

Work Plan 5: Building Positive Relations (Steering Group Version – November 2016)

| Building Positive Relations | | | | | | |
|-----------------------------|------|---|----------------------|--|---------------------------------------|-------------------|
| Ref | Page | Intervention | Delivery Mechanism | Recruitment? | Participants SEUPB (15% attrition) | Budget |
| 5.1 | 6 | One Community | Lead Partner (SM) | Good Relations Community Planning Officer (PO1) 3.5 years | 160 (184) | £300,000 |
| 5.2a | 12 | Identity: Cross-cultural strategic initiative | Tender (PIV) | - | 40 (46) | £175,000 |
| 5.2b | 15 | Identity: Riverine | Lead Partner (TM) | 1 x Community Environmental Project Manager/Coordinator (PO1) 3 years 1 x Community Horticulturist/ Landscape Project Officer (SO2) 3yrs | 100 (115) | £220,000 |
| 5.2c | 21 | Identity: Sport | Lead Partner (Sport) | - | 100 (115) | £188,000 |
| 5.3 | 23 | Decade of Commemorations | Tender (RO'D) | - | 150 (173) | £250,000 |
| 5.4 | 26 | Unheard Voices | Tender (PIV) | - | 150 (173) | £158,000 |
| 5.5 | 29 | Patriarchy | Tender (PIV) | - | 110 (127) | £130,000 |
| 5.6a | 32 | Cohesive n'hoods: BME, LGBT, Minorities | Tender (PIV) | - | 100 (115) | £215,000 |
| 5.6b | 38 | Cohesive n'hoods: Small Grants | Small Grants (PIV) | - | 500 (575) | £500,000 |
| 5.7a | 41 | Leadership: Youth/Schools Trainers | Tender (PIV) | - | 28 (33) | £25,000 |
| 5.7b | 44 | Leadership: Marginalised Young Adults | Tender (PIV) | - | 70 (81) | £340,983 |
| 5.7c | 48 | Leadership: Partnership/ Emerging leaders | Lead Partner (PIV) | - | 40 (46) | £89,541 |
| Total | | | | | 1548 (1783) | £2,591,524 |

| WP No. | Work Plan Title | WP Start Month | WP End Month | Estimated % of total project budget allocated to WP |
|--|--|---------------------|----------------------|---|
| 5 | <i>Building Positive Relations</i> | <i>January 2017</i> | <i>December 2021</i> | |
| Partners' Involvement | | | | |
| WP responsible partner | Derry City and Strabane District Council | | | |
| Summary description of the work plan. Specify the Programme result to which it contributes <i>Outline key issues, outputs, responsibilities/roles of each partner, risks and risk mitigation approach.</i> | | | | |
| <p>The focus of the Derry City and Strabane District Council Local PEACE IV Programme is to “embed peace and reconciliation” within the area. The plan under the theme of Building Positive Relations should be of the widest possible benefit to all across the region. However, projects supported by this theme must also target those groups particularly impacted by the legacy of troubles/conflict such as victims and survivors and communities with low social capital, and identifiable groups and networks dealing with specific legacy issues such as young and older people, women, the faith community, victims and survivors, those suffering from physical or mental disability arising from the legacy of violence, ex-prisoners, displaced persons and former members of security forces. The plan also includes specific cross-border inclusion within many of the initiatives. As well as building cross-community relationships where capacity and sustained contact remains low, the plan also seeks to build strongly on the progress in relationships made during and since Peace III where there is now some degree of established capacity between people and areas of diverse identities and across what formerly would have been contentious or non-existent relationships.</p> <p>The level of investment from the previous peace programme raised awareness of good relations in a manner not seen before, enabling greater reach, pushing a good relations agenda within Councils and some statutory partners. Building on the need for further capacity building and understanding of the core principles in theory and practice, the Council, partners and emerging leaders will be taken forward through the proposed Leadership and Co-operation Programmes and Council Leadership Programme. The mix of delivery mechanisms, small grants, projects and strategic programmes in Peace III allowed a greater reach and engagement for groups and communities not previously engaged to develop community interest and stimulate ideas and pilot/smaller scale initiatives. This is a key learning point which is reflected in the Council’s proposed mix of delivery mechanisms under this workplan.</p> | | | | |

The programme will embed Peace and Reconciliation across 8 local DEA Area Plans; build on local models of best practice for strategic co-operation across the Irish Language/Ulster Scots/Marching Bands organisations; establish cross-community and cross-border relationships for new areas of shared space in Strabane/Lifford; utilize sport as a medium for sustained cross-community engagement; utilize history and the Decades of Commemoration as an opportunity for cross-community engagement with communities and schools; engage 'unheard' voices on justice, storytelling and transgenerational trauma; explore Patriarchy in post-conflict Northern Irish society; produce more cohesive neighbourhoods and services for a diverse society including BME/LGBT and other minorities; establish a limited number of small grants tackling territorial demarcation, supporting work with political ex-prisoners, tackling prejudice and the culture around 'punishment attacks'; and providing key leadership and co-operation programmes for educators/youth workers, excluded young adults and those leading on reconciliation at a local level. All these initiatives very much build on our learning from Peace III and further develop communities and individuals to take positive relationships to the next level.

Result Indicators (General)

The result indicators at programme level for the Building Positive Relationships theme are:

- Number of programmes and events addressing sectarianism and racism or conflict resolution.
- Number of participants (community balance; % from marginalised /minority groups)
- Improved capacity of disengaged and marginalised communities to address sectarianism and racism
- Changed attitudes towards cross community and cross border activities (Distance travelled)
- Changes in sense of belonging and involvement in civic life by marginalised groups (Distance travelled)
- %Improved levels of trust and tolerance and decreased levels of prejudice.

Result Indicators (Specific)

- 1548 participants participating in Building Positive Relationships Peace IV funded activities in the Derry City and Strabane District Council Area by December 2021.
- Targeted over-representation in comparison with council wide population statistics of BME and PUL minority groups to ensure heightened cross-community impact (as per cross-community contact information below)

- Delivery of 12 Building Positive Relations programmes addressing sectarianism and racism or conflict resolution.
- 5% Improved understanding of people's own and other's heritage and culture.
- 5% Improved tolerance, respect and celebration of cultural diversity.
- 5% improvement in attitudes towards cross-community and cross-border activities
- 5% improvement in level of contact with other communities and ethnic minorities.
- 5% improvement in level of trust and tolerance,
- 5% decrease in level of prejudice
- 5% Improved capacity and confidence of participants in addressing sectarianism and racism and positively influencing wider attitudes within their communities.
- 5% increased sense of belonging and involvement in civic life and local communities by participants.

Attrition.

Through the experience of delivering previous PEACE Programmes Derry City and Strabane District Council is aware of the difficulty in the engagement and retention of participants on programmes and recognises the need to build in a rate of attrition. Projects will be advised to over subscribe when recruiting participants and Council will build in an attrition rate of 15%. As in previous programmes the Secretariat will draw up guidance on the retention and non-retention of participants with a penalty of de-commitment of money on a pro rata basis. This will be a condition within the Letter of Offer and will be monitored closely.

Monitoring and Evaluation: The contribution of the Programme both at an individual, community and wider societal level within the region will be monitored and evaluated through the establishment of baselines at the outset of the Programme. This will be done internally using an in house resource, building upon the work developed through the 2015 Citizen Survey of Derry City and Strabane District and baselines established through the City of Culture.

Approach to cross-community contact:

Data for the council area indicates population breakdown as 72% Catholic, 25% Protestant/Other Christian, 3% Other/None. By place of birth 89% were born in Northern Ireland, 9% Rest of UK and Republic of Ireland, 2% elsewhere. Specific cross-community participation targets will be agreed in the detail development of each individual activity, but as a general rule all programmes will begin from the starting point target of the % population breakdown by religion across the district. This will be used as standard on programmes with a district wide target. Where projects have a specific geographical focus (eg. Community Planning specific DEA,) then targets will be adjusted to reflect the cross-community/religious breakdown within that specific area. All programmes will pro-actively target/encourage minority identities to ensure

positive inclusion and potential over-representation of minorities where possible to further enhance cross-community contact. Our overall target is a 5% over representation of PUL and BME each respectively compared to council wide statistics and that we will use the DEA statistics as a starting point for cross-community percentages where initiatives have a more geographical focus. Targeted over-representation in comparison with council wide population statistics of BME and PUL minority groups to ensure heightened cross-community impact. I.e.

| | CNR | PUL | BME/Other/None |
|----------------------------|-----|-----|----------------|
| Actual Population | 72% | 25% | 3% |
| Peace IV Programme Target* | 62% | 30% | 8% |

*Note that 'success' is defined by reaching or surpassing the targets for minority PUL and BME/Other inclusion but that the overall figure for CNR participation should not go under 50% across the programme as it is vital the 'majority' community is engaged.

Meeting of participation targets (overall and interim annual targets without attrition included):

| Initiative | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | TOTAL |
|---|-----------|-----------|-----------|-----------|-------|
| One Community Programme | 20 | 40 | 80 | 20 | 160 |
| Exploring and examining identity through heritage, culture and history and sport | 40 | | | | 40 |
| Riverine | 20 | 30 | 30 | 20 | 100 |
| Sports | 20 | 30 | 30 | 20 | 100 |
| Examining and developing an understanding of the Decades of Commemoration (2017-2021) | 20 | 40 | 80 | 30 | 150 |
| Unheard Voices programme | 20 | 40 | 80 | 30 | 150 |
| Creating Cohesive Neighbourhoods | 20 | 30 | 40 | 20 | 110 |
| BME | 20 | 30 | 30 | 20 | 100 |
| Examining Patriarchy & Patriarchal attitudes in a post conflict society - | 20 | 30 | 40 | 20 | 110 |
| Leadership and Co-operation Programmes | 15 | 20 | 20 | 15 | 70 |
| Youth and Schools Train the Trainers Initiative Leadership Programme | 14 | 14 | 0 | 0 | 28 |
| Council Leadership Programme | 10 | 10 | 10 | 10 | 40 |

| Outputs | | | |
|--|--|---|-----------------------------|
| <i>List which programme outputs this work plan delivers or contributes to.</i> | | BUILDING POSITIVE RELATIONS Specific Objective 4 Local Authority Target Output: Plans that result in meaningful, purposeful and sustained contact between persons from different communities. | |
| Please describe activities and deliverables within Work Plan 2. | | | |
| Activity 5.1 | Activity title: 'One Community Programme' | Start month: January 2017 | End month: December 2020 |
| | <p><i>Activity description: One Community Programme supporting the development of cohesive and connected neighbourhoods – Lead Partner Delivery £300,000</i></p> <p>DCSDC is currently engaged in a holistic Community Planning Process. In order to meet the legislative needs of the community planning process, the Community Services Section of DSCDC would employ a Good Relations Officer with the remit of mainstreaming Good Relations Across the 8 District Electoral Area Local Action Plans.</p> <p>This officer will work with the Community development Officers in each of the DEAs in order to mainstream Good Relations within each of the Community Plans. This will involve working with the Partnerships/Foras/Networks in each of the DEAs in relation to the Cross Cutting Themes within the Community Plan and in particular to consider the Good Relations Theme and how this can be enhanced within each of the Actions and the Partnership Model. The 8 District Electoral Areas (DEA's) include 3 rural areas of Sperrin, Faughan, and Derg; Strabane Town; and the 4 urban areas in Derry~Londonderry of The Moor, Ballyarnet, Waterside, Foyleside. This objective ensures Peace IV benefits the entire geographical area of the Derry City and Strabane District Council and will tackle very specific localised issues including contested rural spaces and building peace and reconciliation, shared space and cross-community capacity in areas with predominantly single identity residential patterns. A budget of will be allocated in order to implement Actions, Provide Training or bring in expertise as identified within each of the partnerships.</p> <p>Detail of Action Plans</p> <p>It was clear in relating to SEUPB guidelines that the Peace IV plan had to be cognisant of Community Planning – which this initiative will be delivering on. It is very difficult to state extensive detail on the anticipated impacts/outcomes at this point as the Local Area plans are not fully written yet. The Strategic level Community Plan is to undergo Equality Impact Assessment but is</p> | | |

waiting for the Programme for Government detail at this point. The Local Area Plans are currently being written with the aim of being finalised by 1st April 2018 in full draft, but will also have to wait for the Strategic Plan.

