

**Democratic Services Section
Chief Executive's Department
Belfast City Council
City Hall
Belfast
BT1 5GS**



**Belfast
City Council**

22nd August, 2019

MEETING OF STRATEGIC POLICY AND RESOURCES COMMITTEE

Dear Alderman/Councillor,

The above-named Committee will meet in the Lavery Room - City Hall on Friday, 23rd August, 2019 at 9.30 a.m., for the transaction of the business noted below.

You are requested to attend.

Yours faithfully,

SUZANNE WYLIE

Chief Executive

AGENDA:

1. Routine Matters

- (a) Apologies
- (b) Minutes
- (c) Declarations of Interest
- (d) Request to Present - Belfast Harbour Commissioners (oral report)

2. Restricted Items

- (a) Bonfire Framework: All-Party Working Group (Pages 1 - 6)
- (b) Financial Reporting – Quarter 1 2019/20 (Pages 7 - 28)
- (c) Asset Management (Pages 29 - 56)
- (d) Proposed Governance Arrangements for Spending Financial Developer Contributions secured through Section 76 Planning Agreements (Pages 57 - 64)
- (e) Innovation and Growth Commission (Pages 65 - 68)

3. **Matters referred back from Council/Motions**

- (a) Motion - Domestic Violence (Pages 69 - 70)
- (b) Motion - Water Refill Points (Pages 71 - 72)
- (c) Motion - Webcasting of Committee Meetings (Pages 73 - 74)
- (d) Motion - Centenary of the Foundation of Northern Ireland (Pages 75 - 80)
- (e) Motion - Climate Emergency (Pages 81 - 84)
- (f) Motion - CCTV in Care Homes - Response from Department of Health (Pages 85 - 88)
- (g) Motion - Support for Roads Infrastructure in Scotland – Consultation Response (Pages 89 - 98)
- (h) Motion - Welfare Mitigation Schemes - Response from Department for Communities (Pages 99 - 104)

4. **Governance**

- (a) Northern Ireland Local Government Code of Conduct – Acceptance and Registration of Gifts and Hospitality (Pages 105 - 106)
- (b) National Association of Councillors - Attendance at National Executive Meetings (Pages 107 - 108)
- (c) National Association of Councillors - Annual Conference (Pages 109 - 110)
- (d) Appointment of Panel for the Recruitment of Independent Members to the Belfast PCSP and Four DPCSPs (Pages 111 - 116)
- (e) LGBT Stained Glass Window Working Group (Pages 117 - 118)
- (f) Code of Conduct for Councillors - Response from Northern Ireland Local Government Commissioner for Standards (Pages 119 - 120)

5. **Belfast Agenda/Strategic Issues**

- (a) Update on Belfast Region City Deal (Pages 121 - 124)
- (b) Update on City and Neighbourhood Service Transition and Improvement Programme (Pages 125 - 136)
- (c) Belfast Agenda – Statement of Progress (Pages 137 - 142)
- (d) UNESCO Global Network of Learning Cities: Memorandum of Understanding - “All-Island Network of Learning Cities” (Pages 143 - 178)
- (e) Update on Inclusive Growth (Pages 179 - 190)

6. **Physical Programme and Asset Management**

- (a) Update on Physical Programme (Pages 191 - 208)

7. **Finance, Resources and Procurement**

- (a) Medium Term Financial Plan and Efficiency Programme (Pages 209 - 214)
- (b) Review of Business Rates (Pages 215 - 216)
- (c) Tenders and Contracts (Pages 217 - 222)

8. **Equality and Good Relations**

- (a) Report - "A Prison Without Walls, Asylum, Immigration and Human Rights" (Pages 223 - 274)
- (b) Update on Decade of Centenaries Programme (Pages 275 - 286)
- (c) Minutes of Shared City Partnership (Pages 287 - 372)
- (d) Equality and Diversity: Quarter 1 Equality Screening and Rural Needs Outcome Report (Pages 373 - 380)
- (e) Opportunities Rock Event (Pages 381 - 384)
- (f) Local Council Equality and Diversity Group Corporate Response to Draft Strategy and Action Plan 2019-21 (Pages 385 - 398)
- (g) Policy on Domestic Violence and Abuse in the Workplace (Pages 399 - 424)
- (h) Diversity Action Plans (Pages 425 - 438)

9. **Operational Issues**

- (a) Requests for the use of the City Hall and the Provision of Hospitality (Pages 439 - 444)
- (b) Minutes of Party Group Leaders Consultative Forum (Pages 445 - 448)
- (c) Minutes of Active Belfast Limited Board (Pages 449 - 468)
- (d) Minutes of Climate Crisis Working Group (Pages 469 - 472)

10. **Issues Raised in Advance by Members**

- (a) Abortion Imagery

Councillor Groogan to raise:

"This Council notes the ambition set out in the Belfast Agenda that Belfast will be a city that is welcoming, safe, fair and inclusive for all. The Council agrees that the public display of graphic abortion imagery in our City centre conflicts with this ambition due to the distress that it can cause to people who have suffered miscarriage and undertakes to investigate whether the display of such signs can be regulated lawfully, either by the Council or by another body, to ensure that those who have suffered miscarriages can continue to use and enjoy our City centre without fear of being re-traumatised."

By virtue of paragraph(s) 3 of Part 1 of Schedule 6
of the Local Government Act (Northern Ireland) 2014.

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Subject:	Motion - Domestic Violence
Date:	23rd August, 2019
Reporting Officer:	Henry Downey, Democratic Services Officer
Contact Officer:	Henry Downey, Democratic Services Officer,

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To consider a motion on Domestic Violence, which was referred to the Committee by the Council at its meeting on 1st July.
2.0	Recommendation
2.1	The Committee is requested to consider the motion and to take such action thereon as may be determined.
3.0	Main Report
3.1	<p>At the Council meeting on 1st July, the following motion was proposed by Councillor Michelle Kelly and seconded by Councillor Nicholl:</p> <p>“This Council is saddened at the levels of domestic violence in Belfast and recognises that this manifests in many different forms, including emotional and economic abuse.</p>

	<p>Belfast needs to become a city that has zero tolerance towards domestic violence or abuse – a “Safe City” which is proactive in supporting victims of domestic violence and challenging perpetrators. A Safe City recognises that domestic violence impacts upon many residents, regardless of age, religion, ethnic or cultural background.</p> <p>This Council pledges to build on the work already achieved by engaging with relevant partners to support victims of domestic abuse and challenge perpetrators and to update the Belfast City Council Domestic Violence Strategy.”</p>
3.2	In accordance with Standing Order 13(f), the motion was referred without debate to the Strategic Policy and Resources Committee.
3.3	<p><u>Financial and Resource Implications</u></p> <p>None</p>
3.4	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>None</p>
4.0	Documents Attached
	None



Subject:	Motion – Water Refill Points
Date:	23rd August, 2019
Reporting Officer:	Henry Downey, Democratic Services Officer,
Contact Officer:	Henry Downey, Democratic Services Officer,

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To consider a motion on Water Refill Points, which was referred to the Committee by the Council at its meeting on 1st July.
2.0	Recommendation
2.1	The Committee is requested to consider the motion and to take such action thereon as may be determined.
3.0	Main Report
3.1	<p>At the Council meeting on 1st July, the following motion was proposed by Councillor McMullan and seconded by the Deputy Lord Mayor (Councillor McReynolds):</p> <p>“This Council recognises the over reliance on single use plastic water bottles. It notes innovative solutions to tackle this issue and support sustainable living, for example, the water refill stations recently installed by Mayo County Council.</p>

	The Council agrees to the installation of water bottle refill stations across the Council Estate. This aims to help encourage a growing culture of using personal, reusable bottles to tackle single-use plastic use.”
3.2	In accordance with Standing Order 13(f), the motion was referred without debate to the Strategic Policy and Resources Committee.
3.3	<p><u>Financial and Resource Implications</u></p> <p>None</p>
3.4	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>None</p>
4.0	Documents Attached
	None



Subject:	Motion – Webcasting of Committee Meetings
Date:	23rd August, 2019
Reporting Officer:	Henry Downey, Democratic Services Officer
Contact Officer:	Henry Downey, Democratic Services Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To consider a motion on the webcasting of Committee meetings, which was referred to the Committee by the Council at its meeting on 1st July.
2.0	Recommendation
2.1	The Committee is requested to consider the motion and to take such action thereon as may be determined.
3.0	Main Report
3.1	At the Council meeting on 1st July, the following motion was proposed by Councillor Nicholl and seconded by Councillor Harvey: “This Council agrees to introduce webcasting of all Committee meetings in order to increase openness and transparency.”

3.2	In accordance with Standing Order 13(f), the motion was referred without debate to the Strategic Policy and Resources Committee.
3.3	<p><u>Financial and Resource Implications</u></p> <p>None</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>None</p>
4.0	Documents Attached
	None



Subject:	Motion – Centenary of the Foundation of Northern Ireland
Date:	23rd August, 2019
Reporting Officer:	Henry Downey, Democratic Services Officer
Contact Officer:	Henry Downey, Democratic Services Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To consider a motion on the Centenary of the Foundation of Northern Ireland, which was referred to the Committee by the Council at its meeting on 1st July.
2.0	Recommendation
2.1	The Committee is requested to consider the motion and to take such action thereon as may be determined.
3.0	Main Report
3.1	At the Council meeting on 1st July, the following motion was proposed by Councillor Dorrian and seconded by Councillor Hutchinson:
3.2	“This Council notes the centenary of the foundation of Northern Ireland in 2021, the commitment to celebrate this as part of the Decade of Centenaries programme and the pivotal role that Belfast City Hall played in the establishment of its political institutions.

3.3	The Council agrees that a significant programme is developed by the Council to celebrate, to educate and to fully examine the different perspectives on its creation and to recognise the role of the City Hall.”								
3.4	In accordance with Standing Order 13(f), the motion was referred without debate to the Strategic Policy and Resources Committee.								
3.5	Members may wish to note that Council has agreed the following events and themes for the Decade of Centenaries Programme for 20/21:								
	The Kings Speech								
	<table border="1"> <tr> <th>Activity</th><th>Date</th></tr> <tr> <td>Re-enactment of the Official Opening of the Parliament of Northern Ireland, using the Council Chamber</td><td>June 2021</td></tr> </table>	Activity	Date	Re-enactment of the Official Opening of the Parliament of Northern Ireland, using the Council Chamber	June 2021				
Activity	Date								
Re-enactment of the Official Opening of the Parliament of Northern Ireland, using the Council Chamber	June 2021								
	Anglo Irish Treaty. Partition of Ulster; Partition of Ireland								
	<table border="1"> <tr> <th>Activity</th><th>Date</th></tr> <tr> <td>War, treaty and the Craig Collins Pact (Talk and drama evening)</td><td>November 2021</td></tr> <tr> <td>An exploration of the impact of partition on Northern Nationalists and Ulster Unionists within Cavan, Monaghan and Donegal (Talk/lecture)</td><td>February 2022</td></tr> <tr> <td>The end of the Decade of Centenaries (Conference)</td><td>March 2022</td></tr> </table>	Activity	Date	War, treaty and the Craig Collins Pact (Talk and drama evening)	November 2021	An exploration of the impact of partition on Northern Nationalists and Ulster Unionists within Cavan, Monaghan and Donegal (Talk/lecture)	February 2022	The end of the Decade of Centenaries (Conference)	March 2022
Activity	Date								
War, treaty and the Craig Collins Pact (Talk and drama evening)	November 2021								
An exploration of the impact of partition on Northern Nationalists and Ulster Unionists within Cavan, Monaghan and Donegal (Talk/lecture)	February 2022								
The end of the Decade of Centenaries (Conference)	March 2022								
3.6	Members will note that the Decade of Centenaries Programme has been underpinned by a number of principles which were agreed by Council in 2011, details of which are attached.								
3.7	In October 2017, Members also confirmed that the Shared City Partnership and the Strategic Policy and Resources Committee would form the governance for the programme, with Party Group Leaders also having a regular input into programme development.								
3.8	Members may wish to consider that, in light of the above governance arrangements, that the matter be discussed with Party Group Leaders in the first instance with a report being brought back to the Strategic Policy and Resources Committee.								
	<u>Financial and Resource Implications</u>								
3.9	The current programme costs will be borne via the Council's Good Relations Action Plan, which is 75% funded by The Executive Office.								

	<u>Equality or Good Relations Implications/Rural Needs Assessment</u>
3.10	Any additional programme if adhering to the Decade of Centenary principles would be in keeping with equality and good relations outcomes.
4.0	Documents Attached
	Decade of Centenary Principles

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Appendix 1: Principles to be used in events to be marked in Decade of Centenaries 2012-2022

Agreed by Centenaries Working Group 17 October 2011 and by Strategic Policy & Resources Committee 21 October 2011

The decade in question marks a number of particularly significant dates that have shaped the history of Northern Ireland and Ireland and therefore our own identities and cultures – see list previously circulated.

The marking of these events provides the Council with an excellent opportunity to broaden our understanding of the past and our respect for the complexity of our shared history.

As a shared city in the twenty-first century, we should be able to deal with difference in a positive and constructive manner, demonstrating openness on the basis of shared civic values within a democracy and a mature respect for cultural diversity within our heritage.

- Events supported by the Council should provide opportunities to include a range of different perspectives and ideologies, rather than a single viewpoint, aiming to increase understanding and appreciation of other perspectives and identities
- They should be based on historic accuracy, robust academic expertise and critical analysis – engagement with universities, museums, libraries, PRONI etc is essential to ensure this evidence base
- The interpretation of events should be in a broad historical context and understanding of the national and European setting of the time
- The Council should develop strong links with other institutions – i.e. museums, libraries, PRONI and other relevant organisations, to ensure that there is no duplication and that events and programmes are complementary
- We will provide/support a range of different types of events – from lectures, discussions, debates to films, drama, activities that attract schools and children/families etc – so that events can not only be educational but participative, creative and enjoyable
- We will provide/support events and activities that are not exclusive¹ but are welcoming to all sections of our increasingly diverse community in Belfast

This set of principles, if agreed, should be applied corporately to any key anniversaries being marked by the Council.

¹ The Council, committed both to the promotion of equality of opportunity and good relations in the City, will not support events or activities that could be deemed to be triumphalist, to deepen or harden existing divisions, or belittle or demonise other groups.

(Adapted from the Irish School of Ecumenics, *Moving Beyond Sectarianism* research)

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Subject:	Motion - Climate Emergency
Date:	23rd August, 2019
Reporting Officer:	Grainia Long, Commissioner for Resilience
Contact Officer:	Clare McKeown, Sustainable Development Manager

Restricted Reports

Is this report restricted?

Yes

☐

No

☒

If Yes, when will the report become unrestricted?

After Committee Decision

After Council Decision

Some time in the future

Never

☐
☐
☐
☐

Call-in

Is the decision eligible for Call-in?

Yes

☒

No

☐

1.0	Purpose of Report/Summary of Main Issues
1.1	To consider a motion in relation to a Climate Emergency which was referred to the Committee by the Council at its meeting on 4th March.
2.0	Recommendations
2.1	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> i. note the establishment and first meeting of the All-Party Working Group on the Climate Crisis; and ii. refer this motion to the Working Group and ask it to bring a paper on action on the climate emergency back to this Committee in due course. The paper should be timely, and should align with timescales for consultation on the city's Resilience Strategy.

3.0	Main Report
3.1	<p>At the meeting of the Council on 4th March, the following motion was proposed by Councillor Collins and seconded by Councillor Heading:</p> <p><i>“This Council congratulates the Extinction Rebellion movement and other activists who have recently protested in Belfast and across the world in order to highlight the threat of catastrophic climate change. The Council recognises this as one of the greatest threats facing citizens in Belfast, and believes that urgent action must be taken in Belfast and globally in order to mitigate the worst impacts of climate change. Accordingly, the Council agrees to immediately declare a “Climate Emergency”.</i></p> <p><i>The Council also urges other local Councils to follow suit, and calls on both British and Irish governments to also declare a climate emergency. Such a call aims to see Belfast move away from fossil fuels and fully toward renewable energy sources. This initiative would see the Council doing everything it can to tackle climate change and reduce carbon emissions, including, for example, ensuring that all new buildings are ecologically friendly, that the retrofitting of homes is a priority, and that public transport is expanded. The Council agrees to immediately establish a multi-agency team across the city, which should include various governmental departments, political parties and other relevant agencies, to ensure that tackling the causes of climate change is an immediate priority.”</i></p>
3.2	<p>In accordance with Standing Order 13 (f), the motion was referred to the Strategic Policy and Resources Committee for consideration. Members will note that, since then, the Council has undertaken several actions in relation to climate resilience:</p> <ul style="list-style-type: none"> - We have partnered with Queen’s University Belfast on the establishment of a Climate Commission for the city; - We have established an All-Party Working Group on the Climate Crisis; - We have commissioned a Mini-Stern to give us an economic analysis on carbon reduction; and - Engagement and research continues on the development of a Resilience Strategy, which will come to the Committee in September for approval.

3.3.	<p>Taking account of the actions outlined above, it is recommended that this motion on a Climate Emergency be referred to the Working Group for consideration. It should bring a paper on action on the climate emergency back to this committee in due course. The paper should be timely, and should align with timescales for consultation on the city's Resilience Strategy.</p> <p><u>Financial and Resource Implications</u></p>
3.4	<p>None associated with this report.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.5	<p>None</p>
4.0	Documents Attached
	<p>None</p>

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Subject:	Motion - CCTV in Care Homes - Response from Department of Health
Date:	23rd August, 2019
Reporting Officer:	Henry Downey, Democratic Services Officer
Contact Officer:	Henry Downey, Democratic Services Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To consider a response which has been received from Mr. Richard Pengelly, Permanent Secretary, Department of Health, in relation to a motion on CCTV in Care Homes which was passed by the Council on 21st May.
2.0	Recommendation
2.1	The Committee is requested to note the response and take any such action as may be determined.
3.0	Main Report
	<u>Key Issues</u>
3.1	The Council, at its meeting on 21st May, passed the following motion on CCTV in Care Homes, which had been proposed by Councillor Heading and seconded by Councillor Whyte:

	<p>“This Council notes the campaign by the Dunmurry Manor Relatives Organisation to highlight the need for CCTV cameras in communal areas of residential homes. The Council calls on the Department for Health to include the provision of CCTV in any contract made with a private home where the care of the elderly is carried out.”</p>
3.2	A letter was forwarded subsequently to the Permanent Secretary, Department for Health, in relation to the motion. His response is attached.
3.3	The Permanent Secretary explains that the compulsory introduction of CCTV into residential and nursing homes is a complex issue and would, initially, be likely to require Ministerial agreement, along with the probable introduction of new legislation.
3.4	He highlights the fact that the Commissioner for Older People had, within his “Home Truths” report into Dunmurry Manor Care Home, included a recommendation for the Department for Health/Regulation and Quality Improvement Authority to produce comprehensive guidance on the potential use of covert and overt CCTV in care homes, compliant with human right and data protection law.
3.5	The Permanent Secretary concludes by pointing out that, as a Health and Social Care Service, advice was currently being developed for any incoming Minister and that the views of stakeholders would be considered as part of that process.
	<u>Financial and Resource Implications</u>
3.6	None
	<u>Equality or Good Relations Implications/Rural Needs Assessment</u>
3.7	None
4.0	Documents Attached
	Response from Permanent Secretary, Department of Health

**From the Permanent Secretary
and HSC Chief Executive**



Mr Henry Downey
Democratic Services Section
Belfast City Council
Chief Executive's Department
City Hall
Belfast
BT1 5GS

Castle Buildings
Upper Newtownards Road
BELFAST, BT4 3SQ
Tel: 02890520559

Email: richard.pengelly@health-ni.gov.uk

Our ref: RP4182
SCORR-0548-2019

Date: 25 June 2019

Dear Mr Downey

Thank you for your letter of 4 June 2019 on behalf of Belfast City Council and I note the motion relating to CCTV.

