - Ensuring that a Voice is Given to Victims
  - Shared Services
  - People from minority ethnic communities and the majority community have shared equality of life chances in all aspects of their lives

How well do you think Council has delivered on these 11 priority areas?

Are the 11 priorities still relevant?

What are the big good relations issues in the Borough at the moment?

What needs to be added to the current strategic priorities to update them for the next two years?

6. What would you like to see the Strategy include?
  - Community leadership programme specifically focusing on community relations through a range of themes (economic/sports/arts/culture)?
  - Larger grants programme
  - Cultural awareness programme with communities around parading and bonfires
  - Multi-cultural festival in Ballymoney
  - Good practice visits to other areas (messiness, cross border?)
  - Increase in levels of support for groups
  - Practical workshops on accessing GR funding
  - Increased opportunities to share good practice/networking
  - Shared history programme
  - Carry out a cultural audit within the borough around flags/bonfires/emblems/murals.

**Appendix 4: Worksheets for Heads of Service Meeting 4<sup>th</sup> February '09**



**Ballymoney Good Relations**

**Heads of Service Meeting 4<sup>th</sup> February 2009**

**Meeting facilitated by Therese Hogg,  
Blu Zebra Ltd**

**as part of the review of current Good Relations Plan and development of new Good Relations Action Plan 2009 - 2011**



**Worksheet:**

- **What do you see as the big good relations challenges in Ballymoney over the next two years?**
- **How well do you think good relations is understood and embraced across the Council and its various departments and how could this be improved?**
- **How well do you think Ballymoney Borough Council operates with regard to the delivery of a fair and robust set of governance structures and transparent decision making and how could this be improved?**
- **How well are the interests of minority communities protected within Council activities and how could this be improved?**
- **What do you see as the big civic leadership issues for elected members and how best can this be supported in the future, particularly in light of RPA?**
- **Regarding RPA, what do you believe are the emerging good relations issues for the Borough and how, over the next two years, could Council assist in the preparation of both employees and elected members for a new way of doing things at local level that promotes a shared inter community local governance model?**
- **How well do you think BCC exercises its good relations duty and what further assistance/ training do elected representatives and staff require to make this duty more effective?**

### **Contact Details for the Good Relations Officer**

Ballymoney Borough Council's Good Relations Officer is Claire Crawford. The role of the Good Relations Officer is to coordinate and implement the Good Relations Strategy.

If you wish to find out more about Ballymoney Borough Council's Good Relations Strategy or about any of the issue to which it relates, please contact the Good Relations Officer at:

Ballymoney Borough Council  
Ballymoney Town Hall  
1 Townhead Street  
Ballymoney  
BT53 6BE

Tel: 028 276 60233

Email: [claire.crawford@ballymoney.gov.uk](mailto:claire.crawford@ballymoney.gov.uk)

Website: [www.ballymoney.gov.uk](http://www.ballymoney.gov.uk)