The objective of the programme is to ensure that Peace IV benefits our entire geographical area and will tackle very specific localised issues including contested rural spaces, building peace and reconciliation, shared space and community capacity in areas with predominantly single identity residential patterns. What the specific impacts and outcomes will be depend on what will be in each local area plan. Outcomes should include that each local community plan has conducted workshops to specifically look at how its content can promote peace and reconciliation and will have a steering group and champions around this in the process. Issues addressed could fall under any of the thematic areas of Peace IV but would have to complement our wider programming.

Support offered to groups is that there will be a specific Officer appointed to focus on GR in 8 Local Plans. This officer will set up a steering group with one 'Good Relations' champion (or chair) per 8 DEA Local Area Plans plus relevant DCSD staff. This is the key form of engagement which will then spread out to the wider community/residents. The cross-community involvement of the steering group members is the key output for sustained cross-community impact measured in terms of numbers. The officer and steering group will hold initial GR/Equality focused facilitated workshop in each area. They will develop actions to mainstream Good Relations and tackle contentious issues. Targets will be ensuring that issues of contested space (flags, emblems, murals, kerbs) are acted on; legacy issues are acted on; cross-community engagement is actively promoted; communities have the capacity to apply for GR related funding and can design appropriate GR initiatives for their locality; talking of hate crime and prejudicial attitudes; promotion of understanding of cultural diversity; promotion of respect for diverse political opinion. Each area would be expected to have two key approaches:

1. Exploring and agreeing how the existing work in the community plan can be enhanced in terms of its good relations/reconciliation impact without need for additional cost.
2. Running specific initiatives with direct financial costs (training, cross-community initiatives, good relations initiatives etc) which meet one or more of the above target areas.

Phase 1 2017-2018

- Recruit 1 x Good Relations Community Planning Officer
- Establish a steering group with one 'Good Relations' champion (or chair) per 8 DEA Local Area Plans plus relevant DCSD staff.

- 1 x initial GR/Equality focused facilitated workshop/dialogue x 8 local DEA plans
- Development of Action Plan to mainstream Good Relations in each of 8 plans in agreement with the partnership tackling contentious issues and building united communities.
- Delivery of actions/programmes

Budget: £160,000

Phase 2 2018-2020

- Review of phase 1 Action Plan and development of phase 2 Action Plan to further challenge and build capacity for tackling harder GR issues.
- Exit strategy to ensure legacy of enhanced capacity and awareness is maintained.

Budget: £140,000

Beneficiaries:

- Average 6 groups per DEA = 48 groups
- Groups represent broad range of identities and geographical areas
- Average 100 people per DEA = 800 people
- People in rural contested spaces
- People in border areas
- People in urban interface and contested spaces
- People in predominantly single identity communities
- People from minority identities
- People most impacted by legacy of violence and community divisions

No. of participants: 160

Recruitment of participants (6 groups per DEA = 48 groups = 160 participants)

Each local area for community planning is meeting regularly to finalise the detailed content in the local area plans. Each of these areas also has a contacts list for groups currently engaged in community planning – and targeted Good Relations and Equality based Section 75 recruitment has been included in building up participation in local community planning. An open call/invite will be issued through these contacts and any other contacts available for these areas (eg. Networking groups, Peace IV Partnership Board members). The officer employed to manage this programme will ensure that there is a good range of participants and

groups in each area. Each group will put forward 3-4 participants. This factors in a bit of flexibility for larger and smaller groups and allows for attrition.

Impact on Peace and Reconciliation and sustained cross-community contact.

- The project steering group will be cross community (there will be one steering group which represents the 8 DEA's to ensure sharing of ideas and learning) and then each DEA will also have a cross-community steering sub-group to work more intensely at a local level. They will each meet for 3 hours monthly for 3-4 years. Their key conversations will to mainstream good relations within each of the community plans. This will help tackle very specific localised issues including contested spaces, shared space, diversity, legacy issues, and build cross-community capacity in areas with predominantly single identity residential patterns. They will also have a remit to develop 1 or more cross-community programmes with peace and reconciliation content which meet a minimum of 1 day monthly or half day fortnightly or 2 hour weekly for 6 months. This longer term strategic cross-community contact will leave a legacy of capacity for cross-community and peace and reconciliation work at a local level.
- Each DEA will be tasked to develop 1 or more cross-community programmes with peace and reconciliation content which meet a minimum of 1 day monthly or half day fortnightly or 2 hour weekly for 6 months. This will allow for more participants from within the DEA area to engage in cross-community activity in a sustained way.

For both of the above it is important to note that the post connected to this initiative is for an officer with Good Relations and community experience so that there is a high level of peace and reconciliation knowledge and expertise being invested into this initiative. This means the 'lead partner' ie council is very 'hands on' and directly engaged in this initiative.

Cross-community content:

The cross community content of this initiative is that it is delivered and recruited on a cross-community basis with no single identity work elements. Degree of cross-community will be impacted by the religious population profile of each DEA but additional good relations programming elements can be included to balance peace and reconciliation outputs where required. Cross-community minimum target for this initiative is to reflect the District wide statistical breakdown and statistics within each individual DEA. Officer will work on a minimum monthly basis with the cross-community group. Exact programme content will be defined through dialogue but will be congrisant of 6 month sustained/purposeful contact definition.

All programmes will have to pro-actively target/encourage minority identities to ensure positive inclusion and potential over-representation of minorities where possible to further enhance cross-community contact. Clearly in 4 DEA's (Ballyarnet, Foyleside, The Moor and Strabane Town) there is a significant challenge in reaching a reasonable percentage for PUL participation for

initiatives to be truly considered cross-community. That challenge will nonetheless be undertaken firstly by key PUL/Minority targeted recruitment within the respective DEA and then if still required by seeking participants from neighbouring DEA's who may help to balance the cross-community engagement in the programme further. There is already a history of cross-community engagement in these areas which we can further build on in a more sustained and purposeful way.

| | | | | |
|-----------------------------|-----------|---|---|---|
| 5.1 One Community Programme | 160 (184) | Steering group: 3 hours Each DEA to develop 1 or more cross-community programmes with peace and reconciliation content which meet a minimum of 1 day monthly or half day fortnightly or 2 hour weekly for 6 months | Steering group: Monthly Each DEA to develop 1 or more cross-community programmes with peace and reconciliation content which meet a minimum of 1 day monthly or half day fortnightly or 2 hour weekly for 6 months | Steering group: 3-4 years Each DEA to develop 1 or more cross-community programmes with peace and reconciliation content which meet a minimum of 1 day monthly or half day fortnightly or 2 hour weekly for 6 months |
|-----------------------------|-----------|---|---|---|

Statistical starting points per DEA/Local Area Community Plan derived from the 2011 Census.

| Religion | Ballyarnett | Faughan | Foyleside | The Moor | Waterside | Derg (exc Strabane) | Sperrin (exc Strabane) | Strabane | Total |
|--|-------------|---------|-----------|----------|-----------|---------------------|------------------------|----------|---------|
| Catholic | 21,957 | 11,419 | 17,201 | 15,828 | 12,109 | 8,681 | 7,456 | 11,949 | 106,600 |
| Protestant and Other Christian (including Christian related) | 979 | 8,120 | 1,176 | 1,014 | 12,826 | 7,025 | 5,450 | 937 | 37,527 |
| Other religions | 100 | 164 | 157 | 73 | 322 | 35 | 47 | 43 | 940 |
| None | 196 | 600 | 372 | 224 | 808 | 165 | 175 | 113 | 2,653 |

| | | | | | | | | | |
|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| All usual residents | 23,232 | 20,302 | 18,905 | 17,139 | 26,065 | 15,907 | 13,128 | 13,043 | 147,720 |
|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|---------|

| Religion | Ballyarnett | Faughan | Foyleside | The Moor | Waterside | Derg (exc Strabane) | Sperrin (exc Strabane) | Strabane | Total |
|--|-------------|---------|-----------|----------|-----------|---------------------|------------------------|----------|-------|
| Catholic | 95% | 56% | 91% | 92% | 46% | 55% | 57% | 92% | 72% |
| Protestant and Other Christian (including Christian related) | 4% | 40% | 6% | 6% | 49% | 44% | 42% | 7% | 25% |
| Other religions | 0% | 1% | 1% | 0% | 1% | 0% | 0% | 0% | 1% |
| None | 1% | 3% | 2% | 1% | 3% | 1% | 1% | 1% | 2% |
| All usual residents | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

| | | | | |
|--|--|---|---|---|
| Activity 5.2a | Activity title: 'Exploring and examining identity – Cross-Cultural Strategic Initiative' | | Start month: January 2017 | End month: December 2020 |
| | <i>Activity description: Exploring and examining identity through heritage, culture and history – Tender delivery £175,000</i> | | | |
| | <p>Tender/Partner process to further develop strategic links and sustained partnership working, dialogue, shared space and programming between the Irish, Ulster-Scots and Bands identities across the council district. This programme will aim to engage the NW Cultural Partnership (representative of perceived predominantly PUL identity cultural services including the Londonderry Bands Forum, Bob Harte Memorial Trust, Blue Eagle Productions, Bready Ulster Scots, Sollus Cultural Promotions, Sollus School of Highland Dance) and the Irish Culture/Language sector (An Cultúrlann). Linkages could be made cross border with Monreagh Ulster Scots Centre and and Gaelscoils and Irish Organisations in Letterkenny and wider Donegal and potentially links with the West Tyrone Bands Forum.</p> <p>This initiative builds on the significant development of relationships across the Ulster Scots/Irish/PUL cultural sectors which was seen as a model of best practice from when Derry~Londonderry was the UK city of Culture in 2013. Events such as the inclusion of PUL marching bands performing in the Fleadh Cheoil na hÉireann or involvement in the Sinn Féin Ard Fheis are groundbreaking. This programme seeks to sustain and strategically build the dialogue and collaborative process across these sectors. It will also seek to include a specific cross-border dimension with the inclusion of eg. Monreagh Ulster Scots centre and Irish Language Institutions in Letterkenny.</p> | | | |
| | <p>Cross-community content</p> <p>The cross community content of this initiative is that the entire initiative has a strong cross-community basis. It includes further development of dialogue between PUL and CNR groups which until 2013 had very limited if any cross-community contact and which now work collaboratively despite differences as a model of best practice. It also includes cross-border elements. Engagement sustained through entire phase as all groups are key components of the planning and development of the project. Regular/Monthly meetings and additional engagement as well. Cross-community minimum target for this initiative is to reflect the District wide statistical breakdown.</p> | | | |
| 5.2a cross-cultural strategic initiative | 40 (46) | Steering group and sub-groups: 3 hours Programmes: Must be designed to meet 3 hours fortnightly for 6 months (or equivalent) | Steering group and sub-groups: Fortnightly | Steering group and sub-groups: 3-4 years |