As you may be aware, the compulsory introduction of CCTV into residential and nursing homes is a complex issue. Initially it would likely require Ministerial agreement to do so, along with the probable introduction of new legislation.

Among the recommendations of the Commissioner for Older People's "Home Truths" report into Dunmurry Manor Care Home, is one for the Department / RQIA to produce comprehensive guidance on the potential use of covert and overt CCTV in care homes compliant with human right and data protection law.

As a Health and Social Care Service, we are currently developing advice for any incoming Minister and in the course of this will listen carefully to the opinions of stakeholders.

Yours sincerely

RICHARD PENGELLY

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Subject:	Motion - Support for Roads Infrastructure in Scotland – Consultation Response
Date:	23rd August, 2019
Reporting Officer:	John Tully, Director of City and Organisational Strategy
Contact Officer:	Mark Mulholland, Policy and Performance Analyst

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of main Issues
1.1	This report seeks the Committee's approval to submit a consultation response (copy attached at Appendix 1) in relation to the South West Scotland Transport Study, which closes today, 23 rd August 2019. The proposed response is in line with a previously agreed Motion relating to "Support for Roads Infrastructure in Scotland" agreed by Council at its meeting on 4th March 2019.
1.2	The report also outlines how Political Parties and individual members can submit party responses to the South West Scotland Transport Study if they wish. The survey should take 5-10 minutes to complete and all response are anonymous.

1.3	In addition, there is currently a related consultation open from 31st July 2019 until 23rd October 2019, in relation to the broader matter of Scotland's National Transport Strategy. If the Committee feels that a corporate response is required, this will be considered by colleagues in our Place and Economy Department, given potential linkages to Infrastructure and Planning. If a Council response is drafted, it will be brought to the relevant Committee and will be subject to ratification by the Council.
2.0	Recommendations
2.1	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> a) agree to the submission of the consultation response provided at Appendix 1 in relation to the South West Scotland Transport Study. Noting that the response is in line with Motion previously agreed by Council; b) to note that individual party responses to reflect their respective positions on the South West Scotland Transport Strategy can be submitted separately; and c) agree that a Council response to the National Transport Strategy consultation be drafted.
3.0	Main report
	<u>Key Issues</u>
3.1	The Council at its meeting on 4 th March, passed a motion on "Support for Roads Infrastructure in Scotland". This Motion was subsequently forwarded by letter to the Scottish First Minister on 15 th March 2019. (Appendix 2).
3.2	The Scottish Government responded by letter from Mr Michael Matheson MSP, Cabinet Secretary for Transport Infrastructure and Connectivity, on 1 st May 2019. This response was reported to the committee on 21 st June 2019. (Appendix 3).
3.3	<p>During the adoption of the Strategic Policy and Resources minutes at the Council meeting on 1st July, Alderman Kingston raised this matter and the following was agreed by Council:</p> <p><i>Update on Motion: Support for Roads Infrastructure in Scotland</i></p>

	<p>“At the request of Alderman Kingston, the Council agreed, given the timescales involved, that officers submit responses to the draft findings of the South West Scotland Transport Study and to the review of Scotland’s National Transport Strategy, as alluded to within the correspondence from the Cabinet Secretary for Transport, Infrastructure and Connectivity.”</p>
3.4	<p>Should the Committee agree to submit a response to the consultation in line with the Notice of Motion, a response will be submitted as per Appendix 1. This draft response will also indicate that each political party has been informed of this consultation and may engage directly in relation to this study.</p> <p>Case for Change - South West Scotland Transport Study</p>
3.5	<p>Should individual members or parties wish to comment directly on this Study. The documents and guidance can be accessed via the following link -</p> <p>https://www.transport.gov.scot/publication/draft-report-initial-appraisal-case-for-change-south-west-scotland-transport-study/</p> <p>Members should note that this consultation is scheduled to close on 23rd August 2019.</p> <p>Scotland’s National Transport Strategy</p>
3.6	<p>This consultation relates to a new draft National Transport Strategy (NTS) for Scotland, which aims to set out a compelling vision for the future of transport for the next twenty years. It is proposed that the Council response to this draft Strategy be managed through Place and Economy.</p>
3.7	<p>Should individual members or parties wish to comment directly on this draft Strategy. The documents and guidance can be accessed via the following link -</p> <p>https://consult.gov.scot/transport-scotland/national-transport-strategy/</p> <p><u>Financial and Resource Implications</u></p>
3.8	<p>None associated with this report.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.9	<p>None associated with this report.</p>

4.0	Documents Attached
	<p>Appendix 1 – Draft response to South West Scotland Transport Study.</p> <p>Appendix 2 - Letter sent to Scottish First Minister.</p> <p>Appendix 3 – Response from Mr. Michael Matheson MSP</p>

Your reference

Being dealt with by Mr. H. Downey

Our reference SS/JT

Ext. 6311

Date 23rd August, 2019

By email: adam.priestley@transport.gov.scot

Adam Priestley
Buchanan House
Glasgow
G4 0HF
Telephone: 0141 272 7596

Dear Mr Priestley,

South West Scotland Transport Study Initial Appraisal: Case for Change Feedback Survey

The Council's Strategic Policy and Resources Committee, at its meeting this morning, 23rd August, agreed to submit the following comments in relation to the above mentioned consultation.

Support for Roads Infrastructure in Scotland

"This Council:

- recognises the long-standing cultural and economic ties between Northern Ireland and Scotland and that fundamental to increasing the benefit to Belfast from this connection is the need to improve transport connections between Scotland and Northern Ireland;
- welcomes the fact that the ferry services between Cairnryan and Belfast, by Stena Line, 6 times per day, and between Cairnryan and Larne, by P&O, 7 times per day, are among the busiest services in the UK and represent a strong opportunity for economic and tourism growth. However, the inadequate transport infrastructure beyond the ferry terminals at Cairnryan is inhibiting that growth and require investment to bring them up to standard; and
- supports the campaign in Ayrshire and Dumfries and Galloway for investment in the roads infrastructure - along the A77 towards Glasgow/central Scotland and along the A75 towards the Scotland/England border, which are both predominantly single carriageway routes and pass through a number of small towns and villages – and in the rail infrastructure along the same routes, and agrees to write to the Scottish Government in support of calls for a long-term

Democratic Services Section
Belfast City Council, Chief Executive's Department
City Hall, BELFAST BT1 5GS
Tel: 028 9032 0202 Textphone: 028 9027 0405 Fax: 028 9050 2999
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programme of such investment in the transport infrastructure of South West Scotland.”

I would request that these comments are recorded and reflected upon when analysing the consultation responses.

Yours sincerely,

Democratic Services Officer

Your reference

Being dealt with by Mrs S. Steele

Our reference SS/JT

Ext. 6301

Date 15th March, 2019

The First Minister
The Scottish Government
St Andrew's House
Regent Road
EDINBURGH, EH 3DG

Dear First Minister,

The Council, at its meeting on 4th March, passed the following Motion, which had been proposed by Alderman Kingston and seconded by Councillor Reynolds:

Support for Roads Infrastructure in Scotland

"This Council:

- Recognises the long-standing cultural and economic ties between Northern Ireland and Scotland, and that fundamental to increasing the benefit to Belfast from this connection is the need to improve transport connections between Scotland and Northern Ireland;
- Welcomes that the ferry services between Cairnryan and Belfast, by Stena Line, 6 times per day, and between Cairnryan and Larne, by P&O, 7 times per day, are among the busiest services in the UK and represent a strong opportunity for economic and tourism growth; however, the inadequate transport infrastructure beyond the ferry terminals at Cairnryan is inhibiting that growth and require investment to bring them up to standard;
- Supports the campaign in Ayrshire and Dumfries and Galloway for investment in the roads infrastructure - along the A77 towards Glasgow/central Scotland and along the A75 towards the Scotland/England border, which are both predominantly single carriageway routes and pass through a number of small towns and villages – and in the rail infrastructure along the same routes, and agrees to write to the Scottish Government in support of calls for a long-term programme of such investment in the transport infrastructure of South West Scotland."

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I would request that you draw the Motion to the attention of the Scottish Government.

Yours sincerely,

Sara Steele
Democratic Services Officer

Cabinet Secretary for Transport, Infrastructure and
Connectivity
Michael Matheson MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

T: 0300 244 4000
E: scottish.ministers@gov.scot

Mrs Sara Steele
Chief Executive's Department
Belfast City Council
City Hall
BELFAST
BT1 5GS
democraticservices@belfastcity.gov.uk (by email)

Our ref: 2019/0009139
1st May 2019

Dear Ms Steele,

Thank you for your letter of 15 March, to the First Minister of Scotland, Nicola Sturgeon MSP, regarding existing road and railway connections to Cairnryan and Stranraer. I am responding as the leading minister for transport.

I would like to take this opportunity to thank Belfast City Council for engaging with the Scottish Government on this issue. I welcome the major investment Stena Line and P&O have made in their respective routes between Northern Ireland and Scotland in recent years and acknowledge their on-going commitment to the routes.

You may be aware that Transport Scotland have been taking forward the South West Scotland Transport Study, in line with Scottish Transport Appraisal Guidance (STAG). The draft emerging findings from this work are expected to be published on Transport Scotland's website shortly. This work has been undertaken with a particular focus on access to the ports at Cairnryan. Publication of the draft study report will offer an opportunity for stakeholders, the public, and anyone with an interest in transport in South West Scotland to review and provide comments before the final report is published later this year.

Extensive stakeholder engagement and data gathering have been undertaken in the study area to develop a detailed understanding of the issues and opportunities facing South West Scotland's strategic transport links across all modes. The corridors including the A75 and A77 and railway linking the ports at Cairnryan to surrounding markets have, as to be expected, featured prominently in this work.

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

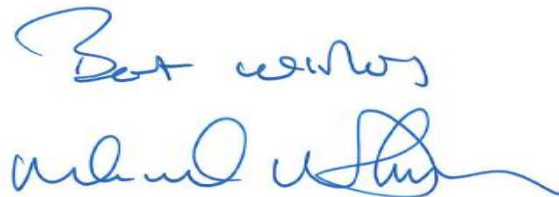


The recommendations will set out potential transport interventions and will inform the Strategic Transport Projects Review (STRP2). This national multi-modal appraisal will be delivered during the lifetime of the current Scottish Parliament and will identify potential transport investment as part of a Scotland wide appraisal of strategic transport options for the next 20 years.

The Council may also be interested to hear that Scotland's National Transport Strategy (NTS2) is currently being reviewed. The new Strategy will set out a compelling vision for the kind of transport system we want for Scotland over the next 20 years. Our approach to the review is focused on collaborative working with our partners, developing a robust evidence base and engaging with stakeholders and citizens across Scotland to give them a greater say in the development of transport policy.

The Review will work towards a public consultation on a draft strategy, which is a further opportunity to engage on connectivity between Scotland, Northern Ireland, and England. The consultation will be opening in summer 2019 and we will be publishing the successor strategy by the end of 2019.

I would like to thank the Belfast City Council their interest and have asked my officials at Transport Scotland to consider the points you have made in the South West of Scotland Transport Study.



MICHAEL MATHESON

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot





Subject:	Motion – Welfare Mitigation Schemes
Date:	23rd August, 2019
Reporting Officer:	Henry Downey, Democratic Services Officer
Contact Officer:	Henry Downey, Democratic Services Officer,

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To consider a response from the Department of Communities to the motion on Welfare Mitigation Schemes, which was passed by the Council at its meeting on 1st July.
2.0	Recommendation
2.1	The Committee is requested to consider the response and to take such action thereon as may be determined.
3.0	Main Report
3.1	<p>At the Council meeting on 1st July, the following motion, which was proposed by Councillor Canavan and seconded by Councillor Black, was passed:</p> <p>“The policy of austerity and welfare cuts imposed by the British Government is wrong and should be reversed.</p>

	<p>This Council recognises that mitigation packages have provided vital support to the most vulnerable members of our society and should continue to be provided as Tory austerity measures continue to impact.</p> <p>The Council notes with deep concern the range of reports published recently which highlight the serious risk of greater hardship for many within our community, if welfare mitigations do not continue beyond March 2020. These reports include:</p> <ul style="list-style-type: none"> • Welfare Reform: Mitigations on a Cliff Edge; • Cliff Edge Coalition NI; and • NIAO: Welfare Reforms in NI. <p>The Council calls on all parties to support the need to continue welfare mitigations beyond March 2020, agrees to write to the Department for Communities calling for it to take all steps necessary to ensure that mitigations schemes will continue to help the most vulnerable in our community and calls for the immediate restoration of the Northern Ireland Assembly and Executive so that it can take decisions and actions on this important issue.”</p>
3.2	A response to the Council’s motion has since been received from Ms. T. Meharg, Permanent Secretary, Department for Communities, a copy of which is attached.
3.3	The Permanent Secretary states that the legislation made following the Fresh Start Agreement, which provided authority to make welfare supplementary mitigation payments, will end on 31st March, 2020 and that no funding will be allocated beyond that date. In the continued absence of the Assembly, the Department for Communities is, therefore, unable to amend the existing welfare supplementary mitigations legislation beyond March, 2020, as such regulations would be subject to Affirmative Resolution.
3.4	She explains that, in line with the Fresh Start Agreement, the Department for Communities has undertaken a review of Welfare Mitigation Schemes. The outcome of that review was published on 25th March, 2019 and can be accessed at www.communities-ni.gov.uk/publications/review-welfare-mitigation-schemes .
3.5	Following on from the review, the Department has held a series of public engagement events with key stakeholders, primarily, the advice sector, voluntary/community groups and Housing Associations, to obtain feedback on the review which had been undertaken into the mitigation schemes.

3.6	<p>The Permanent Secretary concludes by pointing out that the Department for Communities is aware of the challenges which are likely to arise from the termination of the welfare mitigation package and is currently considering all of the evidence surrounding the potential impact.</p> <p><u>Financial and Resource Implications</u></p>
3.7	<p>None</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.8	<p>None</p>
4.0	Documents Attached
	<p>None</p>

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Department for

Communities

www.communities-ni.gov.uk

From: Tracy Meharg
Permanent Secretary

Level 9
Causeway Exchange
1-7 Bedford Street
BELFAST
BT2 7EG

Telephone: 028 90 823301

E-mail: tracy.meharg@communities-ni.gov.uk

Our Ref: PSC 0824.19

Date: 25 July 2019

Mr Henry Downey
Democratic Services Officer
Belfast City Council
Legal and Civic Services Department
City Hall
Belfast
BT1 5GS

Via e-mail democraticservices@belfastcity.gov.uk

Dear *Henry*

WELFARE MITIGATION SCHEMES

Thank you for your letter of 19 July in which you detail the Motion that was passed by Belfast City Council on 1 July regarding the welfare mitigation schemes.

Mitigation schemes post 31 March 2020

The legislation made following the Fresh Start Agreement which provides authority to make welfare supplementary mitigation payments will end from 31 March 2020. Similarly there is no funding for welfare mitigations allocated beyond this date. In the continued absence of the Assembly the Department is not able to make amendments to the existing welfare supplementary mitigations legislation (to enable the Department to continue the mitigation schemes beyond March 2020) as such regulations would be subject to Affirmative Resolution.

In line with the Fresh Start Agreement the Department completed a Review into the Welfare Mitigation Schemes that was published on 25 March 2019. This can be found on the Department's website at www.communities-ni.gov.uk/publications/review-welfare-mitigation-schemes.

Following on from this the Department held a series of public engagement events with key stakeholders, primarily the Advice Sector, voluntary/community groups and Housing Associations, to gain feedback on the review into the mitigation schemes.

The Department is aware of the challenges likely to arise from the termination of the welfare mitigation package and is currently considering all the evidence of the potential impact from the schemes ending.

I trust you find this response helpful.

Yours sincerely



TRACY MEHARG
PERMANENT SECRETARY



Subject:	Northern Ireland Local Government Code of Conduct – Acceptance and Registration of Gifts and Hospitality
Date:	23rd August, 2019
Reporting Officer:	John Walsh, City Solicitor / Director of Legal and Civic Services
Contact Officer:	Jim Hanna, Senior Democratic Services Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	To consider the limit to be set for the receipt of any gift, hospitality, material benefit or service above which must be notified to the Chief Executive.
2.0	Recommendation
2.1	The Committee is asked to agree that any gift, hospitality, material benefit or service received above the value of £50 be reported to the Chief Executive and recorded in the appropriate Register.
3.0	Main report
	<u>Key Issues</u>
3.1	Members should be aware that the Northern Ireland Local Government Code of Conduct for Councillors at paragraph 4.20 - Acceptance and registration of gifts and hospitality – states that:

	<p><i>You must:</i></p> <ul style="list-style-type: none"> <i>a) in accordance with any standing orders of your council and within 28 days of receipt of any gift, hospitality, material benefit or service, which is above a value specified in a resolution of your council, provide written notification to your chief executive of the existence and nature of that gift, hospitality, material benefit or service;</i> <i>b) not accept from anyone gifts, hospitality, material benefits or services for yourself or any other person, which might place you, or reasonably appear to place you, under an improper obligation; and</i> <i>c) discourage gifts and offers of hospitality to any family members which might place you, or reasonably appear to place you, under an improper obligation.</i>
3.2	The current value above which the gifts and hospitality etc. are reported to the Chief Executive is £50 and it is proposed that this limit is maintained for the next Council term.
3.3	<p>As with declarations of interest, it is the responsibility of the Councillor to report the receipt of such gifts. However, if a Member has any queries or concerns, advice can be sought from Legal Services/Democratic Services on whether or not it would be appropriate to report any gifts received.</p> <p><u>Financial and Resource Implications</u></p>
3.4	<p>None associated with this report.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.5	None associated with this report.
4.0	Documents Attached
	None.



Subject:	National Association of Councillors – Attendance at National Executive Meetings
Date:	23rd August, 2019
Reporting Officer:	John Walsh, City Solicitor / Director of Legal and Civic Services
Contact Officer:	Jim Hanna, Senior Democratic Services Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	To consider the attendance of a Member at meetings of the National Executive of the National Association of Councillors.
2.0	Recommendations
2.1	The Committee is asked to approve the attendance of Alderman Sandford at the meetings of the National Executive of the National Association of Councillors and authorise the payment of the appropriate travel costs and subsistence.
3.0	Main Report
	<u>Key Issues</u>
3.1	The Committee will be aware that it has eight Members on the National Association of Councillors – Northern Ireland Region.