Sustained contact is delivered in two ways:

- The project steering group – this will bring together people representing Irish language and cultural organisations, Ulster Scots and PUL language and cultural organisations together for 3 hours fortnightly for 3-4 years. This creates sustained opportunities for dialogue not only for the shared purpose of Peace IV project planning but also on contentious issues (eg. parading, commemorations, political opinion, legacy issues) which these groups come at still from very different perspectives sometimes even though they have a history of working together for the last 3 years. This is a grouping that has produced peace work seen as groundbreaking for other areas eg. Londonderry Bands Forum at the Sinn Féin Ard Fheis, PUL bands at the Fleadh etc yet there is no sustained project other than this proposed Peace IV project to keep this high level challenging collaborative work developing and progressing.
- The programme the steering group will develop – this will include Irish, British and Ulster Scots cultural engagement for all participants on a sustained cross-community basis. The steering group will have to design a programme or programmes to meet a minimum 3 hours fortnightly for 6 months level of cross-community engagement (or a close equivalent number of hours and contact occasions over 6 months minimum). It will also use 3 quite different venues as hubs – a rural Ulster Scots hub in Bready, a PUL cultural hub in the Fountain interface area and an Irish language and cultural hub in Derry city centre. For many participants this will also positively challenge and broaden their perceptions of shared space as well as cultural identity.

Phased Approach:

Phase 1 (2017-2018)

- Develop and market a combined programme of events involving a minimum of 3 ‘shared spaces’ as ‘cultural hubs’ relevant to the programme (2 city based and 1 rural).
- Set up Steering Group (18 meetings)
- Develop Action Plan
- Pilot Programmes
- Development of materials promoting shared programme of events
- Programme Launch

Budget -£85,000

Phase 2 (2018-2020)

- Roll out of the combined programmes marketed locally and across Northern Ireland and Border counties as well as UK/ROI.
- Explore social economy options and action/business planning if required for relevant organisations in the project to build their sustainability and capacity.
- Promotion of the model of shared working to a wider diaspora

Budget - £85,000

The Phase 2 (of the project builds on phase 1. The agreed combined programme of events will likely include Irish, Ulster-Scots and PUL cultural content (eg. Music, dance, cultural awareness, promotion to non-traditional audiences and tackling of misperceptions and myths around elements of these cultures) The detail of this has not yet been worked up through the steering group and partnership board. The programmes would be marketed to pull in a local audience from the council area but also across NI and border counties as well as wider UK/ROI.

Social economy has been included as there are elements within this sector eg. Instrument makers, banners designers, producers of loyal order and AOH regalia, Irish language products, cultural workshop providers etc which could ensure that a legacy of financial sustainability was in place to help these sectors further collaborate after Peace IV programme has ended. Further work needs done during phase 1 to assess what outputs are realistic in terms of the number of social economy ideas which could be supported in action and business planning.

Steering group meetings would still continue monthly throughout this phase and the Action Plan priorities would be developed for implementation. Any learning from pilot programmes would be incorporated into phase 2. The 3 cultural hubs/shared spaces would continue involvement.

The vehicle for promotion of the model of shared working to a wider diaspora has not yet been developed in detail as it would arise out of dialogue between the sectors in phase 1. It could for example be a conference or residential opportunity to bring community leaders and other peace IV participants to the city and district to showcase the work, or it could take a more traditional or electronic marketing or social media approach.

Beneficiaries: Bands Forum, PUL Communities, Ulster Scots, Irish Culture/language sector, Culture organisations in Donegal
No of participants: 800

| | | | |
|--------------------------|---|------------------------------|-----------------------------|
| Activity 5.2b | Activity title ‘Exploring and examining identity – Riverine Cross-Community Cross-Border Environmental Stewardship Programme (Lead Partner £220,000) | Start month: January 2017 | End month: December 2020 |
| | <p>The Riverine Community Environmental Stewardship Programme is a cross-community and cross-border engagement programme with a focus on fostering and strengthening community relations within the Strabane and Lifford areas through a range of targeted environmental activities. It is one of our key initiatives in the Strabane area and one of our strongest cross-border initiatives.</p> <p>In line with the principles and objectives of the PEACE IV funding programme, the Project will target a cross-range of sectoral groups (who may not normally interact with each other on a regular basis) with the aim of fostering good relations and creating a real sense of ownership of the proposed Riverine Capital Project.</p> <p>In parallel with this proposal, Derry City & Strabane District Council and Donegal County Council, are currently designing a funding application to the PEACE IV Programme ‘Shared Spaces – Capital Development’ measure. The Riverine capital project will involve the creation of a new and dedicated managed parkland to serve the cross border communities of Strabane and Lifford. DCSDC however confirms clearly that whilst capital funding will undoubtedly enhance this project, this project in this workplan is not co-dependent upon securing the funding for the Riverine capital project. Much of the lands are in DCSDC/DCC ownership and will still lend themselves to a cross-community cross-border environmental stewardship programme. The programme will still address racism and sectarianism by bringing people together on the programme. This project will promote positive relations characterised by respect, and where cultural diversity is celebration and people, can live, learn and socialise together from prejudice, hate and intolerance. It will also increase a change in attitudes towards cross community and cross border activities.</p> <p>The Riverine project contributes strongly to environmental and social sustainability as it promotes the management of natural resources and recognition of their values as well as a legacy of economic benefit through capacity, skills and training under its volunteer programme. There is commitment from Donegal and DCSD Councils to sustain a quality environment in the area post-Peace IV. The Riverine capital project will create new civic spaces creating the opportunity for communities to use and interact on a series of activities. The new parkland will also enable the opportunity for both Councils and community groups in the area to programme events and activities. This project, therefore, is an essential first step in connecting with the communities and users for which the capital element is intended. The success of the capital element will rely upon creating and ensuring a meaningful sense of ownership of the actual place. The project will therefore seek to do this through its various strands.</p> | | |

Project Themes

The actual engagement of the communities will take place through a variety of environmentally focussed activities – to reflect the main theme of the proposed capital project. The environmental activities will be themed around three broad areas namely; (a) Woodland; (b) River; (c) Habitats. An education, activation and animation programme will be designed around these three core themes in terms of getting the community participants actively engaged in a range of activities.

Community Engagement

The first strand of the project will involve identifying and engaging with the communities within the greater Strabane and Lifford areas. Whilst operating under the banner of ‘cross community and cross border’ the engagement element will also focus on particular groups to include:

- Protestant/Unionist/Loyalist (PUL)
- Catholic/Nationalist/Republican (CNR)
- Black/Minority/Ethnic (BME)

With regards to the PUL and CNR communities, this initial process will seek to engage and target those who have been directly affected as a result of the ‘troubles’. Engaging with new migrant communities who reside within the wider Strabane and Lifford areas will be important in terms of ensuring that the Project is representative of the cultural and community diversity that exists within the area.

Education & Strategy Development

The education element will be delivered through a series of lectures, workshops and printed material in order to create a better understanding of ‘the place’ and its environmental strengths, weaknesses, opportunities and threats.

Arising from this will be the production of a community-led environmental strategy and action plan which outlines a series of activities to happen on the project area over the lifetime of the project. The action plan is likely to contain activities that are designed to promote wildlife habitats, improve water quality, address erosion of river banks, introduction of indigenous and new plant species and protection of existing wildlife and plant species – to name but a few.

Training

In parallel with this, will be the dedicated training of community participants to assist in the delivery and implementation of such a scheme. To assist with the training element, the Project will draw upon the experience and input of dedicated volunteer-led conservation and natural environment charities that have a track record of delivering similar type projects on both sides of the border. An output of this particular element will be equipping participants with unique skill sets which can be transferred beyond the scope of the project also.

Implementation

The implementation element will involve community participants delivering on the actions identified within the strategy. This will involve elements such as tree planting, river bank repair, creating dedicated wildlife zones, litter removal, clearance of overgrowth. These activities will take place in a number of identified zones on the site area and will fully compliment and align with the actions identified within the larger planned capital project. The zones will be of a sufficient scale and size to ensure manageability and deliverability of the project within the identified timeframes.

Phased Approach

Phase 1 2017-2018

- Recruitment of 1 x Community Environmental Project Manager/Coordinator (f/t) and 1 x Community Horticulturist/Landscape Project Officer (f/t)
- Establishment of a steering group
- Education & Strategy Development
- Production of community-led environmental strategy and action
- Cross-community/cross-border environmental and conservation community training scheme.
- Initial Active cross-community cross-border engagement implementing environmental improvements

Budget £195,000

Phase 2 2018-2020

- Sustained Active cross-community cross-border engagement implementing environmental improvements
- Project evaluation

Budget: £200,000

Beneficiaries:

- PUL/CNR/BME/cross-border participants often with limited contact outside of single-identity engagement.
- Targeted inclusion of those most deeply impacted by the troubles legacy (political ex-prisoner groups, victims/survivors)
- Schools from across education sector – state maintained, controlled, Irish language medium.

No. of participants: 400

Project impact

The resultant impact of this three-year funded project will be one of improved community relations and enhanced physical and social connectivity between communities within the greater Strabane and Lifford Areas. This project is considered to be an essential pre-requisite to the larger capital programme being planned and applied for to the Peace IV Shared Spaces Capital Development measure. This project will help in activating a strong community interest in the project area through a series of programmed environmental activities. The resultant effect of this will be a strong sense of community ownership in the project prior to the larger capital project being implemented.

As previously alluded, the components will compliment with the larger capital programme – which will be designed around this first phase. The community participants will be able to see the tangible outputs of their work within the context of the larger capital programme – helping to ensure that there is a shared sense of identity and ownership of the new greenway and public parkland. It is hoped that such community input will also contribute to minimal vandalism of the projects completed under Phase I and indeed the larger project, due to the level of community input.

In terms of an exit strategy and in line with the theme of positive environmental stewardship, it is proposed to actively initiate a community volunteering scheme to assist with the maintenance and management of the area. In addition, this project will seamlessly transition to the larger project and form part of both Council's management and maintenance regimes in terms of ensuring long-term sustainability.

Environmental impact:

For clarity, council has already explored if environmental impact assessments needed to be conducted. No statutory regulations or approval were required for environmental impact as the environmental focus of the scheme is such that it pays due heed to promoting positive environmental conditions. In relation to environmental standards, these are embedded through the design, implementation and delivery (wildlife, landscape and ecology strands). Being led by environmental specialists is evidence of council leading by example to set high environmental standards.

Cross-community content:

The cross community content of this initiative is that it is Riverine is delivered entirely on a cross-community cross-border basis bringing together community groups from PUL, CNR, BME identities, schools from State, maintained and Irish medium education. Will also engage with victims/survivors and political ex-prisoner groups. PUL rural hinterland is disengaged to an extent with predominantly CNR town area – project targets this issue too. Planning and steering cross-community processes meet regularly. Engagement with wider group will include multiple sustained opportunities for engagement. Volunteer training etc cross-

community in nature and will sustain contacts/friendships. Cross-community minimum target for this initiative is to reflect the District wide statistical breakdown but will also be particularly cognisant of the issue of PUL minority engagement which it will take pro-active measures to address and to enhance uptake from this identity.

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| 5.2b Riverine cross-community cross-border environmental stewardship programme | 100 (115) | Steering group: 3 hours Training prog: 1 day (minimum) Schools and community education prog: 1 day (minimum) | Steering group: Monthly Training prog: Monthly Schools and community education prog: Monthly | Steering group: 3-4 years Training prog: 6 months (Min) Schools and community education prog: 6 months (min) |
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Peace and Reconciliation Impact

Good Relations/Peace and Reconciliation will be built directly into the themes of the environmental project. Eg. Whilst studying Eco-Diversity they also reflect on local diversity of cultures and identities. When looking at Woodlands, they will reflect that there are different types of trees but there are things that all trees have in common and that diversity in types of trees is positive or a woodland. The topic of rivers allows for facilitated conversation about ‘divides’ but also about ‘bridges’ which can be applied socially as well as environmentally. When exploring habitat, there can be facilitated conversation about what makes a good place for people to live and feel welcome (or not welcome) just as natural habitats can be made welcoming. When discussing what threatens the environment in an area there will be facilitated dialogue on what threatens community cohesion (eg. Sectarianism, racism, violence) and shared space (eg. Flags, kerb painting) in the social and community sense. The physical location will also lend itself to dialogue around a ‘bridges and borders’ theme as this area physically spans the border. For adult participants this will also develop informal oral history conversations reflecting on the memories of life in the border area pre and post-Partition and during the troubles to today – and there may be aspects of this which can be brought into work with children and young people in an age appropriate way. This type of content will be both formally and informally integrated into the programme.

In this area where cross-community work has been limited, this approach to peace and reconciliation issues will be new and approach the conversations from a non-traditional angle whilst participants engage in a shared/common interest around the environment. The peace and reconciliation legacy will be that this area will be perceived as a shared space that is accessible and welcoming to all.

Engagement from PUL Community.

Part of the reason there are 2 posts included in this initiative is that we anticipate it will take a personalised time-intensive and trust building effort to ensure PUL participation. Strabane town is 92% Catholic with 7% PUL and 1% other/none so we don't underestimate the task. Nonetheless we have members on our Partnership Board from Strabane town and from the rural areas around it (including areas such as Donemana where there is a higher % of PUL residents). Publicity and recruitment will include Protestant churches and uniformed or other clubs connected to them, links with the PUL marching bands, loyal orders, state schools and any other organisations which may link to the PUL community. Protestant communities and groups across the border in Donegal will also be encouraged to engage.

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| Activity 5.2c | Activity title: 'Exploring and Examining Identity: Uniting Communities Through Sport' £188,000 Lead Partner Initiative | Start month: January 2017 | End month: June 2018 |
| | <p>This programme builds on the positive legacy of Peace III work done with sports groups. It aims to reach new clubs and sports and a wide range of participants in sport to explore diversity, peace and reconciliation as well as sustain cross-community contact.</p> <p>Sports Camps – Individual & Joint</p> <ul style="list-style-type: none"> • Boys & Girls Community Football Festivals – Including showing Racism/Sectarianism the Red Card workshops & Health/Wellbeing workshops – Locations both rural & urban – MUGA facilities where available • Boys & Girls Rugby Community Festival – Rural & Urban • Boys & Girls GAA Community Festival – Rural & Urban • 2 Multi Sport camps GAA/Football/Rugby – Game of 3 Halves – Cultural Diversity Workshops – Cross Border engagement <p>Outreach Capacity Building Workshops</p> <ul style="list-style-type: none"> • Mental Toughness/Resilience • Shared Learning of working with clubs and volunteers • Joint seminars designed to upskill clubs, communities and volunteers • Understanding a diverse range of sports, cultures and communities • Community engagement forum through sport • Sport for All Educational Workshops • Drug & Alcohol Awareness <p>Joint Volunteer Youth Training – 3 Sports</p> <ul style="list-style-type: none"> • Volunteer recruitment drives • Volunteer placements at clubs • Volunteer recognition & CPD opportunity • Volunteer development seminar • Youth Mentoring Workshop <p>Coach Education</p> <p>Minimum Level 2 Coaching certificates in Rugby, Football & GAA CPD Course as part of coaching course – Mental Health Awareness</p> <p>Beneficiaries: Young people aged 11-24 years old, Community organisations, Local Clubs/Cross Border Clubs, Urban and Rural Areas</p> | | |

Peace and Reconciliation Impact.

Impacts will be an increased sense of community cohesion, sustained cross-community contact, greater cultural awareness, cross-border links and respect for diversity across sports. Outcomes will focus on increased community engagement, inclusion and well-being of marginalised/disadvantaged people, challenging mind-sets, respecting and understanding cultural diversity, promotion of tolerance and respect, increasing personal skills and community pride. In the same way as the successful Peace III project ('Respect' sports project) engaged local sports clubs in Peace and Reconciliation this initiative will build on that success by working with new clubs and developing increased cross-community contact.

- Multi-Sport camps combining GAA/Football/Rugby (and we are also building in cricket which has been a more recent decision) will introduce children and young people to sports they may not have engaged in before and which they may have perceived as belonging to 'one community'. They will also build in diversity work including workshops around 'Give Racism/Sectarianism the red card'.
- Outreach capacity building workshops will include direct work on diversity in sport, reaching diverse communities for engagement in sport, understanding cultural issues (real and perceived) for engagement in sport and the need for equality and good relations and anti-prejudice policy/policies in sports clubs.
- Shared space – some club facilities still have quite segregated usage patterns and may not be seen as shared spaces. By using sports clubs as venues in this programme there will be a positive reconciliation impact expanding perceptions of shared space.
- Youth Volunteer Training and coach education – will include diversity and anti-prejudice training.

Cross-community content:

The cross community content of this initiative is that it is Programme delivered on a cross-community basis bringing together people from sports/clubs perceived as 'single identity' and cross-community. Outreach workshops happen as a series to sustain engagement. Summer camps etc are shorter term but intensive in terms of contact. Cross-community minimum target for this initiative is to reflect the District wide statistical breakdown.

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| 5.2c Exploring and examining identity: Uniting communities through sport | 100 (115) | Steering group: 3 hours Outreach capacity building:1 day Joint volunteer youth training: 1 day (in addition to actual placements) Coach education: 1 day Sports camps: 1 day | Steering group: Monthly Outreach capacity building: Monthly Joint volunteer youth training: Monthly Coach education: Monthly Sports camps: Monthly | Steering group: 18 months Outreach capacity building: 7 months Joint volunteer youth training: 6 months Coach education: 6 months Sports camps: 6 months (min) |
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| Activity 5.3 | Activity title: 'Examining and developing an understanding of the Decades of Commemoration 2017-2021' Tender £250,000 | Start month: January 2017 | End month: December 2020 |
| | <p>The secretariat along with the Head of Culture and the Museum Team/Educational officer will be involved in the co-designing of this programme. The tender process will strongly emphasis a community led approach and will involve those very disengaged groups such as ex-prisoners/victims/survivors. The programme will utilise mediums such as music, drama, literature and debate to promote respect and understanding of different cultural traditions and different narratives.</p> <ul style="list-style-type: none"> • Two major Community-led Exhibitions at key points during the decade of centenaries, focussing on unheard voices and the impact of the legacy on communities today: <ul style="list-style-type: none"> - In 2018 to mark the 100 year anniversaries of the end of the First World War, last island-wide general election and movements towards gender equality and suffrage - In 2020 to address movements towards partition and division, including the formation of Northern Ireland and emergence of sectarian violence. • A Community Outreach programme, delivered through an open and transparent Tender Process, highlighting the most pivotal events within the decade of centenaries and gathering a district-wide collective input. Offering facilitated workshops, training sessions, discussion groups, and heritage visits. • A Schools programme, delivered through a tender process, offering digital creativity workshops, mapped to the curriculum, enabling young people to learn new skills such as filmmaking, music and digital fabrication while addressing events within the decade of centenaries. • Digital resource production, delivered through a tendered process to digitise the Tower Museum's current resources and create new interactive multimedia education for delivery to a variety of audiences during the programme. Utilising content included in the exhibitions for education resources. • Events programme, including talks, tours, music, literature and drama. Themes to include: <ul style="list-style-type: none"> - Role of Women during all pivotal events in the decade of centenaries - Partition and the Boundaries Commission - Lough Swilly and Lough Foyle - Establishment of the Irish Free State - First World War and Armistice - Industry and the Labour Movement. | | |

- **International conference/symposium** evaluating the decade of centenaries and what we have learned from both current and historical perspectives. To include input and contributions from leading historians and figures across the UK and internationally
- **Commemorative publication** to coincide with the 2020 exhibition launch.

Phased Approach.

Phase 1 2017-2018 Budget:£126,022

- 1 x Community-led Exhibitions,
- 1 x Community Outreach programme,
- Facilitated workshops, training sessions, discussion groups, and heritage visits.
- 1 x Schools programme to include digital creativity workshops
- Digital resource production,
- Events programme

Phase II 2018-2020 Budget:£123,978

- 1 x Community-led Exhibitions,
- 1 x Community Outreach programme,
- Facilitated workshops, training sessions, discussion groups, and heritage visits.
- 1 x Schools programme to include digital creativity workshops
- Digital resource production,
- Events programme, in
- Commemorative publication

Beneficiaries (No of wider participants 450): Primary and Post Primary Schools, Young people from across the Council area to include disengaged and marginalised, Women/Men, BME/LGBT groups, Local Communities, Visitors

Outcomes

Outcomes will be measured through the number of programmes and events addressing sectarianism and racism or conflict resolution; Number of participants (community balance; % from marginalised /minority groups); Improved capacity of disengaged and marginalised communities to address sectarianism and racism; Changed attitudes towards cross community and cross border

activities (Distance travelled); Changes in sense of belonging and involvement in civic life by marginalised groups (Distance travelled); % Improved levels of trust and tolerance and decreased levels of prejudice.