3.2	<p>Alderman Sanford has been appointed to represent the Northern Ireland Region on the National Executive, which will require attendance at a number of meetings in 2019. The meetings are scheduled to be held on 9th September in London and 23rd November in Chester.</p> <p><u>Financial and Resource Implications</u></p>
3.3	<p>The travel and subsistence costs for attendance at each event will be approximately £240 and this can be accommodated from within existing budgets.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.4	<p>None associated with his report.</p>
4.0	Documents Attached
	None



Subject:	National Association of Councillors - Annual Conference
Date:	23rd August, 2019
Reporting Officer:	John Walsh, City Solicitor
Contact Officer:	Jim Hanna, Senior Democratic Services Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	To consider the attendance of the Councillors representatives on the National Association of Councillors at the annual conference in Carlisle.
2.0	Recommendation
2.1	The Committee is recommended to approve the attendance of the Council's representatives on the National Association of Councillors at the Conference to be held in Carlisle from 13 th till 15 th September.
3.0	Main Report
	<u>Key Issues</u>
3.1	The Committee will be aware that it has appointed 8 Members to the National Association of Councillors (Northern Ireland Region).

3.2	The annual conference of the National Body will this year be held in Carlisle from 13 th till 15 th September.
3.3	The theme of this year's conference is entitled Community Hubs and Community Engagement. <i>Correspondence from the Association states:</i>
3.4	<i>"As the electorate demand better communications and more convenient services from local and national government departments, both local and national government departments are merging contact centres to create hubs where local and national services can be provided. These hubs are designed to be easier for our residents when multiple services are required.</i>
3.5	<i>We will discuss how they can be set up and how they improve the outcomes for the public, and local / national services."</i>
3.6	The Committee has, in previous years, authorised the attendance of its representatives at the annual conference.
	<u>Financial and Resource Implications</u>
3.7	The fee for attendance at the conference is £350 plus VAT per delegate. There will also be travel and accommodation costs.
3.8	Any expenditure in this regard can be met from within existing budgets.
	<u>Equality or Good Relations Implications/Rural Needs Assessment</u>
3.9	None associated with this report.
4.0	Documents attached
	None.



Subject:	Appointment of Panel for the Recruitment of Independent Members to the Belfast PCSP and Four DPCSPs
Date:	23rd August, 2019
Reporting Officer:	Ryan Black, Director Neighbourhood Services
Contact Officer:	Lorna Somers, Safer City Assistant Manager

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	The Council is required, under Part 3 of the Justice Act (Northern Ireland) 2011 to establish the Belfast Policing and Community Safety Partnership (PCSP) the four District Policing and Community Safety Partnerships (DPCSPs).
1.2	PCSPs are statutory bodies established under the Justice Act (Northern Ireland) 2011. Under the Act, the Council is obliged to establish a (D)PCSP structure for Belfast. Independent Members of the PCSPs and DPCSPs are appointed by the Northern Ireland Policing Board (NIPB), who have overall responsibility for the process, from nominations made by the Council.
1.3	The process to nominate and appoint Independent Members to a PCSP or DPCSP consists of 3 stages. The first stage is an eligibility sift by the NIPB. The second stage, is undertaken

1.4	<p>by the Council with support from its internal Human Resources and an external HR Service Provider. The third stage requires the NIPB to appoint from the Council's deemed appointable pool of candidates.</p> <p>The NIPB is currently aiming to have the new Independent Members appointed for the PCSP/DPCSPs reconstitution target date of 1st April, 2020.</p>
2.0	Recommendations
	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> i. establish a Panel, from existing (D)PCSP Elected Members, comprising of at least 2, and up to 4, Councillors, including a Chairperson, who will meet to shortlist and interview (D)PCSP candidates; ii. nominate a Reserve Panel Member for each of the aforementioned nominated Panel Members; and iii. ensure that the panel is broadly representative in terms of gender and community background.
3.0	Main Report
	<u>Key Issues</u>
3.1	The existing Belfast (D)PCSP structures will continue to function until the reconstitution date the target date of which is currently 1st April, 2020. The current Members will hold office until the day before the reconstitution date.
3.2	As part of this reconstitution process, the Joint Committee is required to conduct a recruitment process for the recruitment of Independent Members to the (D)PCSPs. This process is currently at Stage 2 which involves the shortlisting and interviewing of potential candidates.
3.3	The Council, with support from its internal Human Resources and an external HR Service Provider appointed by the NIPB, is responsible for the second stage of the process which is to shortlist and interview applicants against the published criteria.
3.4	An Impartial Assessor will oversee a sample of the process and an Independent Panel Member will be present at every stage of the shortlisting and interviewing stages.

3.5	To enable this process to move forward, the NIPB has requested that the Council nominates a Panel, from existing (D)PCSP Elected Members, comprising of at least 2, and up to 4, Councillors, including a Chairperson, who will meet to shortlist and interview applicants.
3.6	To ensure consistency and because of the possibility of overlap in membership, it is recommended that the same Panel should be involved in selecting Independent Members for the PCSP and the four DPCSPs.
3.7	The Panel should remain the same throughout the process, unless extraordinary circumstances requires that a substitution is made. However, a Reserve Panel Member should also be nominated for each of the aforementioned nominated Panel Members. If a conflict/extraordinary circumstance is identified the Panel Member will stand down from the process and the Reserve Panel Member will take over and complete the process.
3.8	Furthermore, the Council should seek to ensure that the Panel is representative in terms of gender and community background.
3.9	The Panel along with an Independent Panel Member appointed by the NIPB, will shortlist and interview the Independent (D)PCSP candidates.
3.10	The Panel including the Reserve Panel Members will be required to undertake a half day training session during the month of September.
3.11	It is anticipated, based on previous recruitment exercises, that 2 days of shortlisting and 8-10 days of interviews will be required. All of which will be held during normal working hours with the shortlisting and interviews expected to take place during October/November.
	<u>Financial and Resource Implications</u>
3.12	Panel Members will be entitled to receive appropriate expenses for training, shortlisting and interviewing. These expenses will be paid by the NIPB at a rate of £100 per day or £50 per half day, which is equal to less than 4 hours along with reasonable travel expenses at 45p per mile.

	<u>Equality or Good Relations Implications/Rural Needs Assessment</u>
3.13	The Code of Practice for the Appointment of Independent Members states that Councils should seek to ensure that the Panel is representative in terms of gender and community background.
3.14	The NIPB has overall responsibility for the recruitment of Independent Members and they will appoint an Independent Assessor to oversee the shortlisting and interviewing process by local Councils.
3.15	Councils are only required to shortlist and interview to achieve a pool of appointable candidates which is normally twice the number of Independent Members required. The NIPB will make the final decisions on which candidates will be offered appointment and in making those decisions will strive to ensure Independent Members are appointed to reflect the community in Belfast.
4.0	Document Attached
	List of current Belfast (D)PCSP Members

Membership of the Belfast PCSP and DPCSPs
Effective from 12 August 2019

Belfast PCSP

Political Members	Independent Members	Designates
Councillor Micheal Donnelly (Chair)	John MacVicar (Vice Ch)	C/Supt John Roberts, PSNI
Councillor Fred Cobain (North)	Debbie Hammill	Michael Hogg, EA
Councillor McDonough-Brown (South)	Mary Lambe	Bryan Nelson H&SCT
Alderman Tommy Sandford (East)	John Loughran	Jennifer Hawthorne, NIHE
Councillor Michelle Kelly (West)	Carmel McKinney	AGC Chris Fee, NIFRS
Councillor Claire Canavan	Michael O'Hara	Roisin Muldoon, PBNI
Councillor Steven Corr	Susan Russam	Patricia Muldoon/Harry Bradley, YJA
Councillor Brian Smyth	Anne-Louise Toal	
Councillor Carl Whyte		

North Belfast DPCSP

Political Members	Independent Members	Designates
Councillor Fred Cobain (Chair)	Gerard O'Reilly (Vice Ch)	Chief Inspector Kelly Moore, PSNI
Councillor JJ Magee	Jennifer Cornell	Mark McBride, EA
Councillor Nuala McAllister	Michael Murray	Gabi Mornhinweg, H&SCT
Councillor Ryan Murphy	Catherine Patrick	Liam Gunn, NIHE
Councillor Mal O'Hara	Gerald Solinas	Lloyd Doree, NIFRS
Alderman Guy Spence		Emer Loughran/Janet McClinton, PBNI
		Dermot Magorrian, YJA

South Belfast DPCSP

Political Members	Independent Members	Designates
Councillor McDonough-Brown (Chair)	Richard Kennedy (Vice Ch)	Chief Inspector Gavin Kirkpatrick, PSNI
Councillor Sarah Bunting	Michael Boyle	Anita Duff, EA
Councillor Aine Groogan	Paul McDonnell	Yvonne McKnight, H&SCT
Councillor Deirdre Hargey	VACANT	Paul McCombe, NIHE
Councillor Geraldine McAteer	VACANT	Stephen Robinson, NIFRS
Councillor Gary McKeown		Melissa Spence, PBNI
		Declan Davey, YJA

East Belfast DPCSP

Political Members	Independent Members	Designates
Alderman Tommy Sandford (Chair)	Lisa McMaster (Vice Ch)	Chief Inspector Christian Bradley, PSNI
Alderman Sonia Copeland	Michelle Bryans	Mark McBride, EA
Alderman Tom Haire	Jonathan Currie	Yvonne Cowan, H&SCT
Councillor Carole Howard	David Geddis	Gary Ballantyne, NIHE
Councillor John Kyle	Steven McMillen	Stephen Robinson, NIFRS
Councillor Geraldine McAteer		Naomi Jackson/Jane McKenna, PBNI
		Dermot Magorrian, YJA

West Belfast DPCSP

Political Members	Independent Members	Designates
Councillor Michelle Kelly (Chair)	VACANT (Vice Ch)	Chief Inspector Gary Reid, PSNI
Councillor Claire Canavan	Elizabeth Groves	Pauline Smart, EA
Councillor Matt Collins	Eoin McShane	Paul O'Neill, H&SCT
Councillor Micheal Donnelly	Lauren Slane	Paddy Kelly, NIHE
Councillor Brian Heading	VACANT	Lloyd Doree, NIFRS
Alderman Frank McCoubrey	Local Designates	Nicola Bradshaw, PBNI
	Aisling Heath, Falls Council	Harry Bradley, YJA
	Paula Kerr, Upper Falls	

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Subject:	LGBT Stained Glass Window Working Group
Date:	23rd August, 2019
Reporting Officer:	John Walsh, City Solicitor
Contact Officer:	Jim Hanna, Senior Democratic Services Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of main Issues
1.1	To consider re-establishing the LGBT Stained Glass Window Working Group.
2.0	Recommendation
2.1	The Committee is recommended to re-establish the LGBT Stained Glass Window Working Group.
3.0	Main Report
	<u>Key Issues</u>
3.1	The Committee may recall that it had previously agreed to the establishment of an All-Party Working Group to progress the LGBT stained glass window.

3.2	Subsequent to the Committee's decision, nominations were sought from the Party Leaders. However, despite a number of reminders, by March only 2 Parties had nominated representatives to the Group.
3.3	At that time, the Committee had agreed not to hold any Working Group meetings from the end of March until after the Local Government Elections, so this Group was never properly established in order to hold an inaugural meeting. Therefore, when the Governance report was submitted to the Committee in relation to the reconstitution of Working Groups, this Group was omitted, as it had never been set up.
3.4	The Committee is asked to consider if wishes to progress the LGBT Stained Glass Window through the establishment of a Working Group. If so, it is recommended that the Group, in line with the establishment of other Working Groups, consist of 1 representative from each of the 8 Political Parties represented on the Council.
3.5	If the Committee is minded to agree to this, following Council ratification, nominations will be sought from the Party Leaders and an inaugural meeting called as soon as possible.
	<u>Financial and Resource Implications</u>
3.6	None.
	<u>Equality or Good Relations Implications/Rural Needs Assessment</u>
3.7	None.
4.0	Documents Attached
	None.



Subject:	Code of Conduct for Councillors: Response from Northern Ireland Local Government Commissioner for Standards
Date:	23rd August, 2019
Reporting Officer:	John Walsh, City Solicitor / Director of Legal and Civic Services
Contact Officer:	John Walsh, City Solicitor / Director of Legal and Civic Services

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	The purpose of this report is to update Members on correspondence received from the Northern Ireland Local Government Commissioner for Standards.
2.0	Recommendations
2.1	The Committee is asked to note the contents of the report.
3.0	Main Report
	<u>Key Issues</u>
3.1	Following an adjudication by the NI Local Government Commissioner for Standards and the consideration by Strategic Policy and Resources Committee of a notice of motion requesting the need for clarity and clear guidance on the Code of Conduct for Councillors on 25th January 2019, I wrote to the Commissioner to seek clarity specifically in relation to her

	interpretation of paragraph 6.9 of the Code and to invite her to attend Committee on a future date to discuss the motion and the issues relevant to it.
3.2	The issue I raised related to her interpretation of paragraph 6.9 which deals with a dispensation permitting Councillors to vote on issues when the appointment has been made by the Council or otherwise permitting them to remain and speak on an issue when they have an association with an organisation which has been formed for a public purpose. The Commissioner appeared to have misstated the correct legal position in the adjudication report referred to.
3.3	The Commissioner's response accepts that the position I had adopted in respect of this particular portion of the Code is correct. Accordingly, my advice to Members about dispensations and significant non-pecuniary interests is that if your relationship with a public body or organisation formed for a public purpose arises, that you may participate and vote on decisions affecting that organisation, other than in those cases in which you are a member of the management committee and the decision to be taken relates to finance or property.
3.4	In response to the invitation to attend Committee, the Commissioner felt it would not be appropriate to attend.
	<u>Financial and Resource Implications</u>
3.6	None
	<u>Equality or Good Relations Implications/Rural Needs Assessment</u>
3.7	None
4.0	Documents Attached
	None



Subject:	Update on Belfast Region City Deal
Date:	23rd August 2019
Reporting Officer:	Suzanne Wylie, Chief Executive
Contact Officer:	Ronan Cregan, Deputy Chief Executive and Director of Finance and Resources Emer Husbands, Strategic Performance Manager

Restricted Reports

Is this report restricted?

Yes

☐

No

☒

If Yes, when will the report become unrestricted?

After Committee Decision

After Council Decision

Some time in the future

Never

☐
☐
☐
☐

Call-in

Is the decision eligible for Call-in?

Yes

☒

No

☐

1.0	Purpose of Report or Summary of Main Issues
1.1	To update the Committee on the progress of the Belfast Region City Deal (BRCD).
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> note the progress of the advisory boards in the development of the BRCD; agree that the four members representing Belfast City Council on the re formatted Joint Members Forum are one each from the four largest political parties; and note that the Joint Member Forum has no decision making powers and all investment decisions relating to BCC BRCD projects will be brought to the SP&R Committee.

3.0	Main Report
3.1	<p>At its meeting in June, the Committee received details of the resources and frameworks being put in place to deliver Phase 2 of the BRCD, which includes:</p> <ul style="list-style-type: none"> • A Financial Plan and Agreement • A Deal Document- detailed document covering all elements included within Heads of terms, including Governance Framework • An Implementation Plan- summarising milestones for key deliverables, outputs, resources and risk mitigation for each project • Outline Business Cases (OBCs) for the individual BRCD projects
3.2	<p>Members also approved the resources and governance arrangements to develop and deliver the Destination Hub – Belfast City Council’s key city deal project.</p>
	Programme Update
3.3	<p>In order to support the development of the overall BRCD Programme a number of advisory boards have been set up and they have been working over the summer months to progress the development of the Outline Business Case for the 22 projects. The Innovation strand, being led by the two universities are well advanced with the development of the OBCs underway. They have held a number of consultative workshops with partners, industry and government departments and are now engaging with the UK government as part of this process.</p>
3.4	<p>The Employability and Skills workstream has been focussing in the first instance on developing guidance for all other BRCD projects to ensure they maximise inclusive job creation and training opportunities as they are designing their projects and developing OBCs. The Board has also developed a programme of work and are recruiting a dedicated Programme Manager, funded by the regional colleges, to take this forward.</p>
3.5	<p>The Tourism and Regeneration Board are also guiding councils through the development of their OBCs and all projects have begun this process or are about to procure specialist advice to assist in their development. Given the nature of these projects this Board has also been engaging with DfE and DfC as well as seeking specific guidance from DoF on business case development.</p>
3.6	<p>The Fraunhofer Institute which is leading the way in digital innovation and smart districts / testbeds, have undertaken an initial piece of work to develop proposals on how the</p>

	digital strand of the BRCD can be taken forward. We are now working with them to develop governance structures and an implementation plan to support the development of the digital OBCs.
3.7	The final Investment pillar of Infrastructure is being led by DfI, given they will be solely responsible for the delivery of the projects. They have developed proposals for the role and membership of an infrastructure Advisory Board which includes representation from both Belfast City Council and Newry, Mourne and Down District Council given the two key projects are BRT 2 and the Southern Relief Road. This Board will report through the current BRCD governance structures.
3.8	<p>Programme Structures</p> <p>The BRCD programme office continues to support the overall management and delivery of the programme as well as developing internal frameworks in areas including;</p> <ul style="list-style-type: none"> • Governance and Decision Making • Financial Planning and Management • Programme and Project Management • Performance Monitoring and Assurance • Communication and Engagement
3.9	A key element of the Governance Structure is the Joint Member Forum which during phase 1 of the development of the BRCD provided an opportunity for members from all six partner councils to jointly discuss the emerging programme before formal approval through each individual council.
3.10	As with phase 1 of the Programme individual councils will be responsible for all decisions relating to investment in their individual projects and in Belfast SP&R will continue to receive regular updates on the both the council's projects and the overall programme. However it is important the members from all six councils continue to meet through a Joint Members' Forum to provide overall political leadership for the programme and jointly discuss issues, progress and benefits.
3.11	In order to allow more discussion and debate at the Forum it has been proposed by the BRCD Executive Board that each council nominates four members to the Forum, a member from each of the four largest parties. As well as championing the opportunity created by the BRCD

	<p>and building support from key stakeholders the role of the Forum will be to support wider political engagement across the councils and at a regional and national level. This will include engagement events with a larger number of elected members.</p> <p><u>Financial and Resource Implications</u></p> <p>3.12 All costs associated with the BRCD are within existing budgets.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>3.13 The Approach taken to develop the City Deal has been subject to independent equality screening and rural proofing and states that:</p> <p><i>BRCD is inherently inclusive, affording an opportunity for the region to grow in a way that will benefit the economy of Northern Ireland as a whole, thereby enhancing the lives and well-being of its citizens. If during further development of the programme it becomes apparent that there may be an adverse impact on certain groups or communities then the partnership commits to carrying out further Section 75 work and including screening and EQIAs as and when appropriate.'</i></p>
4.0	Documents Attached
	None



Subject:	Update on City and Neighbourhood Service Transition and Improvement Programme
Date:	23rd August 2019
Reporting Officer:	Nigel Grimshaw, Strategic Director of City and Neighbourhood Services
Contact Officer:	Siobhan Toland, Director of City Services Ryan Black, Director of Neighbourhood Services Karen Anderson-Gillespie, Programme Support Manager.

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	At its meeting on the 23rd November 2018, the Strategic Policy and Resources Committee noted an update report and progress achieved in relation to the City and Neighbourhood Service (CNS) Transition and Improvement Programme (T&IP).
1.2	The purpose of this report is to provide Members with a further update on the progress of the CNS T&IP.
2.0	Recommendation
	The Committee is requested to note the contents of the report and the progress achieved in relation to the CNS T&IP and priorities since November 2018.