Cross-community content:

The cross community content of this initiative is that it is Programme delivered on a cross-community basis and specifically exploring different narratives of decades of commemorations to be pro-actively inclusive. Only community outreach programme may have some single identity elements as it responds to requests for the service. Sustained series of events, publications etc over phase. Will be cognisant of the 6 month target for sustained/purposeful contact. Some elements however are ‘once off’ eg. Exhibitions, conferences. Cross-community minimum target for this initiative is to reflect the District wide statistical breakdown.

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| 5.3 Examining and developing an understanding of the Decades of Commemoration 2017-2021 | 150 (173) | Tender will specify: Community led exhibitions steering group: 3 hours Community outreach programme (participants register for the series): 3-6 hours Schools Prog: Half day or full day Events Prog and conference (series): 3-6 hours | Tender will specify: Community led exhibitions steering group: Fortnightly Community outreach programme (participants register for the series): Monthly (min) Schools Prog: Monthly (min) Events Prog and conference (series): Monthly (min) | Tender will specify: Community led exhibitions steering group: 6 months Community outreach programme (participants register for the series): 6 months (min) Schools Prog: 6 months (min) Events Prog and conference (series): 6 months (min) |
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Complementarity/Lack of duplication:

As an additional note on ensuring lack of duplication and complementarity with existing work, consultation has already included ensuring duplication will not occur. In the 2016/17 Financial year Council’s Festivals and Events Team distributed small grants for 1916 Somme and Easter Rising programmes and the Good Relations Strategy had a budget of £18,000 for 1916 Decades of Centenaries. Festival and Events have no planned funding in future financial years of centenaries and Good Relations funding will be significantly downscaled after 2016. Ongoing open communication with the Good Relations Team ensures no duplication and the GR Team submit an annual Peace IV Complementarity Annex to the Executive Department to ensure no duplication occurs. The Community Relations Council NI and the website www.decadesofcentenaries.com are also used as a tool across the sector to maximise complementarity and minimise duplication.

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| Activity 5.4 | Activity title: 'Unheard Voices Programme' £158,000 Tendered | Start month: January 2017 | End month: December 2020 |
| | <p>This programme will utilise co-designed programmes to create space for 'unheard voices', creating a space to engage with 'dissenting voices', tackling the 'culture of silence' and equipping local people, including young people, with the knowledge to recognise the issues of concern with their own mental health and that of others. It is our key initiative to ensure those 'unheard' victims of the troubles have a chance to find their voice and secondly that those who do not feel the peace process has benefitted them or who do not support the peace process have a constructive vehicle to be heard.</p> <ul style="list-style-type: none"> • <i>Hearing the unheard voices</i>: gathered from Derry City and Strabane District Council area through outreach storytelling and dialogue programmes x 4 per year (including overnight residential experience) x 12 participants drawn from diverse backgrounds. (96 participants over two years). • <i>Testimony sessions for the Unheard Voices</i>: Deliver five testimonies per year; each event has one speaker (an unheard voice and perspective, including issues of mental health with young people), two witnesses and an audience of 20+. (230 participants over two years). • <i>Perspectives on Resilience and forgiveness</i>: Deliver three 'Inspirational Stories' x 15 participants. (90 participants over two years). • <i>2 Cutting Edge Conferences</i>: Deliver one conference per year x 50 participants on themes around positive encounter story telling and dialogue, truth telling, justice issues, victim and survivor issues, resilience and forgiveness, mental health and wellbeing of adults and young people. (100 participants over two years). • <i>Information Sessions, Presentations, Workshops, Seminars</i>: Upon request; 12 sessions x 2 years x 10 people. (240 participants over two years). <p>LEGACY AND SUSTAINABILITY:</p> <ul style="list-style-type: none"> • <i>Training of Trainers to hear grassroots unheard voices</i>: Deliver two x six day accredited training courses per year (participants have option of Level 2 or 3) across DCSDC area x 10 participants. (40 trained facilitators over two years). • <i>Trauma and healing education and training programmes</i>: With a range of ages involved. One x 6 day x 12 participants training programmes per year. (24 participants over two years). <p><i>Podcasts: Recording the Unheard Voices from Testimony Events for wide dissemination and access.</i></p> | | |

Beneficiaries will include:

- Women and related sexual violence in the context of the troubles - an untold story.
- Women who were named as so-called ‘Soldier Dolls’.
- Women who are carers or have been left to deal with: survivors of violence in all its forms, survivors of punishment shootings and beatings;
- Derry Strabane Peace Women/peace activists who on occasion were vilified;
- Young males at risk of suicide;
- Young people with mental health issues.
- Young people who are dealing with trans-generational trauma;
- Young unheard victim survivors of Republican/Loyalists paramilitaries;
- Unheard voices of ex-security forces/ex-Republican/Loyalists paramilitaries;
- Clergy from all backgrounds who had to work with families of victims and survivors, those with mental health issues.
- Nurses and paramedics who were at the coalface of the atrocities;
- LGBT community members suffering from discrimination and ostracisation intensified within the Troubles context;
- BME communities caught up in the violence, and discriminated against by paramilitaries and others.

No of Wider Participants: 400

Cross-community content:

The cross community content of this initiative is that it is Initiative is cross-community in its participation and wider audience. Conferences pro-actively engaging wide range of identities. Information sessions, presentations, workshops and seminars cross-community contact will depend on who avails of the opportunity. Training for trainers entirely cross-community. Duration of contact will vary from sustained to ‘one off’ depending on element of programme. Cross-community minimum target for this initiative is to reflect the District wide statistical breakdown.

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| 5.4 Unheard Voices Programme | 150 (173) | This tendered programme will involve participants who are victims/survivors and dissenting voices. As such it has to have some flexibility due to the sensitivity of the issues. Participants will be given the full ‘menu’ of activities as outlined in the work plan and will commit to attending a range of them to a minimum equivalent of 1 day per month for 6 months. This could be made up of a combination of residentials, training courses full day events and shorter events. The cross-community steering group will meet 3 hours monthly for 2 years. |
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The programme will involve participants who are victims/survivors and dissenting voices. As such it has to have some flexibility due to the sensitivity of the issues. It will however still meet the definition of sustained, meaningful and purposeful contact as participants will be given the full 'menu' of activities as outlined in the work plan and will commit to attending a range of them to a minimum equivalent of 1 day per month for 6 months. This could be made up of a combination of residentials, training courses full day events and shorter events. The cross-community steering group will meet 3 hours monthly for 2 years. The content of unheard voices is one of the strongest initiatives in terms of its focus on key issues arising from the conflict and how these have impacted the lives of individuals and communities. As all its activities have this focus it is all very meaningful and purposeful in the peace and reconciliation sense.

Peace and Reconciliation Impact

One way to look at this would be to ask the opposite – if we didn't do a programme where the voices of 'unheard victims/survivors' and the voices of those who dissent from the peace process, what could be the negative impact on peace? To ignore victims/survivors who have not yet been heard is to negate their experiences of the conflict and potentially to allow unheard suffering to continue. To ignore those who dissent from the peace process jeopardises the peace process itself.

The peace and reconciliation impact of this programme is to assist in healing mental, social and emotional wounds and trauma from the past conflict by enabling victims/survivors to talk about their experiences in a safe, supported environment. The settings for this, whether residential or conferences or training settings are all cross-community. This means that not only will victims/survivors be able to be actively listened to, they will also have the chance to listen in a constructive supported way to experiences of those from other diverse backgrounds. This brings not just individual healing, but a cross-community healing. Similar 'storytelling' based approaches in the Derry~Londonderry area have had a transformative effect on individuals and how they are then able to become role models for peace within their social circles and communities.

The project will also leave a legacy of trained facilitators who will have the peace and reconciliation skills specific to this type of work to continue it after the funding has ended.

Additionality/lack of duplication:

Our consultation confirmed the need to engage with Dissenting Voices & opening up to and sharing other narratives. This is additional to current provision specifically those victims who through consultation indicated that their voices are not heard through current channels.

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| Activity 5.5 | Activity title: 'Examining Patriarchy and Patriarchal attitudes in a post-conflict society.' £211,000 Tender Delivery | Start month: January 2017 | End month: December 2020 |
| | <p>This is our key gender based initiative to promote issues around peace-building and reconciliation for women. This initiative will be a pioneering community educational programme complete with a resource manual and book that addresses gender-based violence and inhibitors to peace and peace building in the context of N.I. It will adopt a conflict resolution approach from which to address the empowerment of women to become peacemakers and peace builders at the intra and inter-community level. It's outputs include twenty-four trainers for statutory, educational, institutional and community voluntary sectors; ninety well informed to facilitate dialogue at the local grassroots level to bring about positive change; examination and understanding of patriarchy alongside sectarianism, profiled as a serious inhibitor to peace and the peace process; and key directions for policy and practice within existing structures that discriminate against women and other genders as well as awareness and education on the steps needed to overcome the social and structural barriers that prevent women from meeting their potential as peacemakers and peace-builders.</p> <p>Phased Approach</p> <p>Phase 1 2017 - 2018 Budget - £98,000</p> <ul style="list-style-type: none"> • Appoint staff member, draw up terms and conditions. • Set up partnership arrangements: partnership input into project, accountability and support. • Design a community based educational resource and accompanying book on patriarchy as a conflict resolution tool that is relevant to the context of conflict and violence in Northern Ireland. • Design an online resource. • Publish community educational resource and book. • Prepare publicity and marketing strategy <p>Phase 2: 2018 - 2020 Budget - £113,000</p> <ul style="list-style-type: none"> • Identify and target interest groups – meetings and information sessions set up to raise awareness and recruit for training and courses • 120 attendees informed through one-off information sessions on Patriarchy • 2 Venues: Training of trainers programmes x 12 (each venue), engaging the statutory, educational, institutional, political representatives and community activists. | | |

- Identify training venues and set up training programmes: 6 Venues: training programme x 15 (each venue), engaging the community/voluntary sector, interest groups and individuals involved in community development/community relations work.
- Organise a Conference and keynote speaker x 200 attendees.
- Develop Exit Strategy

Beneficiaries (Number of Wider Participants: 110)

- Statutory, Educational, Institutional Agencies:.
- BME communities and those marginalised (mostly women).
- Community and Voluntary Sector, women and men:
- Raise awareness and inform women and men about

Evaluation will be via and Outcome Based Accountability approach with key qualitative and quantitative measurements throughout the lifetime of the initiative. The project will specifically target and manage risks such as Resistance to acknowledge patriarchy, particularly from men; Commitment of participants for the duration of the course given other time commitments; Paramilitaries and gate keepers acting as barriers to women and men at the community/grassroots level.

Cross-community contact.

The members of the project steering group will meet 3 hours monthly for 3-4 years so will fulfil meaningful, sustained and purposeful contact. The train the trainers participants who will also attend the conference will meet 1 day per month for 6 months but will also be encouraged as part of their training to attend other occasional 'drop in' activities from across the peace programme to add to their cross-community contact. (Please note, this will definitely not be as a duplication – the participants will not be counted twice). Similarly the trainees, who will also attend the conference will meet 1 day per month for 6 months but will also be encouraged as part of their training to attend other occasional 'drop in' activities from across the peace programme to add to their cross-community contact. (Please note, this will definitely not be as a duplication – the participants will not be counted twice). It is noted that some flexibility may be required in the delivery options for these courses but will ensure that regardless, the sustained, meaningful, purposeful contact will be built into the tender.

The entire initiative is cross-community in nature. 24 trainers and 90 dialogue facilitators will have engaged on a sustained basis over the programme. Cross-community minimum target for this initiative is to reflect the District wide statistical breakdown.

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| 5.5 Examining Patriarchy and Patriarchal attitudes in a post conflict society | 110 (127) | <p>Steering group: 3 hours</p> <p>*Train Trainers +conference group: 1 day</p> <p>*Trainees +conference groups: 1 day</p> <p>*Some flexibility may be required in this to facilitate attendance at training eg. Course may be spread over less months at increased intensity. To ensure 6 month requirement is met. In this case, participants will be requested to attend other occasional 'drop in' opportunities in the local peace programme over the 6 months.</p> | <p>Steering group: Monthly</p> <p>Train Trainers +conference group: monthly</p> <p>Trainees +conference groups: monthly</p> | <p>Steering group: 3-4 years</p> <p>Train Trainers +conference group: 6 months</p> <p>Trainees +conference groups: 6 months</p> |
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Additionality/Lack of duplication

In terms of additionality/displacement, our consultation confirmed that this is additional to current provision and was highlighted through discussion with the womens sector that this is an increasing need and can make an important contribution to build positive relationships

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| Activity 5.6a | Activity title: 'Creating cohesive neighbourhoods – Beyond Tokenism BME/LGBT and minority communities inclusion programme' £215,000 Tendered Programme | Start month: January 2017 | End month: December 2020 |
| | <p>The BME and LGBT sectors within the council area are predominantly volunteer based and have over recent years faced difficulties with sustainability, capacity and in some instances governance. A number of groups have collapsed and work since Peace III has endeavoured to re-build capacity within the sector for the overall promotion of anti-racism and pro-diversity work. The BME sector has now re-developed it's strategic approach with the establishment of Foyle Racial Equality Forum. This programme consists of 5 initiatives under 1 overall steering group and aims to impact the BME sector, LGBT sector and other minority identities including potentially political ex-prisoners and victims/survivors groups who face some, but not all, of the same issues. It is cross-community in nature throughout. There are 5 key initiatives (which may be tendered separately or together).</p> <ol style="list-style-type: none"> 1. Beyond Tokenism Foyle Racial Equality Forum initiative focuses on the strategic plan priorities of the Foyle Racial Equality Forum to promote genuine inclusivity of all people from within the BME community in Derry & Strabane. This will include helping BME communities and individuals to become more involved in civic and political life so that it becomes the norm, not the exception that there are BME voices heard prominently in planning and development processes. 2. Anti-Prejudice public campaign and schools/community educational resources (To cover sectarianism, racism and homophobia and transphobia specifically as well as all hate crime categories more generally). To include social media campaign as well as considering more conventional approaches eg. Publications, multi-media resources, web based, billboards or similar. 3. Governance, Capacity, Strategic and Sustainability Development - Developmental Support This initiative would be targeted at BME groups specifically but would also be open to LGBT groups, political ex-prisoner groups and victim/survivor groups. All these sectors have a community capacity but have issues with sustainable funding, few if any paid staff, various capacity levels in establishing evidence base for strategic planning, limited/no experience of tendering and a range of levels in governance. 4. Mainstreaming BME into society – advice services A number of issues have recently impacted the need to mainstream higher capacity for advice provision for individuals from BME identities locally (including migrant workers, asylum seekers, refugees and BME individuals generally). Brexit has led to issues of how this impacts EU nationals resident locally. This combined with the arrival of Syrian Refugees under the VPR scheme has accentuated the border issue and the loss of funding for advice services to NICEM NW and the Law Centre who had provided some levels of advice provision until recently. Council's Good Relations work in 2015-16 identified the need for increased awareness generally among the | | |

advice services sector and legal sector specifically for a longer term approach to provision of level 2 and level 3 advice capacity within this field ie. The mainstreaming of capacity for diversity within the sector to suit the needs of a more diverse society and to tackle racism. Anecdotal evidence is that much of the level 2 advice required is for 'undoing' the damage caused by solicitors who are not trained in this field.

5. **Intercultural community pairing** Project designed to provide a sustained 18 month cross-community programme for under-represented groups eg. BME/LGBT/Political ex-prisoner to engage with wider community and voluntary sector to learn about each others culture, identity and shared issues. Call would go out publicly for groups to engage. Pairings would follow the call. Programme content will include cultural and historical awareness and exchanges. 10 community pairings (5 BME/LGBT/Under-represented groups + 5 wider community) per phase

Phased Approach.

Phase 1 2017-2018 Budget: £89,000

- Establishment of a steering group, meeting monthly representing DCSD, statutory and community representation.
- Agreement of implementation of 5 key areas:
- Beyond Tokenism initiative on strategic priorities of Foyle Racial Equality Forum.
- Development of Anti-Prejudice public campaign and schools/community educational resources (To cover sectarianism, racism, homophobia, transphobia, hate crime)
- Governance, Capacity, Strategic and Sustainability Development - Consultancy Support (50 – 160 days tailored support and 5-6 groups)
- Mainstreaming diversity awareness and capacity into advice services (Level 1 and 2 focus)
- Intercultural community pairing initiative (5 pairings ie 10 groups BME/LGBT/CNR/PUL/Ex-Prisoner)
- Mid-way evaluation, monitoring and review

Phase 2 2018-2020 Budget: £126,000

- Continuation of steering group
- Sharing of best practice in Foyle Racial Equality Forum
- Dissemination/roll out of Anti-Prejudice campaign
- Governance, Capacity, Strategic and Sustainability Development - Consultancy Support (50 – 160 days tailored support and 5-6 new groups)
- Mainstreaming diversity awareness and capacity into advice services (Level 2 and 3 focus)

- Intercultural community pairing initiative (5 new pairings ie 10 groups BME/LGBT/CNR/PUL/Ex-Prisoner)
- Evaluation and Monitoring

Beneficiaries (Wider No. of participants: 250)

- 10 – 12 constituted minority community groups (BME, LGBT, political ex-prisoner, victim/survivor) 60 direct beneficiaries.
- Indirect benefit wider membership of 10-12 community groups (1000 beneficiaries)
- Advice services and clients from minority identities.
- BME youth and adults

Cross-community content:

The cross community content of this initiative is that it is Programme is delivered on a cross-community basis but will include key focus on inter-cultural community contact. Cross-community will strongly include contact between different racial/ethnic communities with the wider PUL and CNR communities and identities. Intercultural community pairing provides a sustained 18 month cross-community programme for under-represented groups. Cross-community target engagement on this will be a strong over-representation of BME/'Other' identity. Target of 60% BME and 40% PUL/CNR (with intercultural pairing element being 50/50%).

The project steering group (which will be put together by open call to relevant groups as per many of our steering groups) will potentially include representatives of a range of BME, LGBT, victim/survivor and political ex-prisoner groups. This in itself will be a sensitive challenge for some. They will meet a half day monthly for 3-4 years (ie the lifetime of the project).

The governance and capacity elements will require 1 day monthly in a collective group as well as having additional tailored elements depending on the needs of each participant group.

The advice services area of work involves staff and committee members from advice services groups locally and members of BME communities meeting over a couple of years to engage in training courses to build their mutual-awareness and specific advice knowledge and skills base for serving a diverse community.

The intercultural pairing will be based round a half day monthly for a year. Ie groups visiting each others premises, engaging in each others cultural or other events, understanding each others identities and dialoguing around issues.

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| 5.6a Beyond Tokenism – BME/LGBT and minority communities inclusion programme | 100 (115) | Steering group: half day Governance, Capacity etc: 1 day in collective group* monthly *additional tailored elements will depend on each participant groups needs Intercultural pairing: Half day | Steering group: Monthly Governance, Capacity etc: 1 day in collective group monthly Intercultural pairing: monthly | Steering group: 3-4 years Governance, Capacity etc: 6 months Intercultural pairing: 1 year (min) |
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Peace and Reconciliation Impact

In line with the Local Authority Partnership Guide to Peace and Reconciliation action Plans p.13 our peace plan recognised ‘evidence of continued high levels of racism’... ‘The increasing levels of ethnic diversity alongside relatively high levels of socio-economic deprivation in some areas presents new challenges for achieving greater integration and citizenship within society.’... ‘Some sections of society have not yet developed the capacity to deal positively with diversity and difference’...’The programme will pay particular attention to minority groups and groups who traditionally have been marginalised in society so that opportunities will be created that allow for a greater degree of participation and integration in society.’

The programme has a key focus on BME and anti-racism. BME groups in the local council area indicated in consultation that it feels very tokenistic and showed a lack of development from existing Good Relations work or previous Peace III work to take a uniquely ‘cultural’ approach to this area of work. They requested a strategic approach which engages them with wider community in a cross-community way.

This programme consists of 5 initiatives under 1 overall steering group and aims to impact the BME sector, LGBT sector and other minority identities including potentially political ex-prisoners and victims/survivors groups who face some, but not all, of the same issues.

1. **Beyond Tokenism Foyle Racial Equality Forum** initiative focuses on the strategic plan priorities of the Foyle Racial Equality Forum to promote genuine inclusivity of all people from within the BME community in Derry & Strabane. This is relevant

to Peace and Reconciliation as it has allowed BME groups to frame their priorities for a shared and inclusive society. It aims to ensure that BME people have equal access to rights, employment and services and ensure there is robust monitoring and measurement of BME participation. It will increase the participation of BME communities and individuals in the civic life of the Council area. It will address and redress racism and reduce prejudice and hate crime. It will ensure that BME communities have a strong lobbying and advocacy voice through the Forum and other BME organisations, including the provision of a sustainable bridge with public agencies to ensure that BME needs are recognised, acknowledged and acted upon. It will build the capacity of BME organisations and individuals, challenge gatekeeping and broaden the involvement of BME people within BME organisations and the wider voluntary and community sector. There will be a conference on key services, a study to understand the motivations of newcomers to NI and the DCSDC area, establishment of a BME shadow youth forum, a conference on leadership and participation tying into May 2018 council elections, newsletter and website development, regular meetings with politicians, agencies and businesses, a welcome pack for new arrivals, and a BME gender action plan and conference amongst the proposed programme areas of work. The full detail of this is still to be finalised with steering group and partnership board.

The key Peace and Reconciliation outcome is that BME communities and individuals will be more involved in civic and political life so that it becomes the norm, not the exception that there are BME voices heard prominently in planning and development processes. Vehicles for inclusion also assist counter-radicalisation work by providing a democratic process for being heard.