3.0	Main Report												
	<u>Key Issues</u>												
3.1	The CNS T&IP is part of the Continuous Improvement (CI) programme for the Council. It is one of the biggest, most ambitious and complex change programmes undertaken by the council. It directly supports the delivery of the outcomes, objectives and priorities within the Belfast Agenda, Corporate Plan and the Council's Improvement plan.												
3.2	<p>The programme name was refreshed in April 2019 from “Change” to “Transition and Improvement” to better describe our approach to delivering improved ways of working and service delivery transition. The CNS T&IP will improve customer service, remove duplication, make long-term cost savings, make services more sustainable, and empower staff improve decision-making. The core objectives of the programme are to:</p> <ul style="list-style-type: none">• Improve customer focus;• Increase efficiencies and creating a fit for purpose service design• Improve service delivery (city and neighbourhoods)• Integrating services to enhance working practices• Delivering the waste agenda												
3.3	<p>The programme has evolved (see Appendix 1 for the project detail), as projects have concluded, became part of other programmes, such as Customer Focus to provide better alignment, or are now part of normal business improvements. In 2019/20, the programme will focus on creating fit for purpose services, and improving neighbourhoods. Projects have been prioritised based on organisational and departmental needs and four interrelated priorities were identified, see below:</p> <table><tr><th>Priority</th><th>SRO</th><th>CNS Lead</th></tr><tr><td>Creation of an Open Spaces and Streetscene Service</td><td>Ryan Black Director (Neighbourhood Services)</td><td>Stephen Leonard Neighbourhood Services Manager</td></tr><tr><td>Regulatory and Enforcement Services improvements</td><td>Siobhan Toland Director (City Services)</td><td>Valerie Brown City Services Manager (Regulation)</td></tr><tr><td>Resources and Fleet Services improvements (which includes waste</td><td>Siobhan Toland</td><td>Tim Walker</td></tr></table>	Priority	SRO	CNS Lead	Creation of an Open Spaces and Streetscene Service	Ryan Black Director (Neighbourhood Services)	Stephen Leonard Neighbourhood Services Manager	Regulatory and Enforcement Services improvements	Siobhan Toland Director (City Services)	Valerie Brown City Services Manager (Regulation)	Resources and Fleet Services improvements (which includes waste	Siobhan Toland	Tim Walker
Priority	SRO	CNS Lead											
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Regulatory and Enforcement Services improvements	Siobhan Toland Director (City Services)	Valerie Brown City Services Manager (Regulation)											
Resources and Fleet Services improvements (which includes waste	Siobhan Toland	Tim Walker											

	management, waste collection and fleet services)	Director (City Services)	City Services Manager (Resources and Fleet)
	Review of Community Provision (which is the start of a process looking at the umbrella of community-type services i.e. community safety, good relations, community development, health and well-being)	Ryan Black (Neighbourhood Services)	Alison Allen Neighbourhood Services manager
	<p><i>*Area and neighbourhood working, and better integration and coordination of service provision will be themes running through these priorities, which is a cross cutting priority for the council.</i></p>		
3.4	<p>An update of the Departmental functional model, previously agreed by Committee in June 2017 and November 2018 is attached in Appendix 2. There are some minor amendments to the previous versions. The functional model facilitates the development and design of integrated services and the regeneration of neighbourhoods. The model will be further developed as the programme progresses and where applicable structures will be stabilised to address any temporary arrangements currently in place and provide permanent employment opportunities. In relation to the management structure, the senior leadership posts have been established and filled (i.e. two Director posts, four Neighbourhood Services Managers, City Services Manager (Regulation) and City Services Manager (Resources and Fleet). These managers work collaboratively together and play a pivotal role in leading priorities within the T&IP.</p>		
3.5	<p>The Continuous Improvement (CI) team is also supporting the delivery of the priorities. A service design approach to transition and improvement has been introduced, focusing on the need to deliver integrated services to customers, making sure that the right people, skills, infrastructure and processes are in place to enable this. The involvement of stakeholders i.e. customers, Elected Members, Trade Unions, management and staff at the outset is crucial and any changes will be designed and delivered in collaboration with them, to help understand needs and improve our ways of working. The CI team are combining this with a programme/ project management approach to help deliver the pace of change required.</p>		
3.6	<p>The communications and engagement plan has been refreshed for the programme and also supported by project level plans. The Marketing and Communications Team continue to</p>		

	<p>support the programme and priority projects and support managers through the transition and improvement process. Given the number of staff within the CNS Department, to enable effective cascade of key messages, ‘toolkits’ have been developed for managers to use when communicating with their staff, so that wider audiences are reached and managers are equipped to deliver concise and consistent messages and answer questions. This enables all staff to understand changes and the future vision of our services. Context briefings have been organised for managers and staff to attend over the summer, see project level information below for more detail. Change management workshops have also been organised for managers in August/ September to help them to support their teams through transition.</p>
3.7	<p>Priority Project Delivery Progress (since November 2018)</p> <p>Each of the priority projects are at different stages of development and/ or delivery. A snapshot of progress has been provided for each of the priorities below.</p>
3.7.1	<p><i>Open Spaces and Streetscene (OSS)</i></p> <ul style="list-style-type: none"> • The OSS vision is to create: <i>“A service where we see it, do it, or report it. We have pride in our work, maintain environmental standards, and work together to maintain the public realm with and for our city’s residents and visitors.”</i> • An important objective is to create permanent employee opportunities, ensuring that local people can avail of good jobs that pay well and provide opportunity for advancements. The new management structure includes a wider career pathway in terms of public realm cleanliness and environmental upkeep (Open Spaces <u>and</u> Streetscene). • Consultation on the OSS new management structure and JDs is now complete. • APSE¹ representatives visited the council on the 6/ 7 June 2019, where CNS and the TUs had the opportunity to ask questions about experiences of implementing similar models in other councils. • Staff engagement on the service vision is underway with context briefings organised for approx. 100 managers and supervisors in August 2019, which will be rolled out to wider staff (approx. 500) in September/ October.

¹ The Association for Public Service Excellence (APSE) is owned by its members and, working on their behalf, maintains and develops a network of local government officers, managers and Councilors from local authorities across England, Northern Ireland, Scotland and Wales. Working on a not-for-profit basis, APSE is dedicated to promoting excellence in the delivery of frontline services to local communities around the UK.

- Good practice study visits have been planned for officers - 10 October 2019 (Nottingham) and the 11 October 2019 (Wakefield), two similar sized and well performing authorities.
- Going forward the applicability of frequencies, routes, and quality standards will be assessed. ²Evidence suggests that the success of our anti-litter campaigns and enforcement activities over a number of years have meant that littering has reduced in certain parts of the city. Likewise trends in parks to reduce ornamental planting, install 3G/ 4G pitches and more playgrounds, or introduce wildflower meadows and increase bio-diversity, will mean we plan things differently when compared to historic arrangements. Any changes to service delivery in terms of routes or frequencies will be based on actual need, and aligned to the Customer Focus Programme. An equality screening is underway in relation to service users in addition to a rural impact assessment.

3.7.2 *Regulatory and Enforcement Services*

- The service vision is to: *“Provide a fit for purpose regulatory service, delivered both city wide and at a neighbourhood level. An integrated service that maximises resources, reduces duplication and is customer focused, responsive, accessible, visible, and evidence based.”*
- The City Services Manager (Regulation) appointed in November 2018.
- Staff engagement workshops (with cross service representation) have been ongoing since January 2019 reviewing how the different services manage front line regulatory interventions such as dog fouling, littering and ASB, and using a simple process mapping to identify good practice and opportunities for working better together.
- A draft regulatory tool kit is being developed to support consistency and cohesiveness in the delivery of regulatory services, particularly in the front line. Further development will include standard process maps for key front line services, competency framework, standardised performance management and a training and development framework.
- Work continues on the service design approach based on the service delivery option agreed i.e. single multi-functional regulatory service, which a focus on developing integrated front line neighbourhood teams.
- Work continues to stabilise the senior and functional management tiers for regulatory services and recruitment of the second City Protection Manager was completed on the 14 August 2019.

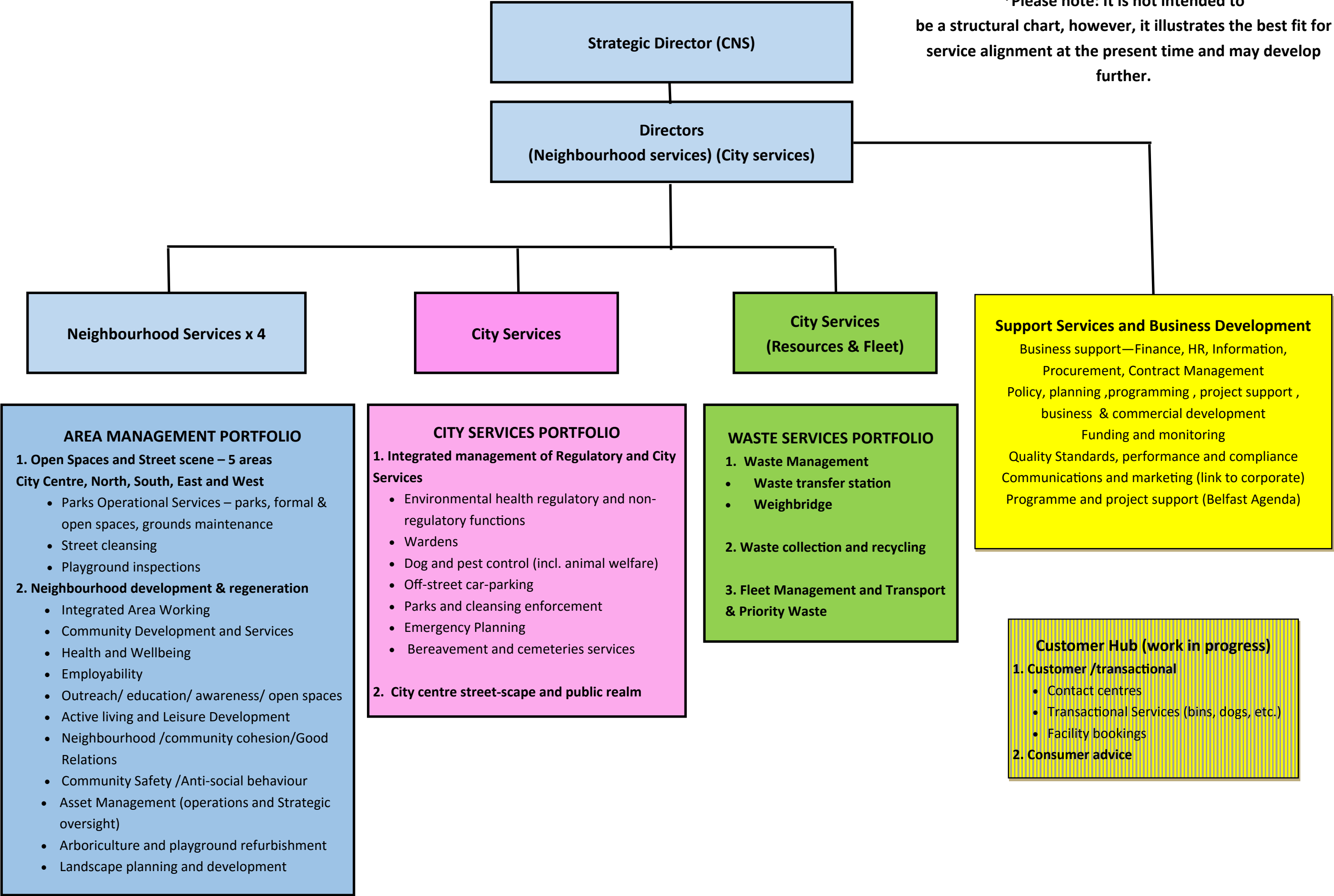
² People and Communities Committee, 13 June 2016: Item 6e. Anti-litter campaign update:
<http://gsintmin01:9077/ieListDocuments.aspx?CId=166&MId=8304&Ver=4>

	<ul style="list-style-type: none"> • A draft proposal is currently being developed outlining how we move to an improved service, incorporating plans for transition and improvement and stakeholder communications and engagement.
3.7.3	<p><i>Resources and Fleet Services</i></p> <ul style="list-style-type: none"> • Waste collection, waste management and fleet services merged together in 2018 and reporting lines realigned to enhance single point accountability across the functions. • Regular update reports have been presented to the People and Communities Committee over the past year. These reports have provided updates in relation to the continued interventions being implemented with regards to waste management, waste collection and fleet services. Some update highlights since November 2018 include: <ul style="list-style-type: none"> ○ Public waste framework consultation concluded and results presented to members in January 2019; ○ Currently exploring options to replace vehicles with modern alternatives; ○ An application for DEARA funding secured to introduce a pilot wheelie box scheme in 2019/20; and ○ Continue to invest in communications and outreach activities to engage with partners and stakeholders to promote 'reduce, reuse and recycle' behaviour change and making it easy for people to do this. • This is currently being re-scoped and following a prioritisation exercise, an improvement plan will be developed to be implemented over the next 2/3 years. The improvement plan will include the development of a combined service vision and application of the service design approach. • Additional resources will be required to support this priority work going forward, so that the pace of change required is accelerated. • Note that the OSS project includes the development of two new multi-functional designations, which will be deployed based on service demand, on a more departmental basis. Around 180 posts will continue to be allocated to Resources and Fleet. These are drivers and general operatives, and will help to develop the conditions where the department and its workforce can be more flexible.
3.7.4	<p><i>Review of Community Provision</i></p> <ul style="list-style-type: none"> • The review of community provision was commissioned following council approval in November 2018.

	<ul style="list-style-type: none"> Phase 1 discovery 'think piece' has been completed, which was based on research and informed by feedback from staff via 5 engagement workshops (attended by 105 staff) and an online survey (32 responses), with participation from the 7 service areas. The draft 'think piece' report was presented to DMT in June 2019 and a visioning exercise took place on what future community provision might look like. Feedback on Phase 1 will be shared with staff in August/ September including the approach for Phase 2. Work is underway to scope the work required to take forward Phase 2. <p>The CNS T&IP and the important priorities and projects outlined above are inter-related and aligned to other improvement programmes delivered across the council, including the Customer Focus programme and the suite of organisational improvement projects being delivered by CI, who will continue to co-ordinate interdependencies. Cognisance will also be taken as we move towards area/ neighbourhood working, which will be a cross-cutting priority for the council.</p> <p><u>Financial and Resource Implications</u></p>
3.8	<p>At present there are no financial or resources implications associated with this report.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.9	<p>As part of the CNS T&IP, where necessary projects, programmes and activities will be subject to equality screening and rural needs assessments in line with the council's processes.</p>
4.0	Documents Attached
	<p>Appendix 1: CNS T&IP project detail.</p> <p>Appendix 2: CNS functional chart (February 2019).</p>

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*Please note: It is not intended to be a structural chart, however, it illustrates the best fit for service alignment at the present time and may develop further.



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Subject:	Belfast Agenda – Statement of Progress
Date:	23rd August, 2019
Reporting Officer:	John Tully, Director of City and Organisational Strategy
Contact Officer:	Christine Robinson, Strategy, Policy & Partnership Manager Kevin Heaney, Portfolio Manager

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	This report provides an update for Members on the publication of a Belfast Agenda Statement of Progress in November 2019, which is a legislative monitoring requirement for the Council and its community planning partners.
2.0	Recommendations
2.1	<p>The Committee is asked to:</p> <ul style="list-style-type: none"> a) note the statutory requirement for the Council and its community planning partners to publish a Statement of Progress in November 2019; b) note the proposed content of the statement of progress, which is in line with legislative guidance provided by DfC; and c) note the proposed timeline associated with the publication of the Statement of Progress.

3.0	Main Report
	<u>Key Issues</u>
3.1	The Belfast Agenda, the city's first community plan, was published in November 2017 and was led by the Council, in partnership with its community planning partner organisations. It is a long term framework outlining how the Council and its community planning partners will work collaboratively to deliver an ambitious and inclusive vision that will create a better quality of life for all citizens in Belfast.
3.2	The Local Government Act (NI) 2014 requires the Council and its community planning partners to make arrangements to monitor progress against meeting the objectives of the Belfast Agenda and the effectiveness of the actions taken in aiming to achieve these objectives. The legislation also requires the Council to publish a statement of progress on progress towards the outcomes and actions taken every two years, with the first statement of progress due for publication in November 2019.
3.3	The statement of progress, therefore, provides an opportunity for the Council and its community planning partners to update the public on the actions that have been taken, or are ongoing, and to demonstrate the impact that these actions are having on the achievement of the outcomes outlined in the Belfast Agenda. It also provides an opportunity to take stock in terms of embedding the partnership and collaborative arrangements and our focus and approach going forward.
3.4	The key elements of the statement of progress will include a restatement of the vision, a short narrative provided on what our long-term outcomes are trying to achieve and why they are important; recent available data for our population indicators; and an update on the collaborative actions being progressed among partners.
3.5	The document will also highlight good news stories, noteworthy achievements and good practice, which have led to sustainable change and improvement, particularly where there has been collaboration, engagement and innovative working.
	Reporting against Action Plans
3.6	Detailed action plans have been developed in collaboration with city partners to deliver against the commitments outlined in the Belfast Agenda within the context of the 4 priority areas. A detailed update will be provided to Members in September, however, an outline of the main areas of activity underway across each area is summarised below:

- **Living Here**

Key areas of collaborative activity underway include, for example, the development of an integrated approach to address health inequalities within the city with a specific focus on helping to alleviate the significant societal challenges linked to Alcohol, Drugs and Mental Health - lead by the Public Health Agency and BHSC Trust; Development of an inter-agency and coordinated approach to reducing preventable deaths related to cold weather within the city – lead by the BHSC Board; Working with Department for Communities, Northern Ireland Housing Executive and city partners to deliver series of interventions and plan of activity to help support delivery of the housing and population growth ambitions set out within the Belfast Agenda; Development of an inter-agency approach to early intervention and improving outcomes for children and young people – working closely with the Children and Young People’s Strategic Partnership and Belfast Area Outcomes Group; Development of an integrated approach to neighbourhood regeneration and area working alongside community planning partners and city stakeholders.

- **Working and Learning**

Key areas of collaborative activity underway include for example, the development of ‘Belfast Works’ Integrated Employability and Skills pathway, which better links residents to employment opportunities and supports individuals to enter, sustain and progress in employment -led by the Council with support from wider partners including Belfast Metropolitan College, Department for Communities, Department for the Economy, Invest NI, Queens University Belfast, Ulster University, Belfast Health Trust, Urban Villages and business sector representatives; Development of an integrated approach to address educational inequalities/underachievement within the city with a focus on individual’s journey through nursery, primary, post primary and further and higher education - the Education Authority is leading on this work programme alongside the Department for Education, CVS organisations, Queens University Belfast, Ulster University, St Mary’s University College, Stranmillis University College, Urban Villages and other CPP partners.