2. **Anti-Prejudice public campaign and schools/community educational resources** Peace and Reconciliation outcome is a reduction in racism and a reduction in hate crime as well as increased respect for diversity at a local level.
3. **Governance, Capacity, Strategic and Sustainability Development - Developmental Support**
The peace and reconciliation outcome is that there is a sustainable BME sector with a good level of capacity. This has been an ongoing issue within our council area and consultation has shown that local anti-racism and diversity work requires a strong confident BME sector as its basis. An articulate and well governed BME sector is the basic building block for BME inclusion in a shared society – without it efforts are tokenistic, not always appropriate and sometimes detrimental/abusive. The initiative would also be open to LGBT groups, political ex-prisoner groups and victim/survivor groups (the detail of this will be agreed with the Partnership Board) as all these sectors have a community capacity but have issues with sustainable funding, few if any paid staff, various capacity levels in establishing evidence base for strategic planning, limited/no experience of tendering and a range of levels in governance. The same ‘building block’ argument applies to those sectors too.
4. **Mainstreaming BME into society – advice services**

The workplan indicated the issues around this arising in our Peace IV consultation. Advice services were the key link to BME community receiving professional advice which helps promote their inclusion, tackle inclusion, migration and language barriers etc. yet the capacity is not currently sufficient in this sector for this to function. The link to Peace and Reconciliation is the tackling of institutional racism or lack of awareness/training in systems within this sector and the knock on impact this has in tackling institutional racism or lack of awareness/training in other sectors individuals seek advice in relation to.

5. **Intercultural community pairing Peace and reconciliation outcome is the** sustained 18 month cross-community programme for under-represented groups eg. BME/LGBT/Political ex-prisoner to engage with wider community and voluntary sector to learn about each others culture, identity and shared issues. Programme content will include cultural and historical awareness and exchanges which help the output indicator of increased awareness of BME culture and identity.
6. **Building Positive Relations** – Creating cohesive neighbourhoods – Beyond Tokenism BME/LGBT and minority communities inclusion programme. How will this project impact on peace and reconciliation?

To truly tackle racism and help wider society to have a better appreciation of minority ethnic culture and identity requires having a strong Black and Minority Ethnic sector within our council area. Some anti-racism and cultural diversity work can be done without this, but it tends to be less effective and more tokenistic than when people who are experiencing the racism are empowered to speak and when people who are indigenous to the cultures being represented actually present their own culture. The impact on peace and reconciliation is strongest when the black and minority ethnic communities themselves articulate their culture and experiences to others. For that reason therefore we needed to recognise the key needs which those communities articulated and structure that into a programme with sufficient cross-community content.

The impact of our programme will be a strong racial equality forum to articulate BME needs, culture and identity in civic and political life; a reduction in prejudice (particularly focused on racism but also including sectarianism and homophobia); a strong sustainable and well governed BME, LGBT, victim/survivor and political ex-prisoner sector; advice services equipped for a diverse society and 20 community groups who will have been paired in inter-cultural and cross-community linkages to better understand cultural diversity and identity.

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| Activity 5.6b | Activity title: 'Small Grants Programme on key areas' £500,000 | Start month: January 2017 | End month: December 2020 |
| | <p>The specific thematic areas to be funded via 10-16 small grants will be agreed finally by the Peace IV partnership board. The purpose is to cover areas where a tendered approach may not have been as successful in reaching key target groups or tackling 'on the ground' issues as the small grants process. The Partnership Board will be finalising the thematic areas for grants at November and/or December 2016 meetings and it will be a priority for steering group development in Nov/Dec 2016. Key areas anticipated are: community based programmes to support political ex-prisoners; victims and survivors; former security forces; community programmes tackling permanent political demarcation of territory (flags, kerbs, sectarian murals, emblems); festivals focusing on tackling prejudice and promoting diversity to a wide audience; community initiatives tackling punishment attacks or developing mediation and education to tackle this culture; contested space (other than interfaces which are covered elsewhere). An OBA approach has been agreed where projects will have to evidence the impact they have made on the key issue for which they have applied for grant aid for. This Outcome Based Accountability model allows the Strategic Partnership Board to agree what the issues/needs/targets are first which need to be impacted and will then require the applications to demonstrate how they will impact these.</p> <p>Phase 1 2017-2018 Budget: £250,000</p> <ul style="list-style-type: none"> • Partnership board agrees key areas for 10-16 small grants which may include Political Ex-prisoners, victims/survivors, former security forces; permanent political demarcation of territory (flags, kerbs, sectarian murals, emblems); festivals focused on tackling prejudice and promoting diversity to a wide audience; punishment attacks/mediation and education to tackle this culture. • Expression of Interest call • Applications • Assessments • Awarding of small grants in two-phased process with mid-way review. • Ongoing monitoring and evaluation <p>Phase 2 2018-2020 Budget: £250,000</p> <ul style="list-style-type: none"> • Continuation of small grants into phase 2 subject to mid-way review and confirmation of funding • Final evaluation and monitoring • Final celebration/shared learning event. | | |

Beneficiaries: (Estimated wider no. of participants: 1000)

- 10-16 constituted community organisations working with relevant groups
- CNR/PUL/BME/LGBT participants
- Residents in areas of physical territorial demarcation
- Political Ex-prisoners; Victims/Survivors; Former security forces
- Communities and individuals suffering with punishment attacks.

Cross-community content:

The cross community content of this initiative is that whilst some elements of these, in particular with relevance to those most traumatised by conflict, may be on a single identity basis, it is anticipated however that many of the grants will be around cross-community work. Duration cannot be assessed until applications are received but applicants will be made aware of the 6 month definition for sustained/purposeful contact. Cross-community minimum overall target for this initiative is to reflect the District wide statistical breakdown but notes that this will vary on individual grant applications funded. DCSD also notes for the small grants programme some contentious issues, particularly where trauma is relevant, may include a lesser degree of cross-community contact. Eg. Political ex-prisoner programmes, victims/survivors, former security forces, victims of punishment attacks, political demarcation of territory. Level of cross-community engagement cannot be assessed until applications are received.

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| 5.6b Small Grants Programme | 110 (127) | This will vary from grant to grant, however all applicants will be required to address 'meaningful, purposeful, sustained contact for a minimum of 6 months'. We have identified that there may be a small amount of single identity work within grant where issues are extremely sensitive eg. Some elements of victim/survivor work or political ex-prisoner work or work around the culture of punishment beatings. |
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Application Process:

The small grants assessment criteria and application forms will be subject to final approval by the Peace IV Partnership Board so may be subject to minor change. However it is likely that they will be based in 4 sections as follows:

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| SECTION 1 | The Project/Programme – including how it relates to Outcome Based Accountability in it's project planning. This will check the overall approach, aims and objectives and project plan. Also the need for the project, risk management, communications, evaluation and monitoring |
| SECTION 2 | Fit with the PEACE IV Programme specific areas identified for small grants and quality of peace and reconciliation content in relation to the programme objectives. (Again based on an Outcome Based Accountability approach) Assessment criteria will also include Horizontal principles – Sustainable development and equality. |
| SECTION 3 | Expertise and Track Record/Project Management |
| SECTION 4 | Value for money (including budget, added value and exit strategy) |

DCSDC confirms that robust verification checks will be performed. Similar systems will be followed as per the District council's Good Relations Programme and the Community Development Grants (these processes are accepted by Dept of Communities and The Executive Office). These include initial letter of offer 'in principle' being issued on small grants subject to a time limited verification check before the actual letter of offer is issued. Checks include AGM minutes or Annual report, certified accounts or records of income and expenditure/bank statement/debtors and creditors information; safeguarding policy, risk assessments, insurance (employers, public, professional as applicable to project). Failure to complete the verification check successfully means the actual letter of offer is not issued.

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| Activity 5.7a | Activity title: 'Leadership and Co-operation Programmes – Youth and Schools Train the Trainers Initiative' (Tendered £25,000) | Start month: January 2017 | End month: December 2020 |
| | <p>This initiative is designed to leave a legacy of key trained adult formal and informal educators and facilitators with high quality resources for tackling prejudices within the 11-24 age group and promoting dialogue around contentious issues arising from the legacy of the conflict in the post-conflict generation. The training will be appropriate to fit with the Northern Ireland schools and youth curriculae. The programme will be delivered during the school day – costs for contribution to sub cover have been incorporated into budget to allow for teachers to attend. Initial consultation with teachers indicated that running the training outside of school hours would not be the preferred option. For youth workers and youth/community workers daytime will work best as their contact time with youth is generally evenings.</p> <p>Phase 1 2017-18 Budget: £12,500</p> <ul style="list-style-type: none"> • Tender for 2 day 'train the trainers' course relevant to educators in formal and informal youth and community sectors working with youth aged 11-24 (targeting of State Schools, Maintained Schools, Integrated schools and youth workers in contested and interface areas as well as single identity areas.) • Run 1 x train the trainers course (minimum 14 participants) relevant to the topics of racism, sectarianism, homophobia, legacy of the troubles and current contentious issues specifically within the Northern Ireland political, religious and community context • Support for the trained trainers to deliver the youth programme within their work or volunteering context over a 1 year period. (Target impact 25 youth minimum per organisation/school x 14 organisations = 350 youth) • End of project/year celebration/or accreditation and evaluation of impact <p>Phase 2 2019- 2020 Budget: £12,500</p> <ul style="list-style-type: none"> • As per phase one. Potential for inclusion of parents groups related to the community, youth or schools groups. Potential to roll out to more freelance facilitators in the reconciliation field and explore cross-border potential uptake. <p>Beneficiaries: Per phase – directly (educators/teachers/youth workers) directly working with young people. Indirectly: 350 youth aged 11-24</p> <p>No. of participants: 28 adults directly, 700 youth indirectly.</p> | | |

Cross-community content:

The cross community content of this initiative is that it is Training delivered on a cross-community basis. Targeted recruitment of State Schools, Maintained Schools, Integrated schools and youth workers in contested and interface areas as well as single identity areas. Training programme is a 2 day programme but the support service for delivery lasts 1 year. Cross-community minimum target for this initiative is to reflect the District wide statistical breakdown.

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| 5.7a Leadership and co-operation: Youth and schools train the trainers initiative | 28 (33) | Participants receive the 2 full days training and then meet to share their learning and experiences of implementing the activities/each module on a monthly basis over the remaining 6 month period as well as availing of sustained support over 1 year. |
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Output (in each phase):

14 Formal/Informal youth educators/facilitators trained to facilitate dialogue with youth aged 11-24 on racism, sectarianism, homophobia, legacy of the troubles, contentious issues.

14 Formal/Informal youth educators/facilitators have access permanently to a suitable multi-media resource to deliver such dialogue

14 educational/youth settings with sustained support for 1 year to ensure effective use of the resource and an initial pilot with youth/pupils (target 350 young people). Pilot should include target group of at least 25 young people in each setting who will have engaged in 3-6 workshops on the topics

Ensuring complementarity/Lack of Duplication:

As a specific note on complementarity/lack of duplication on this initiative, Our 5.7a leadership and co-operation programme for youth and schools ‘Train the trainers’ does indirectly assist with output 1.2 ‘The number of trained teachers with the capacity to facilitate shared education’. Whilst delivered on a cross-community basis however it’s focus is on capacity of teachers, youth workers and community workers to educate on contentious issues rather than specific awareness of shared education. DCSD Council has noted the Peace IV programme Call under Specific Objective 1: Shared Education. That call focuses on the provision of direct, sustained, curriculum based contact between pupils and teachers from all backgrounds through collaboration between schools from different sectors in order to promote good relations and enhance children’s skills and attitudes to contribute to a cohesive society.