- **City Development**

Key areas of collaborative activity underway include, for example, developing, in partnership with the Department of Infrastructure and other key partners, a Belfast Infrastructure Study which will bring forward specific proposals for enhancing and future sustainability of the city’s urban infrastructure which is critical in unlocking and driving

	<p>future economic growth across the city; Continued work on the production of the Belfast City Local Development Plan 2035, which will set out a clear vision for how Belfast should look in the future; Continued focused on the delivery of the Belfast Regeneration and Investment Strategy and working with city partners to deliver transformational regeneration schemes including the City Centre Revitalisation Programme; Promoting and enhancing the city's competitiveness and attracting investment through specific targeted programmes including the delivery of a shared Belfast city promotional brand and participation in major events to showcase to an international audience the investment opportunities within the city and position Belfast as a key investment location.</p> <ul style="list-style-type: none"> Growing the Economy <p>Key areas of collaborative activity underway include for example, the development of an enterprise framework which will inform a city-wide approach to addressing the key challenges associated with starting and growing a business in Belfast; Increasing the level of enterprise helps diversify the economy and provide improved routes to opportunity to those who are disadvantaged; Development of a Resilience Strategy; Developing the city's cultural and tourism infrastructure and offering and positioning the Belfast as a destination of choice; Development and implementation of an 'Inclusive Growth Strategy' and call to action for CPP partners to support the creation of an inclusive city.</p>
3.7	<p>Work is already underway in collaboration with action leads / key partners to measure progress on Belfast Agenda commitments through monitoring report cards. The statement of progress will provide an update, where possible, on each action that has been completed/commenced from the respective action plan. A more detailed update on activity, outlined in the Belfast Agenda, will be brought to September SP&R Committee.</p>
3.8	<p>Common across all council areas, community planning is at an early stage of development. A key focus up to now has been the formal establishment the Community Planning Partnerships and building relationships, working with partners to define the specific programmes of work, alongside putting in place the infrastructure and support required to enable collaborative action/delivery. Whilst the statement of progress will outline this journey, it will also set out the good progress has been made in many areas and evidence of success.</p>

3.9	<p><u>Timeline for the publication of the Statement of Progress</u></p> <table border="1"> <thead> <tr> <th>Activity</th><th>Target Date</th></tr> </thead> <tbody> <tr> <td>Collation of all progress information from internal and external partners to be completed</td><td>Mid-August</td></tr> <tr> <td>Produce a first draft to begin formal review process</td><td>Early September</td></tr> <tr> <td>Commence review process (internal and external)</td><td>9th September</td></tr> <tr> <td>CMT Review</td><td>24th September</td></tr> <tr> <td>A draft report reviewed at Community Planning Partnership</td><td>30th September</td></tr> <tr> <td>Carry out Party Group Briefings</td><td>October</td></tr> <tr> <td>Finalised version and report submitted to SP&R for approval</td><td>22nd November</td></tr> <tr> <td>Final version issued to Community Planning Partnership</td><td>25th November</td></tr> <tr> <td>Final document submitted to full Council for ratification</td><td>1st December</td></tr> </tbody> </table>	Activity	Target Date	Collation of all progress information from internal and external partners to be completed	Mid-August	Produce a first draft to begin formal review process	Early September	Commence review process (internal and external)	9 th September	CMT Review	24 th September	A draft report reviewed at Community Planning Partnership	30 th September	Carry out Party Group Briefings	October	Finalised version and report submitted to SP&R for approval	22 nd November	Final version issued to Community Planning Partnership	25 th November	Final document submitted to full Council for ratification	1 st December
Activity	Target Date																				
Collation of all progress information from internal and external partners to be completed	Mid-August																				
Produce a first draft to begin formal review process	Early September																				
Commence review process (internal and external)	9 th September																				
CMT Review	24 th September																				
A draft report reviewed at Community Planning Partnership	30 th September																				
Carry out Party Group Briefings	October																				
Finalised version and report submitted to SP&R for approval	22 nd November																				
Final version issued to Community Planning Partnership	25 th November																				
Final document submitted to full Council for ratification	1 st December																				
3.10	<p>Effective communication activity will be central to maximising awareness of the statement of progress and officers are working with corporate communications both in relation to the design, development, publication and circulation of the document e.g. press release, social media activity, website etc. It is envisaged that the publication of the statement of progress and associated publicity will also provide a platform for re-engaging with citizens and stakeholders during 2020 as the Community Planning Partnership prepares for the 1st 4-year review of the Belfast Agenda (due by November 2021).</p> <p><u>Financial and Resource Implications</u></p>																				
3.11	<p>There are no additional resource implications as a result of this report. Alignment of resources to the delivery of the Belfast Agenda is part of the ongoing organisational and financial planning processes.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>																				
3.12	<p>The Belfast Agenda has been subject to an Equality Impact Assessment at a strategic level and a Rural Needs impact statement at the time of its publication.</p>																				
4.0	Documents Attached																				
	None																				

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Subject:	UNESCO Global Network of Learning Cities: Memorandum of Understanding - “All-Island Network of Learning Cities”
Date:	23rd August, 2019
Reporting Officer:	Alistair Reid, Strategic Director Place and Economy / SRO for Working and Learning Board
Contact Officer:	Ruth Rea, Economic Development Manager Alison Allen, Neighbourhood Services Manager Kevin Heaney, Portfolio Manager

1.0	Purpose of Report or Summary of Main Issues
1.1	The purpose of this report is to seek approval for Belfast to sign a joint Memorandum of Understanding, as part of an all island Network of UNESCO Learning Cities including Cork, Dublin, Limerick, Derry and Strabane and Belfast.
2.0	Recommendations
2.1	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> (i) consider and agree that Belfast signs a joint Memorandum of Understanding (MOU) with an all-island Network of Learning Cities to further enhance relationships with other cities who are members of the UNESCO Global Network of Learning Cities. If agreed, the MOU would be signed by the Lord Mayor; (ii) note the engagement and discussions underway around UNESCO and ‘Belfast A Learning City’ to explore and identify opportunities for alignment with Belfast Agenda; and (iii) note the recent consultation review undertaken on the future focus of the existing BSP Lifelong Learning Group and the intention that this will inform the creation of a revised Learning City action plan.
3.0	Main Report
3.1	<p><u>Background</u></p> <p>In early 2018, Belfast became a member of the UNESCO Global Network of Learning Cities (GNLC) with a focus on the use of learning to tackle inequalities within the city. UNESCO GNLC is an international policy-orientated network which supports the sharing of best practice and</p>

	capacity building; providing access to experts from across the world and allowing Belfast to showcase how the city is using learning to address inequalities and make life better for citizens.
3.2	<p>The Belfast Agenda recognises that learning has a vital role in empowering citizens and helping lay the foundations for sustainable social, economic and environmental development and well-being within the city. The principles of learning are fundamental in helping alleviate and address some of Belfast's persistent societal-inequalities such as health, educational attainment and well-being. The inclusive growth focus of the Belfast Agenda is about improving the economy and ensuring the benefits of this can be felt by across the city. Learning is one mechanism through which inequalities can be addressed by raising aspirations, removing barriers and increasing emotional resilience. Enabling individuals to cope better in difficult times, create access to more and better jobs, build good relations, make healthier choices and empower individuals to reach their full potential.</p>
3.3	<p>Reflecting the importance of learning it has a key role in the four priority themes of the Belfast Agenda: Working and Learning, Living Here, Growing the Economy and City Development. Key work streams focused upon the importance of learning have been reflected across the Belfast Agenda including a commitment "to develop the city's status as a learning city by becoming a member of UNESCO Institute for Lifelong Learning Global Network of Learning Cities".</p>
3.4	<p>Learning as a concept has far reaching consequences incorporating traditional forms of learning such as educational and skills development through to learning for health and community benefit. Additionally it should be recognised that the scope of the council's statutory responsibility in this area is limited, with the remit for learning spanning across a number of government departments. Action in this area will require collaborative approaches across a range of stakeholders including education, employment, community living and access to services and opportunities.</p> <p><u>UNESCO</u></p>
3.5	<p>Developed to promote lifelong learning in urban communities, UNESCO sets out six areas of focus which reflect the major building blocks of a learning city. It includes key features for each of these areas and possible indicators on progress. The six areas of focus are:</p> <ul style="list-style-type: none"> - Inclusive learning throughout the education system (from basic to higher); - Revitalised learning in families and communities - Effective learning for and in the workplace - Extended use of modern learning technologies

	<ul style="list-style-type: none"> - Enhances quality and excellence in learning - Fosters a vibrant culture of learning throughout life <p><u>Belfast Strategic Partnership (BSP)</u></p>
3.6	<p>The Belfast Strategic Partnership (BSP), comprising Belfast City Council, the Public Health Agency and the Belfast Health and Social Care Trust led on the submission of the UNESCO application supported by the Belfast Health Development Unit. The UNESCO application was submitted by the Council on behalf of the partnership and signed by the Lord Mayor.</p>
3.7	<p>Facilitated through the Life Long Learning Group (a subgroup of BSP), the application focused upon the learning as a means to address life inequalities, one of the five priorities of the BSP. The application created a connection between educational attainment, learning opportunities and life inequalities, and the extent to which family, community and environmental influences impact learning opportunities, particularly within population groups facing the highest level of deprivation.</p>
3.8	<p>Key activities undertaken to demonstrate the city's commitment to learning has included the recent Belfast Festival of Learning which took place between 4th and 10th March, 2019. This week long programme of activities incorporated interactive learning events and workshops as well as showcasing the range of learning opportunities that exist within the city for health, wellbeing and educational benefit. Events were specifically targeted towards the participation of groups and individuals who have experienced barriers in accessing learning opportunities.</p>
3.9	<p>In February 2015, BSP launched the 'Belfast a Learning City' strategic document, including a Learning Charter for Belfast, (Appendix 1) which sets out a vision of Belfast where learning is used as a positive force to expand and enhance life chances for all citizens in Belfast. The aim of the publication was to ensure that all Belfast citizens have equal access to learning opportunities, creating conditions for a better quality of life for everyone in the city.</p> <p><u>All Island Network of Learning Cities – Memorandum of Understanding</u></p>
3.10	<p>The Lord Mayor's office recently received correspondence (Appendix 2) from the Mayor of Cork inviting Belfast to sign a joint Memorandum of Understanding between a number of cities who are part of an all island Network of UNESCO Learning Cities including Cork, Dublin, Limerick, Derry and Strabane and Belfast. The purpose of the joint MOU is to further strengthen the co-operation across the Network, committing the cities to continue to work together on the Learning City agenda for the next three years, share good practice and support. If the Committee agree</p>

	<p>to enter into the Memorandum of Understanding it would require the signing of the Lord Mayor on behalf of the City.</p> <p><u>Potential Future Focus of a Learning City</u></p>
3.11	<p>Members should note that engagement and discussions are taking place within the context of BSP and with key partners, including a recent consultation exercise undertaken by Colin Neilands, Communitus, to examine the future role and focus of the existing Lifelong Group with the view to inform the possible creation of a revised action plan for developing a learning city and a framework for collective action across partners to address inequalities. It is anticipated that the findings of the consultation exercise will become available in August.</p>
3.12	<p>Ongoing discussions are taking place to consider how elements of the existing or emerging plans around UNESCO and Lifelong Learning may be aligned and progressed, as appropriate, under community planning. Key points of note regarding this include:</p> <ul style="list-style-type: none"> - The UNESCO Learning City action plan incorporates a broad spectrum of activity that spans beyond the statutory powers of the council into the education, health and employability arenas; - A commitment to support the development and implementation of the UNESCO Learning City action plan will require the support from a range of external stakeholders including government departments; - Indications suggest there is an increasing expectation that the scale of delivery and ambition of the Life Long Learning action plan will need to be increased. Requests such as the All Island Network of Learning Cities MoU will place an increasing focus upon this work. Consideration will also need to be given to resource implications and if this can be managed through existing mechanisms.
3.13	<p>A further report will be submitted to a future meeting of Committee outlining potential opportunities for further collaboration taking account of the emerging findings/recommendations from the recent consultation undertaken to identify the future focus and priorities for a Learning City Plan.</p>
	<p><u>Financial and Resource Implications</u></p>
3.14	<p>There are no financial or resource implications attached to this report or the proposed signing of the Memorandum of Understanding. Whilst the current dedicated support being provided around Learning City is through the Belfast Health Development Unit, any renewed focus or proposals for an enhanced programme of activity will need to be considered in terms of</p>

	resource implications for the council as well as wider community planning partnership if appropriate.
3.15	<p><u>Equality or Good Relations Implications</u></p> <p>There are no equality or good relations implications attached to this report.</p>
4.0	Documents Attached
	<p>Appendix 1: Belfast a Learning City Charter (BSP)</p> <p>Appendix 2: Memorandum of Understanding – All Island Network of Learning Cities</p>

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Belfast a Learning City

A Learning Charter for Belfast

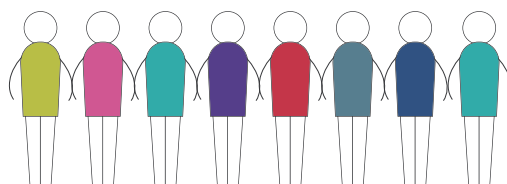


Putting people at the heart of learning



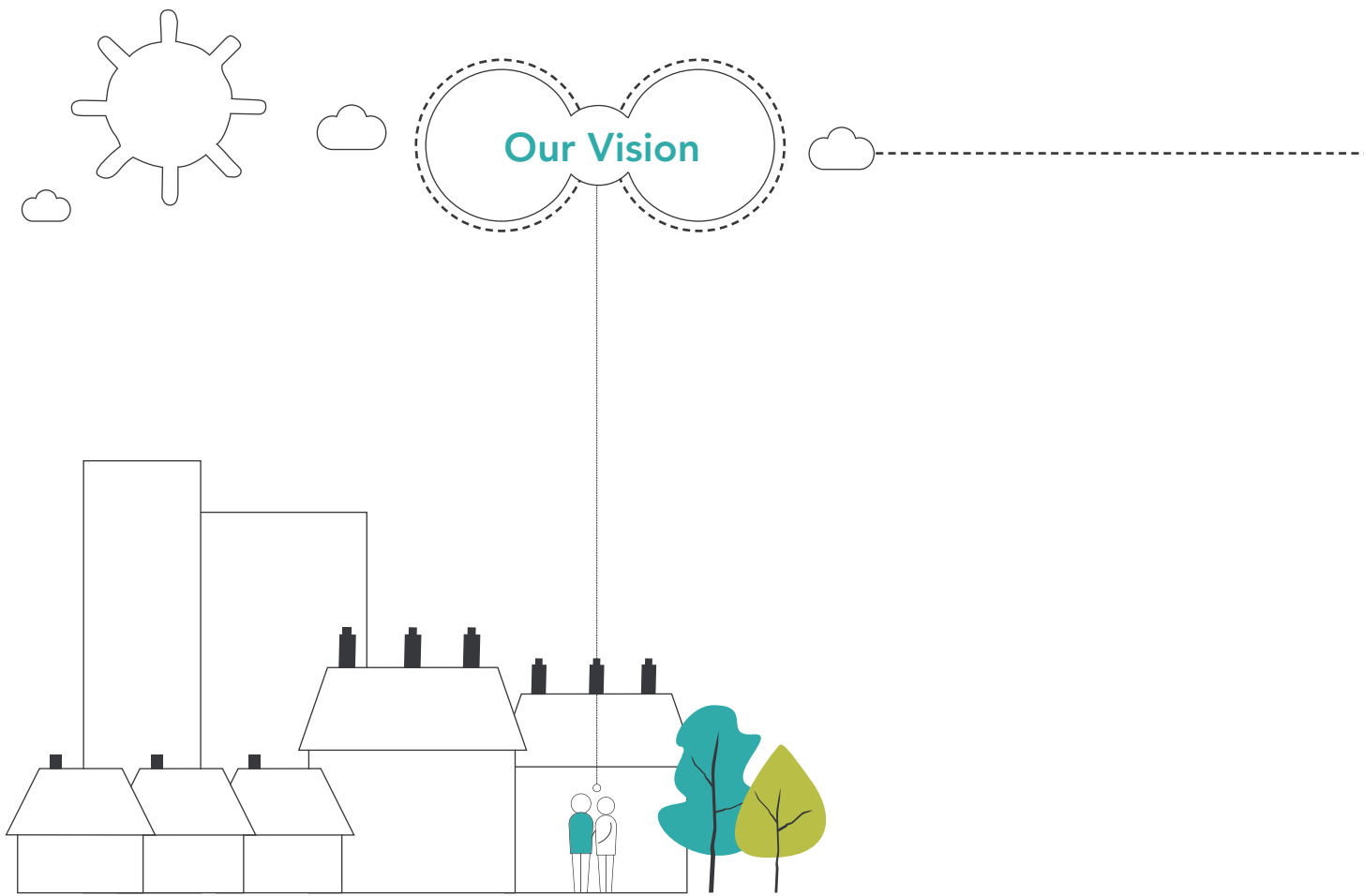
**Making life better,
together**
Belfast Strategic Partnership

Belfast a Learning City



A Learning Charter for Belfast
Putting people at the heart of learning





Belfast is a city where learning is valued in all its forms and promoted as a force for improved personal, social, civic and economic change in the city.

All citizens of Belfast have equal access to Lifelong Learning opportunities, creating conditions for a better quality of life for everyone in the city.



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"...all learning activity undertaken throughout life with the aim of improving knowledge, skills and competence within a personal, civic, social and/or employment related perspective."



Foreword by Belfast Strategic Partnership Co-Chairs

As Belfast Strategic Partnership (BSP) Co-Chairs we are delighted to launch this strategy document 'Belfast a Learning City, produced by the BSP's Lifelong Learning Thematic Group.

We believe Lifelong Learning plays a powerful role in creating a more equal, just and inclusive society and we endorse the vision of Belfast as a Learning City for all citizens.

Learning is much more than a route to employment, and it is significant that this strategy is built on the EU definition of learning which is:

"...all learning activity undertaken throughout life with the aim of improving knowledge, skills and competence within a personal, civic, social and/or employment related perspective."

Lifelong Learning can transform cities and citizens in many ways. Cities with a strong learning imperative have proven to be more successful in economic, social and cultural terms. Learning helps harness and foster a stronger sense of belonging for citizens in Belfast, and builds community cohesion. It fosters ownership and loyalty to the city itself.

We endorse the vision of Belfast as a Learning City for citizens of all ages and from all social and cultural backgrounds. We wish to raise the aspirations of citizens and in particular those of our citizens who face multiple barriers in accessing learning, whether these are caused by poor health, lack of confidence, childcare access, poor support networks, or through poverty, racism, prejudice and discrimination. Lifelong Learning needs to be tailored to the needs of all.

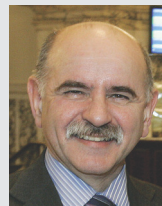
In raising aspirations, by removing barriers and increasing opportunities for learning we will also build and strengthen resilience within the city, a key goal across all BSP work.

We welcome the development of the Learning Charter which underpins the aspirations and actions needed to develop Belfast as a Learning City.

We will ask our partners in BSP to sign up to this Charter and thereby commit to a set of guiding principles and actions which will establish Belfast as a city with a strong and vibrant culture of learning.

We will build on the partnerships that exist across the city, and we will harness our collective knowledge, experience, skills, creativity and resources to achieve our vision.

Everyone will have a part to play.



A handwritten signature in dark ink.

Dr Eddie Rooney

Chief Executive Officer
Public Health Agency
Co-Chair, Belfast Strategic Partnership



A handwritten signature in dark ink.

Suzanne Wylie

Chief Executive Officer
Belfast City Council
Co-Chair, Belfast Strategic Partnership



A handwritten signature in dark ink.

Dr Michael McBride

Chief Executive Officer
Belfast Health and Social Care Trust
Co-Chair, Belfast Strategic Partnership

Introduction

Lifelong Learning Thematic Group

It is my pleasure on behalf of the Belfast Strategic Partnership's (BSP's) Lifelong Learning Thematic Group to introduce 'Belfast a Learning City' in which we set out our vision of Belfast where learning is used as a positive force to expand and enhance life chances for all citizens of all ages in Belfast.

We believe that Belfast already has the key elements to become a centre of learning excellence and this strategy and BSP have a crucial role to play in creating the conditions needed to make this a reality.

We recognise the importance of addressing economic disadvantage through learning developments both in accessing the labour market and as a mechanism for progression at the workplace, but equally we champion learning as a tool for life to increase citizens confidence, resilience and sense of belonging, and to strengthen community cohesion across the city. A BSP 'Have Your Say Belfast' 2012 survey indicated that 23% of respondents identified the need to have greater levels of confidence in order to help them feel better about themselves.

There are significant challenges to the implementation of this strategy, we know that there are many good examples of quality learning opportunities across the city and we know that a significant proportion of the Belfast population is not reaping the rewards of what Belfast's learning environment has to offer; there are deep and persistent inequalities in the city and many areas have experienced high levels of poverty and stubborn deprivation with little or no change over the last number of decades.

From work carried out by the Lifelong Learning Thematic Group and other BSP thematic areas, we also know that:

- There is a commitment by central government to Lifelong Learning across seven government departments and 20 separate strategies, all contained in the current Programme for Government but no single focus to harness those efforts and align them to Lifelong Learning objectives and targets for the city.
- There is a wide range of programmes and initiatives in operation across Belfast but no shared outcomes. Also, inconsistencies in the collection of monitoring information make it impossible to conclusively map Lifelong Learning provision, uptake of services and therefore to measure collective impact across the city.
- Almost a fifth of Belfast residents have no qualifications and projections indicate that 50% of future jobs will require degree level or higher qualifications, yet many graduates are currently under-employed in low level jobs. This skills mismatch needs to be addressed for Belfast both to remain a key economic driver for the region and to reduce inequality across the city.

Based on our work and research, we believe that we can better address the needs of Belfast citizens and deliver better outcomes for the city through a targeted, focused and collaborative approach to Lifelong Learning.

A key demonstration of this approach will be the establishment of the Learning Charter for Belfast, which will be a working testament to planning agreed approaches across the city involving all key stakeholders.

We also call for a new strategic alliance to be formed to agree shared outcomes and establish a 'Belfast Works' approach as a key example of how the Learning Charter can work in practice. This new approach will entail a targeted citywide employability and personal support programme for those groups experiencing multiple barriers in accessing the labour market.

We believe this new strategic and joined up approach will positively impact upon the health inequalities that are being experienced by a significant proportion of the Belfast population.

'Belfast a Learning City' can shape a positive proactive agenda for change in tackling inequality across the city and can act as a catalyst across central government lines and demonstrably shine as an example of strategic collaborative planning for the region and wider afield.

We encourage you all to help shape 'Belfast a Learning City' and sign up to the Learning Charter. Share this with your colleagues, friends and other organisations, who can help build a better future for Belfast. Your active support is invaluable.

Finally I would like to thank my fellow Thematic Group members for their dedication and commitment to the work of the Lifelong Learning strand of the Belfast Strategic Partnership and look forward to your continued involvement.

A handwritten signature in black ink, appearing to read 'D Power' with a stylized flourish at the end.

Danny Power

Chairperson

Belfast Strategic Partnership

Lifelong Learning Thematic Group

Over a two year period we have identified four key areas of work as our focus to ensuring we realise the vision of 'Belfast a Learning City'.

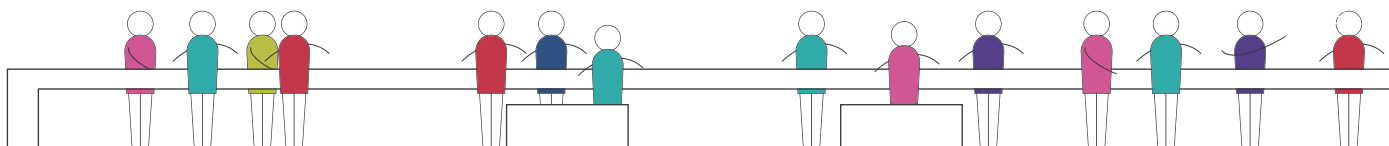
key areas of work

To develop a Strategic Framework for Lifelong Learning in Belfast with underpinning values, ethics and principles.

To use the Strategic Framework to develop the Learning Charter for Belfast, which sets out the objectives and related actions needed to establish Belfast as a Learning City.

To develop 'Belfast Works' as a key demonstration of how the Learning Charter can work in practice - a targeted citywide employability and personal support programme for those groups experiencing multiple barriers in accessing the labour market.

To develop a Communications Plan with clear, consistent and positive messages, which will support and promote Belfast as a Learning City and highlight the importance of Lifelong Learning for all citizens of Belfast.





A Strategic Framework for Lifelong Learning in Belfast

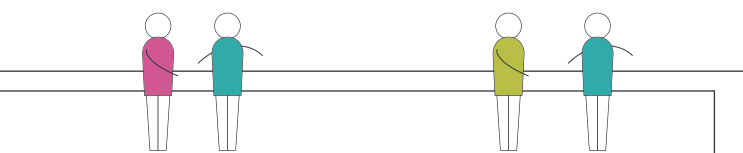
We have developed a Strategic Framework for Lifelong Learning in Belfast based on the EU definition of Lifelong Learning which is



This EU definition also provides us with the following values, ethics and principles that underpin the Strategic Framework:

- Valuing all forms of learning
- Creating a learning culture
- Facilitating access to learning opportunities
- Acquiring and updating all kinds of abilities, interests, knowledge and qualifications
- Striving for excellence
- Partnership working
- Insight into the demand for learning
- Adequate resourcing.

"...all learning activity undertaken throughout life with the aim of improving knowledge, skills and competence within a personal, civic, social and/or employment related perspective."



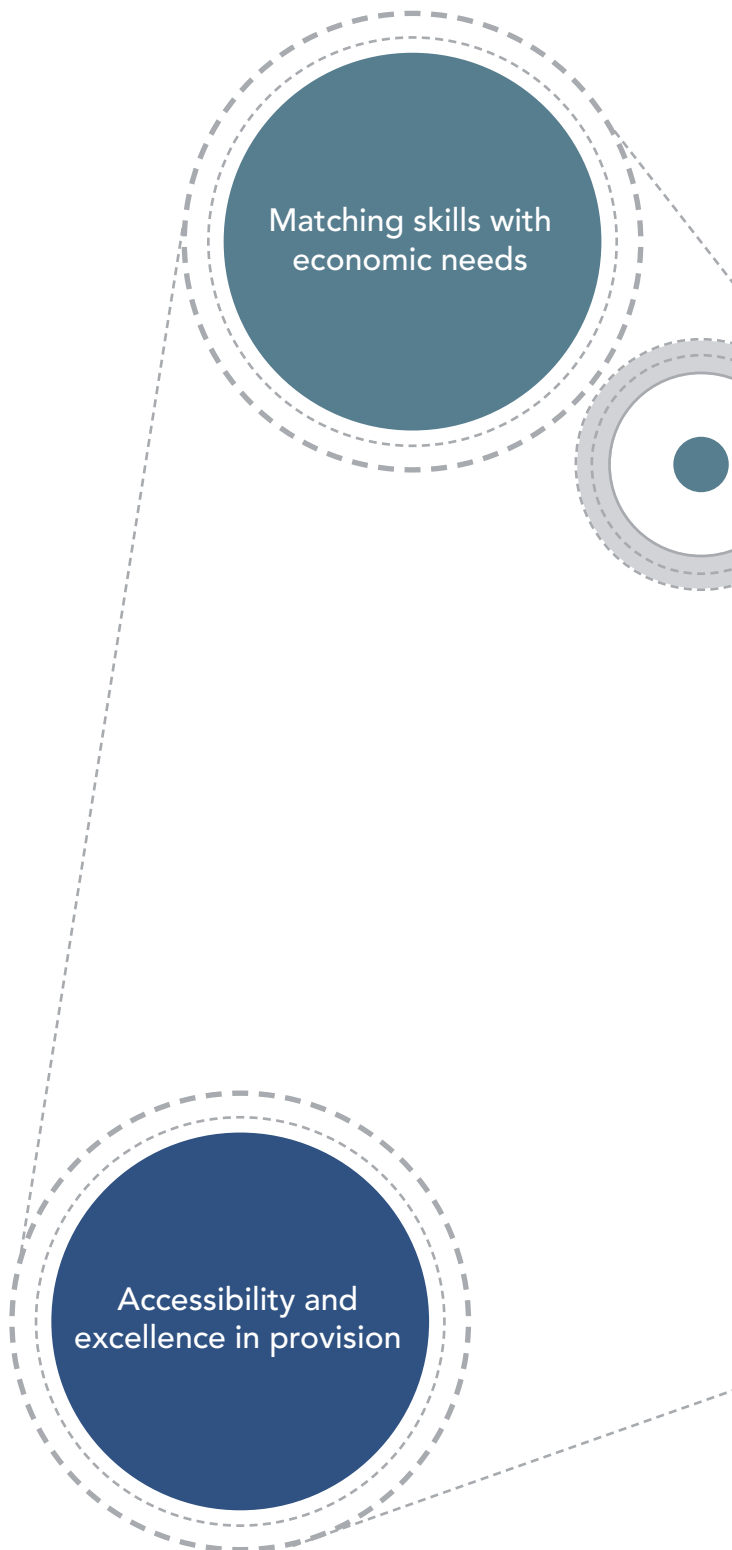
Strategic Objectives

- 1 To create a learning culture for the city of Belfast that recognises and values all forms of learning
- 2 To develop an inclusive, innovative and strategic approach to Lifelong Learning through partnership working, which maximises the reach and impact of all available resources
- 3 To promote collaborative working between key stakeholders to ensure equality of access to Lifelong Learning opportunities and to inform excellence in the design and development of Lifelong Learning provision
- 4 To realign current and future skills provision with Northern Ireland's economic needs.

These objectives form the pillars of the Learning Charter, set out below, and are the key drivers for 'Belfast a Learning City'.

Changing the way we work together

Our partners in BSP have endorsed 'Belfast a Learning City' and have committed to its vision and guiding principles. All partners are needed to make the vision a reality, both individually through organisational activities, and collectively through enhanced cooperation and collaboration, **"...changing the way we work together"** as outlined in the BSP mission. A demonstration of this commitment will be signing up to the Learning Charter for Belfast.



Matching skills with economic needs

Accessibility and excellence in provision



The Learning Charter for Belfast

This Learning Charter has been drawn up to ensure that all organisations involved in delivering Lifelong Learning across the city can sign up to a set of guiding principles and related actions to establish Belfast as a Learning City.

Through collaboration, all organisations in the city which provide opportunities for learning can maximise the investment they make and promote Belfast as a Learning City for all.

The Learning Charter sets out the basis for this collaboration, with a set of key principles and related actions which underpin a learning culture, and we ask organisations to pledge their commitment to the key principles and related actions set out below.

The Learning Charter will provide an opportunity to create a binding agreement for key partners and providers across Belfast, with clear principles for provision, engagement, access, and commitment to:

Creating clear pathways for entry and progression routes for learners

Creating easier access for learners at all levels and across all ages

Promoting best practice in Lifelong Learning, fostering connectivity, debate and knowledge sharing

Influencing policy and practice

Addressing economic disadvantage through advocating for the Living Wage and creation of real jobs.

We are committed to signing up to the following guiding principles and related actions.

1 Creating a learning culture for the city of Belfast that recognises and values all forms of learning

- Ensuring learning is for all citizens of all age groups, with equality of access and availability across the city
- Creating and adopting a common brand and messaging around learning in the city
- Recognising and promoting all forms of learning within our organisations
- Developing and supporting local learning ambassadors
- Disseminating information and good practice case studies to increase effective learning
- Developing a set of shared frameworks on pathways to learning
- Promoting resilience through Lifelong Learning.

2 Developing an inclusive, innovative and strategic approach to Lifelong Learning through partnership working which maximises the reach and impact of all available resources

- Developing and participating in a Belfast Learning City Forum which values mutual respect and meaningful collaboration
- Developing and updating website information on Lifelong Learning opportunities in Belfast
- Using available research and highlighting any gaps
- Promoting where technology can enhance Lifelong Learning
- Sharing research and other evidence in a central e-library for Belfast.

3 Promoting collaborative working between key stakeholders that ensures equality of access to Lifelong Learning opportunities and informs excellence in the design and development of Lifelong Learning provision

- Identifying, developing and working towards shared quality standards
- Increasing diversity among learners, promoting inclusion
- Ensuring that support for transition stages for learners is built into learning provision
- Creating listening and reflection loops with learners to shape and enhance our services
- Engaging with learners to increase and refine responses to their needs
- Promoting best practice in Lifelong Learning
- Fostering connectivity, debate and knowledge sharing.

4 Realigning current and future skills with Northern Ireland's economic needs

- Contributing effectively to the economic and social success of the city
- Listening to employers on their needs for recruitment and in work support
- Addressing the needs of those with no or low skills or qualifications
- Assisting the under-employed to achieve their potential
- Sharing targets and outcomes
- Connecting with and influencing government and the private sector on the specific needs of Belfast
- Promoting continued workplace learning and upskilling
- Connecting with and influencing educators on current and future Northern Ireland economic needs
- Advocating for the Living Wage and the creation of real jobs.

Signed

Organisation/
On behalf of

Date

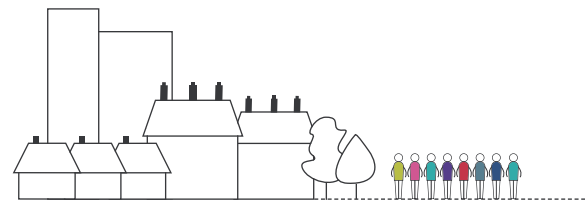
I/We endorse and commit to the above and herewith will undertake to actively participate in helping to make Belfast a Learning City for all.



**Making life better,
together**
Belfast Strategic Partnership

Focusing on Life Inequalities

Belfast Works – a Key Demonstration of the Learning Charter in Practice



We aim to develop a new and innovative approach to addressing the employability and skills needs of those groups experiencing multiple barriers in accessing the labour market in Belfast, within a supportive non-threatening context.

The Lifelong Learning Thematic Group considered the Glasgow Works model as a potential model for application in Belfast. The group investigated the development of Glasgow Works to gain an overview and an analysis of its strategic and operational structures and key lessons for possible application in Belfast.

The key learning summary from Glasgow Works highlighted:

- A new step change approach to funding, coordinating and prioritising is essential
- This approach is not just about employment but pathways for those in priority groups (e.g. Black and Minority Ethnic groups, over 50s, young people, long-term unemployed)
- An emphasis on Lifelong Learning, skills and personal circumstances with a more flexible, coordinated and person centred approach
- City targets are essential along with subdivision to area targets and specific group targets
- Robust central monitoring and tracking
- Coordination, buy-in and collaboration across sectors and agencies and from strategic to local delivery
- A key concentration on health
- A specific concentration on engagement with employers.

There will be four distinct elements:

- Direct employment
- Placements provided
- A continuum of distinct entry points and progression routes
- Social and personal support programmes / interventions.

We aim to secure commitment for:

- Belfast City Council to lead on an Integrated Economic Strategy, and an Employability and Skills Strategy for Belfast, and to incorporate the Belfast Works component within these strategies
- BSP partners to provide placements and employment opportunities for the specific target groups in the Belfast Works initiative
- Ensuring that target groups are involved in developing the Belfast Works initiative in Belfast
- A new partnership between health and employability services.

Four Distinct Elements

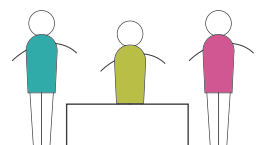
Direct
employment

Placements
provided

A continuum
of distinct entry
points and
progression
routes

Social and
personal support
programmes /
interventions

"My teacher was like a mentor to me. She gave me confidence to do something different and taught me the importance of not limiting my aspirations, no matter where you come from."



A Communications Plan

We aim to develop a Communications Plan with clear, consistent and positive messages, which will support and promote 'Belfast a Learning City' and highlight the importance of Lifelong Learning for all citizens of Belfast.

The plan will support us to:

- Raise awareness of 'Belfast a Learning City' and the Learning Charter with all stakeholder groups
- Communicate and promote positive coverage of Lifelong Learning information on a regular basis
- Communicate and promote Lifelong Learning developments to the Northern Ireland Assembly and all relevant Departments.

Key messages for Lifelong Learning:

Addressing life inequalities: the importance of ensuring access to Lifelong Learning opportunities for all citizens of Belfast and at all life stages. The need for BSP to act as a champion for addressing barriers and to lobby for change.

Economic: the prospects for the economic future of Belfast are at a crucial juncture. Without the much-needed investment and crucial work carried out by Lifelong Learning, another generation could be lost in Belfast, and by implication to Northern Ireland. This would also result in a huge impact on the wider Belfast and Northern Ireland economies, which can ill-afford to let an area of this size and population fail economically.

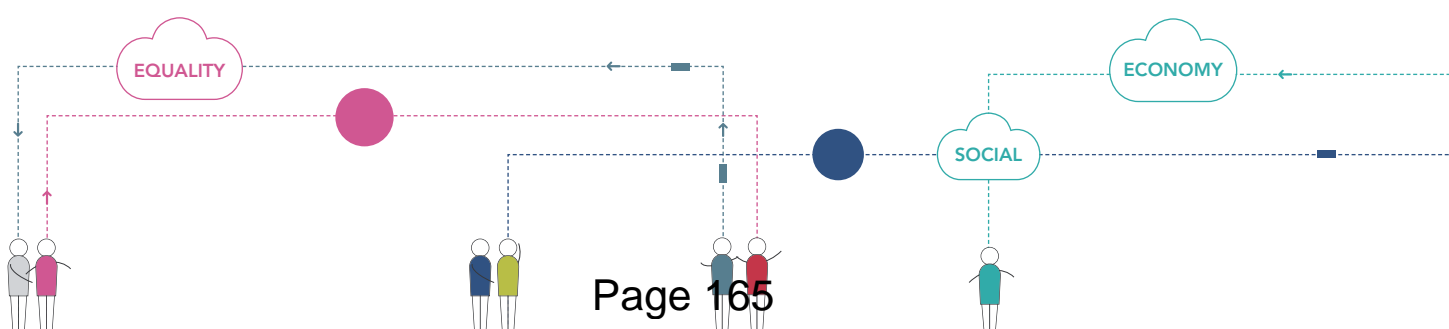
Long-term dividends from investment: relatively small investment now will result in considerable savings to the public purse in the medium to long-term. We emphasise the 'value for money' argument and the economic imperative to do things differently, particularly in relation to skills development.