DCSD is aware of the Signature Project targeted only at schools that have already engaged in Shared Education work and believes that our programmes under Peace IV complement rather than duplicate this work. Our training programme relates less to the strategic shared engagement between schools and more on the equipping of educators to challenge sectarianism and racism and legacy issues within the context of their own school environment (Although training is delivered on a cross-community basis). We would also note that this is included under Building Positive Relations as opposed to the Children and young People's headings as many of the direct beneficiaries of the training are likely to be over 24 (though the impact will impact those under 24 as well as those trained who are over 24).

Peace and Reconciliation Impact.

The impact is that 28 adults will have been trained to use (and provided with) a suitable high quality resource or resources for tackling prejudices and promoting understanding and acceptance of diversity within the 11-24 age group. The trainers will themselves, in a cross-community setting, have engaged in conversations with the other trainees about their own perceptions and the perspectives they have experienced in using this resource within their educational/community settings. They will find that although they are the 'trainers' that their own understanding of and perspectives on many of the topics will have been challenged/enhanced through the training.

Whilst the participants are the adult teachers, youth workers and community educators the indirect peace and reconciliation impact of this programme will reach an estimated 700 youth engaged in a clear, structured good relations programme exploring racism, sectarianism, homophobia, and legacy issues in the context of the impact of the troubles today. It will be a high quality programme that can be rolled out again and again by the trained trainers in their community or educational contexts. This will build good relations, increase awareness of cultural diversity, reduce prejudice and ensure young people are equipped to promote peace and better understand perspective other than their own community perspectives. It leaves a more cost-effective peace and reconciliation legacy for our initiative to have taken a train the trainers approach to this rather than direct delivery to the children and young people.

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| Activity 5.7b | Activity title: 'Leadership and Co-operation Programmes: Marginalised Young Adults' (Tender £340,983) | Start month: January 2017 | End month: December 2020 |
| | <p>Through a structured volunteering programme we will give a fresh start in Phase 1 to 50 young men and 20 young women aged 16 – 25 years who are marginalised or invisible in their community and at risk of engaging in anti-social and/or criminal activities. Young people from different community backgrounds will be supported as volunteers to recruit a further 10 young people (700 in total) to work together with local community representatives to support social action projects and host events across 7 communities. This will enable communities to repair and build relationships and increase mobility where communities are recognised as welcoming, inclusive and safe places where there is no place for prejudice, sectarianism, racism and violence. The young adults in challenging circumstances and at risk of engaging in anti-social behaviour/criminal activity with develop increased leadership skills to take positive actions for themselves and support peace building within and across communities. Service providers and Council will have enhanced ability to engage and respond effectively to young people with complex needs and engage them in community planning.</p> <p>Phase 1 2017-2018 (Budget: £129,164)</p> <ul style="list-style-type: none"> • Recruitment of 1 experienced youth worker • 1 Volunteering Programme • 1 Residential • Training programmes for participants • Creation of Lifemaps Model • Creation of 7 community partnerships • Creation and implementation of Social Action projects • Active Citizenship Programme • Youth Bank grants • Creation of Social Enterprise Projects <p>Phase II (2018-2020) (Budget: £211,819)</p> <ul style="list-style-type: none"> • 1 Volunteering Programme • 1 Residential • Training programmes for participants | | |

- Creation of 10 community partnerships
- Creation and implementation of Social Action projects
- Active Citizenship Programme
- Youth bank Mini-grants (based on a 'youth bank' model. Minimum £300 per grant and maximum £500)
- Creation of Social Enterprise Projects

Beneficiaries

- Marginalised, invisible or excluded young men and young women
- Community organisations and neighbourhoods
- Potential employees

No of participants – 200

Cross-community content:

The cross community content of this initiative is that it is Delivered on a cross-community basis. Programme is sustained over at least 6 months. Cross-community minimum target for this initiative is to reflect the District wide statistical breakdown.

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| 5.7b Leadership and co-operation programmes: Marginalised Young Adults | 70 (81) | All participants engage in: <ul style="list-style-type: none"> • 7 Steps to Kick Start Volunteer Programme 3 hours, once per week, 6 months • Training and accredited qualifications 3 hours, once per week, 6 months • Residential 3 sessions per day for 2 days |
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The table below shows in orange are the 70 young people (81 including attrition) that is our target for sustained cross-community contact under this initiative. It is the same 70 young people (81 including attrition) doing each of these 3 elements. These 70 young people will also have involvement in the wider programme details listed in white below which also reach a much larger number of young people, but not as intensively (hence why the larger number is not included in our target).

| Activity Title | Duration of each session | Frequency of each session | Length of each programme | No of participants (min) | No of participants (including 15% attrition) |
|---|--------------------------|-----------------------------|--------------------------|--------------------------|--|
| 7 Steps to Kick Start* Volunteer Programme | 3 hrs | Minimum of once per week | 6 months | 70 | 81 |
| Training and accredited qualifications | 3 hrs | Once per week | 6 months | 70 | 81 |
| Residential | 3 hrs | 3 sessions per day * 2 days | 2 days | 70 | 81 |
| YouthBank Committee | 3 hrs | Fortnightly | 6 months | 48 | 55 |
| 7 Steps to Kick Start Programme | 3 hrs | Once per week | 6 months | 700 | 810 |
| Programme activities | 3 hrs | 28 activities | Over 18 mths period | 700 | 810 |
| Social Action projects | 3 hrs | 28 activities | Over 18 mths period | 700 | 810 |
| YouthBank grant activities | From 3hrs to 2 days | 14 activities | Over 18 mths period | 112 | 129 |

Programme detail:

As clarification on the youth bank 'mini-grants' element, the successful tenderer or delivery agent will have overall responsibility for overseeing the mini-grants system. As part of the programme disengaged/marginalised youth will be trained up in financial

monitoring, decision making, peer research, assessment skills, committee duties etc. and they will establish a committee. This committee will be made up of young people will have the responsibility of developing up the grant system, work up the application forms and assessment criteria and they will also be involved in the assessment of applications. The delivery agent will ensure that there is rigorous financial management procedures in place which will be approved by the Secretariat. The Secretariat will work closely with the delivery agent to ensure that all guideline are adhered to. Youth Banks are youth led giving initiative and supports young people form local committees in obtaining OCN qualification in Grant Giving. It is anticipated that a mechanism is set up for these young people to manage a small grants programme and distribute small grants for projects that will have a positive impact on their Community. The youth bank committee is made up of 14 to 25 years olds on a cross-community basis. The idea of the project is to target those most marginalised from society and education system, involved in dissident activity, anti-social behaviour etc and giving them sense of belonging and hope to explore their potential and possibility of developing a career path for them or to explore the potential of setting up their own business.

A committee made up of young people will complete research with their peers to identify what are the issues facing young people in local communities. Based on this research the young people involved in the committee then invite applicants, stipulating the need to be entrepreneurial and encouraging the development of social enterprise ideas for young people.

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| Activity 5.7c | Activity title: 'Leadership and Co-operation Programmes – Council and key stakeholders leadership programme.' Lead Partner Delivery £89,541 | Start month: January 2017 | End month: December 2020 |
| | <p>Whilst this is lead partner delivery, elements may be externally procured dependent on emerging needs of the overall Partnership Board and key programme stakeholders.</p> <p>Phase 1:</p> <ul style="list-style-type: none"> • Training/Awareness/Capacity needs identified by the Peace IV Partnership Board • Training/Awareness/Capacity needs identified lead agencies and new staff directly involved in leading initiatives under the Peace IV programme • Training programme with other key partnerships such as RDP, PCSP and statutory organisations to build the capacity of groups operating across the DCSDC area and the Peace IV Partnership Board. <p>Phase 2:</p> <ul style="list-style-type: none"> • Training programme for 'Emerging Leaders' arising from Phase 1. • Any ongoing training requirements as identified from Phase 1 <p>Programme Detail:</p> <p>The detail of project activities has not been agreed at this stage as it was hoped it could be a response to the emerging needs of the overall Partnership Board and key programme stakeholders rather than a pre-set programme of activities when the needs cannot yet be identified. The partnership board will agree the delivery mechanisms for any actions and each process will be carried out in an open and transparent manner and assessed accordingly.</p> <p>The programme however is likely to include the following:</p> <ul style="list-style-type: none"> • Training/Awareness/Capacity needs identified by the Peace IV Partnership Board <ol style="list-style-type: none"> 1. Financial/Procurement/Tendering/Code of Conduct training 2. Good Relations/Peace programme training 3. Grants Assessment Training 4. Any other training needs identified | | |

- Training/Awareness/Capacity needs identified lead agencies and new staff directly involved in leading initiatives under the Peace IV programme
 1. Financial/procurement/Tendering training
 2. Good Relations/Peace programme training
 3. Evaluation and monitoring training
 4. Any other training needs identified
- Training programme with other key partnerships such as RDP, PCSP and statutory organisations to build the capacity of groups operating across the DCSDC area and the Peace IV Partnership Board.
 1. Financial/procurement/Tendering training
 2. Good Relations/Peace programme training
 3. Evaluation and monitoring training
 4. Any other training needs identified
- Networking/Shared Learning events across Peace Programme within the DCSD Council area and cross-border area connected to the programme
- Networking/Shared Learning events across Peace Partnership areas ie. With other councils
- Costs associated with partnership board meetings and steering group meetings, travel costs for social partners.
- In phase 2: Training programme for 'Emerging Leaders' arising from Phase 1. Projects and board will identify key youth and community leaders for whom accredited and non-accredited training programmes, networking and shared learning opportunities at a local and wider level and will strengthen the legacy of Peace IV across diverse communities.

Cross-community content:

The cross community content of this initiative is that it is Board and key stakeholders programmes are on a cross-community basis. Board specifically includes representatives of different political opinion and community identity. The council and key stakeholders leadership programme will also maximise the use of existing and new shared spaces across the city and district and potentially cross-border area.

Board is sustained for entire duration of Peace IV and will have regular engagement throughout this time on monthly meetings and monthly steering groups. Cross-community minimum target for this initiative is to reflect the District wide statistical breakdown.

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| 5.7c Leadership and co-operation programmes – council and key stakeholders leadership programme | 40 (46) | Partnership Board: 3 hours PIV Board Steering Groups: 3 hours Training/ Awareness: Will vary but equivalent of half day monthly | Partnership Board: Monthly PIV Board Steering Groups: Monthly Training/ Awareness: Will vary but equivalent of half day monthly | Partnership Board: Duration of Peace programe PIV Board Steering Groups: Duration of Peace Programme Training/ Awareness: Duration of each phase or 1 year minimum |
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Additionality/Ensuring lack of duplication.

In terms of additionality/displacement our consultation and partnership board highlighted the need for this programme, as did our PPE and in the review of the Peace III programme. The need to build relationships, to embed the learning and promote mainstreaming were considered important element to be taken forward under Peace IV.