Social Inclusion: Belfast bore a heavy burden of violence and social and economic deprivation in the Troubles. Legacies of economic disadvantage, social exclusion and marginalised groups and communities need to be addressed.

Increase Emotional Resilience and improve quality of life: the importance of understanding and valuing learning which provides tools for life, supports personal growth, self confidence, self-esteem and strengthens personal and social support networks. Emotional Resilience refers to an individual's ability to adapt to stressful situations or crises that may have occurred in the past, present or into the future.

Programme for Government: many of the priorities laid out in the Northern Ireland Assembly's Programme for Government can be addressed through 'Belfast a Learning City' and the Learning Charter.

A tool for social change: the transformative power of Lifelong Learning for individual citizens and communities cannot be overestimated. It will also promote active and inclusive citizenship.



Research

In order to add to what we know about Lifelong Learning in Belfast, we will need to take forward the following areas of research:

Ongoing work in identifying the key gaps and needs in Lifelong Learning, and mechanisms for monitoring progress, in areas such as:

- The barriers and multiple barriers experienced by those groups/communities with a poor uptake of Lifelong Learning opportunities
- Best practice examples of overcoming these barriers
- The current and future work 'lean' for skills and employment needs in Belfast
- The current and future support needs of those experiencing multiple barriers in accessing the labour market in Belfast.

We will work with a wide range of government departments who have a portfolio for Lifelong Learning. We will also work with local community based providers to ensure provision is appropriate to the needs of our target groups, and to lobby for resources and support for community based provision.

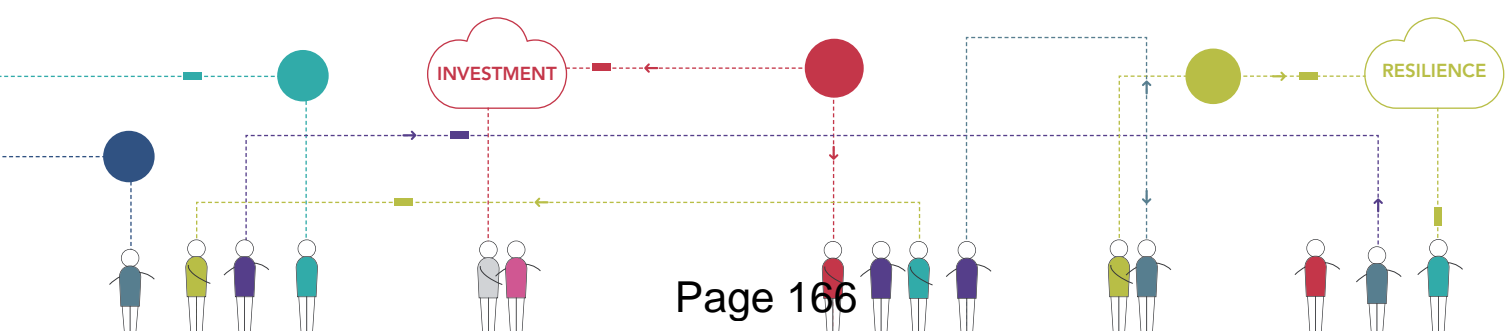
"Taking part is helping me fight my depression."

Making a Difference

We will know we are making a difference by measuring the following improvements:

- More people feeling that they are treated with respect and dignity in education, employment, skills and personal development environments
- Increased uptake and retention rates for targeted initiatives, with more visible access and progression services
- Increased feelings of a locus of control in learning environments by more disadvantaged and marginalised groups
- A reduction in the current levels of worklessness among specific target groups in Belfast
- Increased feelings of belonging for citizens within local communities and in Belfast as a city
- Increased Emotional Resilience for citizens of Belfast.

"I have complex physical and mental health problems but since I joined the project I've been able to look outside myself, help others, be creative and have a better social life!"



Leadership and governance arrangements for 'Belfast a Learning City' will be provided by Belfast Strategic Partnership.

The Lifelong Learning Thematic Group will coordinate related actions against specific timescales with agreed resources.

Its members are drawn from the following organisations:

- Ashton Community Trust
- Belfast City Council
- Belfast Education and Library Board
- Belfast Health and Social Care Trust
- Belfast Metropolitan College
- Council for Catholic Maintained Schools
- Department for Employment and Learning
- Department for Social Development
- Gems NI
- Healthy Ageing Strategic Partnership
- North Belfast Partnership Board
- Queen's University Belfast
- The Frank Gillen Centre

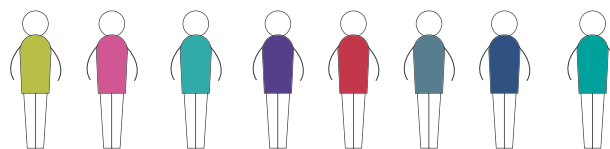
The Belfast Health Development Unit provides support to the Lifelong Learning Thematic Group through a Lead Officer and additional support as needed.

The membership of the Lifelong Learning Thematic Group is reviewed on an annual basis, in line with the Terms of Reference for the group.



"After I retired I took up several classes, which helped my personal development. Thanks to computer classes I'm one up on my grandchildren when it comes to computers!"

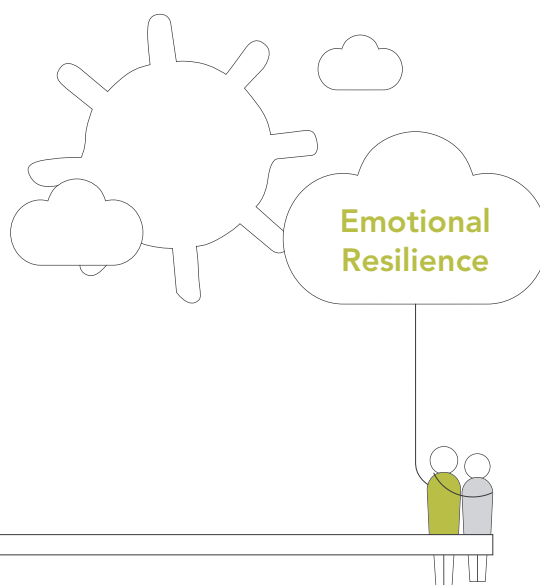
Links with Belfast Strategic Partnership (BSP) Thematic Areas and Cross-Cutting Themes



The (BSP) has identified Emotional Resilience as the thread that connects all of its areas of work. Emotional Resilience is defined as an ability to adapt to stressful situations or crises. To support this approach we have identified how 'Belfast a Learning City' supports and enhances Emotional Resilience, and how it links with other BSP areas of work:

- 'Belfast a Learning City' promotes the importance of learning as a tool for life and highlights how learning can be used to improve the quality of life for marginalised, vulnerable and disadvantaged individuals and groups in Belfast thus supporting the BSP Emotional Resilience Strategy.
- 'Belfast a Learning City' promotes a person centred approach to learning and this will take into account individual and family support needs to ensure maximum engagement in learning situations. Elements of Belfast Works will include building confidence and self-esteem. This approach supports the BSP Emotional Resilience Strategy.
- 'Belfast a Learning City' puts people at the heart of learning and sets out to create accessible, welcoming, respectful and supportive learning environments. This approach will support the BSP Emotional Resilience Strategy by increasing learners' sense of ownership, responsibility, enjoyment and sense of control in their learning process.
- 'Belfast a Learning City' is Age-friendly and for all life stages; it will link with the Age – friendly Belfast Plan to ensure we work to meet the needs of older people as a specific target group.
- 'Belfast a Learning City' promotes the need for more opportunities for disadvantaged marginalised groups to participate in Lifelong Learning opportunities. Therefore it will contribute to enhancing community capacity, civic participation and social inclusion agendas.
- 'Belfast a Learning City' will lobby to ensure the Living Wage is part of the Belfast Works initiative and therefore supports the BSP agenda to tackle poverty.
- The 'Belfast Works' approach includes a citywide strategy, which will offer participants opportunities to travel to different areas of the city. This supports the vision and aim of the Belfast Active Travel Action Plan to connect people and places across the city in a realistic, affordable and more accessible manner for all.

"Flexibility on stopping and starting when I had my first child helped me when I might have given up on a career."



Belfast a Learning City

Engaging with people
as active partners
in learning

Harnessing learners'
assets and life
experiences in the
learning environment

Listening and acting
on learners' feedback
and experiences

Respecting the
different ways
of learning

Supporting learning in
safe, accessible learning
environments

Maintaining learners'
optimum levels of
physical, emotional
and mental wellbeing



Including learners'
views in our plans

Providing high
quality and
responsive services

Respecting the
different cultures
within our society

Helping partners
understand learners'
needs

Providing opportunities
for learners to shape
our services

Supporting learners
with the challenges
of formal learning





Appendices

Appendix 1: Belfast Strategic Partnership

Belfast Strategic Partnership

The Belfast Strategic Partnership (BSP) was established by the Public Health Agency (PHA), Belfast City Council (BCC) and Belfast Health and Social Care Trust (BHSCT) to provide a collaborative approach in addressing life inequalities in Belfast.

The BSP is led by the three Chief Executive Officers and has representation from a wide range of organisations, including the community, statutory, voluntary and private sectors.

The aim of the BSP is ***“to champion and lead the case for tackling life inequalities across all communities in the Belfast area.”***

Belfast Health Development Unit

The Belfast Health Development Unit (BHDU) supports and drives the work of the BSP and will support the delivery of the Framework for Action.

Vision

‘All people and communities in Belfast can confidently expect to have access to the opportunities and resources they need to live longer, healthier lives.’

Mission

‘To reduce life inequalities and improve the health and wellbeing of people in Belfast by changing the way we work together. We do this by jointly harnessing the enthusiasm, efficiency and experience of our stakeholders to seek health and wellbeing gains in ways that we cannot do by working alone.’

Purpose

- To shape the future health and wellbeing priorities for Belfast
- To foster and take advantage of strategic opportunities to achieve better health outcomes
- To work together on areas where we can achieve the most impact
- To inform and influence future policy development
- To focus on the prevention of ill-health
- To develop and deliver an overarching health and wellbeing action plan for the city.

Key Principles

To successfully reduce inequality and address the wider determinants of health we must:

- Maximise our combined impact by working better together
- Be accountable to others based on the results of our work
- Base our decisions and actions on evidence and learning from others
- Be open to innovative approaches and be prepared to work differently
- Encourage the active involvement of all stakeholders and strengthen relationships
- Build on the success of existing partnerships and programmes of work
- Engage with communities and seek to contribute to Community Planning
- Make effective use of our collective resources through better joint planning and priority setting
- Drive Equity in Health and Wellbeing through all of our policies
- Share our learning to change the way the public sector works.

Appendix 2: Belfast Strategic Partnership - Central Priority

The central priority of the Belfast Strategic Partnership is to strengthen the emotional wellbeing and resilience of individuals and communities in Belfast. Emotional Resilience refers to an individual's ability to adapt to stressful situations or crises that may have occurred in the past, present or into the future.

Belfast Works is one of Belfast Strategic Partnership's Key Demonstration Projects, contributing to the building of Emotional Resilience. See Diagram 1 below.

Diagram 1: Key demonstration projects - contribution to Emotional Resilience





**Making life better,
together**

Belfast Strategic Partnership

Focusing on Life Inequalities

The Belfast Strategic Partnership is committed to making information as accessible as possible and to promoting meaningful engagement. Requests for this publication in another format or language will be considered.

**For further information on
this publication please contact:**

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www.makinglifebettertogether.com

Putting people at the heart of learning

Published by Belfast Strategic Partnership: 02/15



Comhairle Cathrach Chorcaí

Cork City Council

Seomra an Ardmhéara, Halla na Cathrach, Corcaigh, T12 T997
Lord Mayor's Room, City Hall, Cork, T12 T997

Rt Hon, the Lord Mayor of Belfast, Councillor Deirdre Hargey,
Lord Mayor's Office,
Belfast City Hall,
Belfast,
BT1 5GS

8th May, 2019

LETTER OF INVITATION TO JOINTLY SIGN A MEMORANDUM OF UNDERSTANDING BETWEEN IRISH LEARNING CITIES

Dear Lord Mayor,

I am writing to you following discussions between our cities, to propose that we jointly sign a Memorandum of Understanding on Learning Cities at a short ceremony at 10am in Portlaoise on May 13th next.

As you are aware, all our cities are members of an all island Network of Learning Cities and are committed to developing our cities and city-regions to be sustainable and inclusive, to respond to UNESCO Learning City development principles and the UN Sustainable Development Goals.

The proposed attached Memorandum of Understanding, through the support of our offices, will substantially strengthen the work of this Network to engage with each other, city-to-city, to share good practice and know-how. It will commit our cities to continue to work together on this important agenda over the next three years initially, with further extensions of our co-operation to be considered in due course. And it has the potential to forge new links and partnerships among our Learning cities and also among our Learning partners at local level.

In the context of current developments on the island of Ireland and across Europe, I believe you will share the view that this city-to-city co-operation is more important than ever, that lifelong learning is crucial to enable all citizens to respond to current and future challenges, and that learning has the potential to transform lives, communities and ultimately, achieve sustainable development in our cities.

I hope you can join us at this signing to help shape the future of learning cities on the island of Ireland. I look forward to meeting you on the day.



Comhairle Cathrach Chorcaí Cork City Council

Seomra an Ardmhéara, Halla na Cathrach, Corcaigh, T12 T997
Lord Mayor's Room, City Hall, Cork, T12 T997

Kindest Regards,

Is mise le mór mheas,

**CLLR. MICK FINN,
ARDMHÉARA CHORCAÍ,
LORD MAYOR OF CORK.**

CC Lord Mayor of Dublin, Councillor Nial Ring
Mayor of Limerick, Councillor James Collins
Mayor of Derry City and Strabane District Council, Councillor John Boyle

“Learning Cities”
Memorandum of Understanding
Between
Dublin City, Cork City, Limerick City and County, Belfast City & Derry City and Region

Dublin City, Cork City, Limerick City and County, Belfast City & Derry City and Region, with a shared dedication to strengthening friendly relations and enhancing cooperation between the peoples of the cities and city regions, have agreed to carry out Learning City exchanges focused on the principles of the UNESCO Global Network of Learning Cities.

AREAS OF EXCHANGE

By way of this Memorandum of Understanding, the undersigned agree that it is of mutual benefit to promote collaboration between Dublin, Cork, Limerick, Belfast and Derry in the area of Lifelong Learning.

Through the cities’ and city regions’ participation in the UNESCO Global Network of Learning Cities and through involvement in related activities, Dublin City, Cork City, Limerick City and County, Belfast City and Derry City and Region are committed to sharing best practices on matters of lifelong and life-wide learning.

Through this Memorandum of Understanding, each of the cities /city regions commit to support The Irish Network of Learning Cities for sharing support, inspiration, know-how and good practice.

Each city /city region commits to the implementation of UNESCO Learning City policies as defined in the Beijing Declaration on Learning Cities, the Mexico Statement on Building Sustainable Learning Cities, the Key Features of Learning Cities –

To effectively mobilize resources in every sector to promote:

- Inclusive learning from basic to higher education;
- Revitalize learning in families and communities;
- Facilitate learning for and in the workplace;
- Extend the use of modern learning technologies;
- Enhance quality and excellence in learning, and
- Foster a culture of learning throughout life.

And the Cork Call to Action on Learning Cities - to implement lifelong learning strategies pertaining to the personal, social, civic, environmental and economic dimensions of the SDGs that promote:

- Equitable and inclusive learning and living environments;
- Green and Healthy learning and living environments;
- Opportunities for decent work and entrepreneurship.

In identifying and carrying out exchanges in these areas, the cities and city/regions aim to enhance:

- Individual empowerment
- Social inclusion
- Economic and cultural prosperity
- Health and wellbeing and
- Sustainable development

with an approach based upon using learning as a tool to tackle inequalities and strengthening communities as the active foundation of a learning society.

FINANCIAL PROVISIONS

Each of the partners agree that the necessary expenses for mutual visits and exchanges of official projects under this Memorandum of Understanding will be decided through separate discussions between organizations concerning the areas of exchange and based on the differing conditions in the cities /city regions. If any side encounters financial difficulties in the course of carrying out an individual project, a suitable adjustment or postponement of the project will be decided upon by consultation between the cities.

ENTRY INTO EFFECT

The Agreement will enter into effect on the day of signature and remains in effect for three years. The Agreement may be extended for successive three years with the written consent of both parties hereto. The parties may agree to extend the Agreement for further periods. This Agreement may be amended or terminated at any time with the written consent of all parties hereto.

Done in multiple on this 13th day of May 2019, each text being equally authentic.

FOR THE CITY OF DUBLIN

FOR THE CITY OF CORK

Lord Mayor Cllr. Nial Ring

Lord Mayor Cllr. Mick Finn

FOR THE CITY AND COUNTY OF LIMERICK

FOR THE CITY OF BELFAST

Mayor Cllr. James Collins

Lord Mayor Cllr. Deirdre Hargey

FOR THE CITY AND REGION OF DERRY

Mayor Cllr. John Boyle



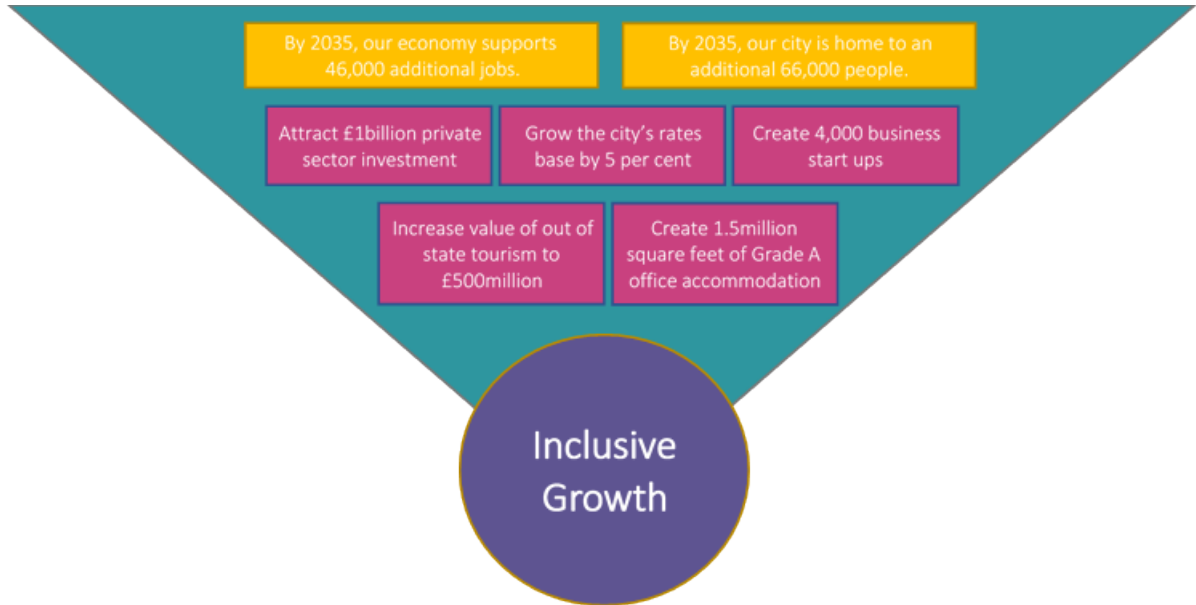
Subject:	Update on Inclusive Growth
Date:	23rd August, 2019
Reporting Officer:	John Tully, Director of City and Organisational Strategy
Contact Officer:	Christine Robinson, Head of Strategy, Policy and Partnerships

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	Members will be aware that officers are currently drafting an inclusive growth strategy to outline the council's commitment to creating an inclusive city.
1.2	This report provides the Committee with a high level overview of the commitments contained within the strategy and outlines the next steps that will be undertaken to ensure that a final strategy is presented to committee in September and a public consultation commences in October.

2.0	Recommendations
2.1	<p>The Committee is requested to:</p> <ol style="list-style-type: none"> note the wide range of commitments included within the inclusive growth strategy and that it will be accompanied with a one year action / delivery plan; note that a full version of the document will be sent to parties week in the commencing 26th August for review and comment and that officers will engage with political parties to receive comments; note that a final document will be brought before the Committee in September; and agree to an all-party launch of the strategy for consultation in October 2019.
	Main Report
3.1	At the SP&R Committee meeting on 20th April 2018, Members agreed to a five step approach to developing an inclusive growth framework for the city, and following a series of one to one interviews with Party Group Leaders, Committee Chairs, Chief Officers and an all member workshop, as well as a detailed analysis of the data available in Belfast, an Inclusive Growth statement and definition was agreed.
3.2	<p>Subsequently at the SP&R Committee meeting on 7th December 2018, a draft bespoke Belfast City Council inclusive growth decision-making framework was presented and agreed. This framework is designed to ensure that inclusive growth is placed at the heart of policy, capital and programme decisions. Furthermore, members also agreed, that in the first instance, our efforts would be focused on the following four target inclusive growth groups:</p> <ol style="list-style-type: none"> 1. Workless residents; 2. Residents with low skill levels; 3. In work, low earning individuals; and 4. Young people not in education, employment or training (NEET).
3.3	These inclusive growth groups have been determined based on a review of the evidence and the consultation carried out with Members. Furthermore, these groups align to the ambitions and priorities set out in the Belfast Agenda.

3.4	<p>During the one to one interviews and at the workshop, Members consistently highlighted a number of actions they felt needed taken forward as part of inclusive growth. Whilst these are not specifically part of the Inclusive Growth Decision Making Framework, they were felt necessary in moving forward the inclusive growth agenda. Since then officers from within the Strategy, Policy and Partnerships team have been working with departments to develop the Inclusive Growth Strategy.</p> <p>The focus of the Strategy</p>
3.5	<p>The Inclusive Growth Strategy sits within the overarching framework of the Belfast Agenda and is closely aligned to its economic growth ambitions.</p>
3.6	<p>The Belfast Agenda is an ambitious plan for the city, with a strong economic focus and far-reaching targets for population and jobs growth. In order to address the long term challenges facing people in Belfast such as health and educational inequalities, the need for good relations, ensuring people feel safe and have good living conditions, we need to focus on growing our economy and ensure the benefits are felt by everyone.</p>
3.7	 <p>Council has therefore rightly set out an ambitious economic growth agenda – this is highlighted by our success and commitment to securing the Belfast Region City Deal, the creation of a range of investment funds and interventions designed to make Belfast a great place to locate and start a business. We are also committed to creating a strong and vibrant city centre – its development is vital for attracting private sector investment, creating revenue and enabling the sustainability of council expenditure and service delivery.</p>

3.8	Of course, economic and population growth on its own is not enough. These are a means to an end to help us reduce inequalities and create opportunities for all. Not everyone in Belfast has benefited in the past and unless there is a paradigm shift in our policy framework this will continue. While Belfast currently displays great economic optimism, it is imperative the benefits of this growth are inclusive, where everyone has the opportunity and aspiration to succeed.
3.9	The Strategy is one aspect of the work that is underway with partners to ensure that the ambitions of the Belfast Agenda are met. Members are asked to note that further detail on core strands of work being implemented with Community Planning Partners will also be brought to Committee in September.
3.10	<p>The document focuses strongly on our <i>role as an inclusive corporate body</i> looking at what we do in areas of:</p> <ul style="list-style-type: none"> ➤ procurement – social value and sustainability ➤ employment – recruitment, fair work and employability & skills ➤ investment - decision making framework ➤ service design/provision - inclusive
3.11	It also focuses on our <i>influencing and civic leadership role</i> , acting as a call to action to others across the City.
3.12	It has been designed to be a <i>living document</i> – therefore, as our expertise and evidence base develops we will strengthen commitments and set targets. To support this a <i>first year action plan</i> will be published alongside the consultation document and an updated action plan will be produced for each subsequent year thereafter. Members are asked to note that development of the policies and initiatives required to create an ‘Inclusive Belfast’ will continue alongside the public consultation.
3.13	It is important to note that implementation will require ongoing policy development and operational decisions e.g., procurement, City Charter, ring-fencing of budget for apprenticeships etc.

Key Commitments

3.14 The table below summaries key commitments:

Chapter	High Level Commitments
Our Inclusive Growth Statement & Cohorts	This defines what inclusive growth means for us as a council and where, over the next few years, we will focus our efforts. It reiterates our inclusive growth cohorts.
Our Corporate Commitments	<p>This details how, as a corporate body, we will contribute toward inclusive growth and provide civic leadership for the city.</p> <p><u><i>Harnessing procurement to social value</i></u></p> <ul style="list-style-type: none"> • Develop Social Value Procurement Framework and Toolkit; • Ensure environmental and sustainability considerations will be a key aspect of our social value framework; • Develop local supply base, remove barriers and increase capacity of underrepresented suppliers; • Support development of cooperatives or new business to meet demand; • Develop capacity building programme for local businesses; and • Pilot social value through two council procurement contracts and identify two Belfast based anchor institutions willing to develop their own social value procurement framework. <p><u><i>Promoting inclusive growth through our role as an employer</i></u></p> <p>Promotion of fair work and good quality jobs</p> <ul style="list-style-type: none"> • Pay Real Living Wage and create a Real Living Wage City;

		<ul style="list-style-type: none"> • Mainstream equality, diversity and inclusion; • Work with employee networks to improve employee voice; and • Only endorse the use of casual contracts when both parties enjoy flexibility. <p>Improving participation in employment</p> <ul style="list-style-type: none"> • Offer apprenticeships and commit to a target number of recruitment campaigns; • Ring-fence 25% of suitable entry level posts for inclusive growth groups and provide pre-recruitment programme support; • Review employability support and design targeted workplan with partners; and • Develop a city wide Volunteering Strategy and Staff Volunteering Policy. <p><u><i>Embedding an Inclusive Growth Decision Making Framework</i></u></p> <ul style="list-style-type: none"> • Ensure that our major decisions are aligned to our inclusive growth ambitions; • Test and implement Inclusive Growth Decision Making Framework; and • Encourage our city partners to use the decision making framework.
	Creating an Inclusive City	<p><u><i>Inclusive Growth City Charter and growth sectors</i></u></p> <ul style="list-style-type: none"> • Co-design Inclusive Growth City Charter and assessment tools with key anchor institutions and partner organisations; • Work with organisations to seek alignment with CSR activity; • Develop a strategy to access private/philanthropic funding; and • Work with stakeholders to establish digital innovation and tech inclusion group – addressing

		<p>barriers to participation and setting employment targets.</p> <p><u>Prioritising employability and skills /Belfast Region City Deal</u></p> <ul style="list-style-type: none"> • Develop and deliver a Belfast Employability Pathway – working with partners to combine our collective requirement power, ring fencing entry level opportunities; • Deliver suite of sectoral employment academies; • Development and launch of citywide GCSE revision programme; • Deliver schools based employment academies supporting young people in year 12 at greatest risk of not achieving/dropping out; and • Improve connectivity of neighbourhoods to opportunity by maximising the opportunity of BRCD to deliver BRT II. <p><u>Promoting inclusive growth through planning powers</u></p> <ul style="list-style-type: none"> • Develop and adopt Developers Contribution Framework; and • Continue to pursue the Councils ambitions in relation to affordable housing. <p><u>Inclusive Civic Voice</u></p> <ul style="list-style-type: none"> • Test a range of innovative approaches to harness civic voice; and • Develop and test new models of engagement with the CVSE sector.
	Holding Ourselves to Account	<ul style="list-style-type: none"> • Develop an Inclusive Growth Monitor and Dashboard; • Establish Inclusive Growth Oversight Board; • Continue to learn from best practice; and • Publish a yearly action plan.

3.15	<p>Next Steps</p> <p>The following steps are recommended:</p> <ul style="list-style-type: none"> • A detailed document will be circulated to all parties week commencing 26th August; • SP&R 20th September 2019 – bring draft strategy to SP&R Committee for approval. Final draft strategy to be agreed and ratified at 1st October 2019 Council; • September 2019 – Early testing/engagement of draft strategy with key anchor institutions, businesses and trade unions; • October 2019 – Public Launch of Inclusive Growth Strategy; and • October – December 2019 – Undertake public consultation on draft strategy and associated comprehensive equality screening to further inform final strategy. <p>Financial and Resource Implications</p> <p>While the Strategy Policy and Partnership team will continue to prioritise the work on Inclusive Growth, it is anticipated that additional developmental resource will be required to both mainstream the strategy within council and embed and develop the approach externally with partners.</p> <p>Equality or Good Relations Implications/Rural Needs Assessment</p> <p>The Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. A draft comprehensive screening has been completed and will be consulted on alongside the draft strategy.</p>
4.0	Documents Attached
	Appendix - Draft Inclusive Growth Policy Commitments

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Appendix 1: Draft Inclusive Growth Policy Commitments

Corporate Procurement

- Social Value Procurement Framework & Toolkit
- Environmentally sound procurement
- Understand our demand, impact and supply chain
- Develop local supply base, remove barriers and increase capacity of underrepresented suppliers
- Support development of co-operatives or new business to meet demand
- Inclusive growth framework for capital projects throughout City

Corporate Employment

- Offer public sector apprenticeships
- No exclusivity in casual contracts
- Ring-fence entry level posts and provide pre-recruitment support
- Pay real living wage
- Review and enhance our community outreach programme
- Develop a Volunteering Strategy
- Mainstream equality, diversity & inclusion

Civic Leadership

- Co-design Inclusive Growth City Charter & assessment
- Align partner CSR activity
- Establish a digital innovation and tech inclusion group
- Developer contributions framework & affordable housing policy
- Design & deliver Belfast Workplace
- Improved civic & CVSE voice
- Connectedness – BRT II
- Social Enterprise Action plan
- Promote use of SVP
- Create a Living Wage City

Accountability

- Living document – yearly action plan (1st published with plan)
- Setting targets, through committee, as we build evidence base and expertise
- Develop an Inclusive Growth Monitor & Dashboard
- Oversight Group
- Best practice – members & officers

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Subject:	Update on Physical Programme (including Capital Programme 2019/2020)
Date:	23rd August, 2019
Reporting Officer:	Sinead Grimes, Director of Physical Programmes Ronan Cregan, Deputy Chief Executive
Contact Officer:	Omar Balite, Programme Office Coordinator Shauna Murtagh, Programme Office Coordinator

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	<p>The Council's Physical Programme covers over 150 live regeneration projects across a range of funding streams including the Capital Programme, Leisure Transformation Programme, Belfast Investment Fund, Local Investment Fund, Social Outcomes Fund and the projects which the Council is delivering on behalf of other agencies. This report outlines:</p> <ul style="list-style-type: none"> - an overview of physical projects which have recently been completed

	<ul style="list-style-type: none"> - the Capital Programme and capital financing for 2019/2020 - a request for the Council to act as delivery agent for two externally funded projects
2.0	Recommendations
2.1	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> • note the update on the Physical Programme as at 3.1 below and that the Physical Programmes Department is happy to arrange a site visit to any projects that have been completed and/or are underway. <p>Capital Programme and Capital Financing 2019/2020 <i>(to be read in conjunction with the Medium Term Financial Plan and Efficiency Report which is also on the agenda)</i></p> <ul style="list-style-type: none"> • note the update on the Capital Programme for 2019/2020 as outlined in 3.3 below and in Appendix 2 and the update on Capital Financing as outlined in 3.6 below • note the deficit in capital financing in 2021/22 and 2022/23 and the challenges to be taken into consideration in relation to the future Physical Programme and note that Party Group Briefings will be undertaken as part of the rates setting process to update Members on the status of projects along with the emerging implications for future investment decisions and in particular the potential impact on the district rate. These will be delivered in conjunction with the Director of Finance & Resources. • agree to add the 'Upgrade of the Waterfront Escalators' as a Stage 1 – Emerging project onto the Capital Programme due to operational requirements <p>Role of the Council as delivery agent</p> <ul style="list-style-type: none"> • agree in principle that the Council acts as the delivery agent for two projects which are receiving external funding from other sources (the Belfast Islamic Centre and the VOYPIC/Include Youth) subject to the Council receiving a management fee for the delivery, full funding packages being in place and further discussions with Legal Services <p>Procurement</p> <ul style="list-style-type: none"> • agree that any necessary procurement processes (including the invitation of tenders and/or the use of appropriate 'framework' arrangements) be initiated for any Physical Programme's projects including externally funded projects for 2019/2020 as required, with contracts to be awarded on the basis of most economically advantageous tenders received and full commitment to deliver.

3.0	<p>Main Report</p> <p><u>Key Issues</u></p> <p>Update - Capital Programme</p> <p>3.1 The Council's rolling Capital Programme is a significant regeneration programme of investment across the city, which improves the existing Council assets or provides new council facilities. An update on the key projects under the programme is outlined below:</p> <p><i>Recently completed physical projects:</i></p> <ul style="list-style-type: none"> - Navarra Place - Navarra playground includes MUGA and the removal of an interface structure at the boundary with Serpentine Road (DoJ / MUGA Programme Phase 2) - Upgrades to parks, open spaces and playgrounds – including the refurbished playgrounds at Orangefield Park and Barnett Demesne (Shaws Bridge) - Corporate Projects - including the replacement of the PA system at Waterfront, Wireless LAN, external brickwork at Ulster Hall and roof replacement at City Hall - Local Investment Fund - Lambh Dhearg GAC (WLIF2-06), Cregagh Sports Club (ELIF2-11), Corpus Christi Youth Club (WLIF2-14), Colin Valley Football Club (WLIF2-16) and Brantwood & Loughside Football Club (NLIF061) <p>Photos of a number of the recently completed projects are attached at Appendix 1. Members are asked to note that the Physical Programmes Department is happy to arrange site visits for Members/ Party Groups to any physical project.</p> <p>Capital Programme and Capital Financing 2019/20</p> <p><i>Members are asked to note that this section should be read in conjunction with the Medium Term Financial Plan and Efficiency Report which is also on the agenda)</i></p> <p>3.2 The Council incurs both capital expenditure and capital financing costs in the delivery of its Capital Programme</p> <ul style="list-style-type: none"> • Capital Expenditure is the expenditure incurred in the actual delivery of contracts e.g. the actual payments to the contractor for a construction contract (see Appendix 2) • Capital Financing is the method the council uses to fund the capital expenditure. The capital financing costs include loan repayments (principle and interest); revenue contributions (cash payments to repay or avoid taking out loans); capital receipts and external funding.
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- 3.3 The **SP&R Committee has approved a capital financing budget of £21,524,022 for 2019/2020**. Members will be aware however that the Council has already committed financing to a range of physical projects under the Capital Programme as outlined in Appendix 1 and 2 and a number of non-recurrent projects which accounts for £7.56m of this. Loan and interest repayments are an additional £12,037,982. The Capital Programme also includes a number of Stage 1- Emerging Projects.

Table 1- Existing Capital Financing Budget 2019/2020

Existing Capital Financing Budget		£21,524,022
<u>Less:</u> Physical Programme Commitments (capital programme and non-recurrent projects)	£7,562,829	
Existing BCC Loans	£11,439,307	
Lisburn/ Castlereagh Transferred Loans	£598,675	
		(£19,600,811)
Balance Remaining		£1,923,211

- 3.4 Members are asked to note that although the above shows that there is a balance remaining of £1.9m the Director of Finance in the Quarter 1 Finance Update Report which is also on the agenda for consideration by the Committee, is recommending that, given the departmental and district rate forecasts, no further reallocations or cash flow payments are considered until the Quarter 2 position is presented to the Committee in November 2019.

- 3.5 **Future financing** - Members are asked to note that there are a range of physical projects which the Council must undertake from a health and safety, legislative and/or operational perspective in order to ensure that the Council fulfils its statutory duties and continues to run 'fit for purpose' services. These will all require capital financing. A number of these are already on the Capital Programme (*Waste Plan – Kerbside Collection system and Waste Transfer Station, Reservoir Safety works, Fleet Programme and IT programme*). These are all either Stage 1 – Emerging or Stage 2 – Uncommitted projects currently which means that final budgets have not yet been agreed however estimates have been used in order to calculate the impact of these on the capital financing budget and the availability of capital financing in the future. Members are asked to note that there is a requirement from an operational perspective to upgrade the escalators within the Waterfront in 2021/2022 and this has also been built into scenario planning in respect of the impact on capital financing. Members are also asked to agree that the upgrade of the escalators is added as a Stage 1- Emerging Project onto the Capital Programme.

3.6

The table below shows that just to do the current committed projects on the Capital Programme plus the projects which are required from a health & safety, operational and/or legislative perspective means that there **will be a capital financing deficit of £576k in 2021/22 and £574k in 2022/23.**

Table 2 – Capital Financing – Impact of current committed projects

	Expenditure financed	2019/20	2020/21	2021/22	2022/23	2023/24
Total Financing Required	£279,616,052	19,600,811	20,061,872	22,100,029	22,098,272	20,706,550
Cap Financing Budget		21,524,022	21,524,022	21,524,022	21,524,022	21,524,022
Capital Financing Available		1,923,211	1,462,150	- 576,007	- 574,250	817,472

3.7

Members will be aware that there is an emerging list of future Physical Projects which have already been raised (detailed in the Medium Term Financial Plan and Efficiency Report) however Members are asked to note that none of these have financing associated with them. This evidences the increasing pressure in terms of overall affordability which the Physical Programme is facing. It is proposed Party Group Briefings will be undertaken as part of the rates setting process to update Members on the status of projects along with the emerging implications for future investment decisions and in particular the potential impact on the district rate. These will be delivered in conjunction with the Director of Finance & Resources.

Council acting as delivery agent

3.8

Members will be aware that over the past couple of years the Council has been requested to deliver a number of externally funded initiatives including Social Investment Fund (SIF) and Urban Villages (UV) projects and projects that received DfC match funding. These requests recognise both the successful track record of the Council as delivery agent as well as the unique role of the Council as civic leader in the city. **In total the Council is acting as delivery agent for over 90 projects worth in excess of £45m (this includes both completed, live and planned projects).** Members are asked to note that the Council’s Insurance Unit has advised that the Council’s Professional Indemnity Insurance only provides cover for services provided to third parties for a fee. This means that, where it is acting solely as the delivery agent for a third party project, the Council can only rely on its professional indemnity insurance policy if a management fee is received. Committee is asked to note therefore that the Council will be advising in the future that it will only be able to consider acting as the delivery agent for any third party projects if the proposal includes a management fee.

3.9	<p>Requests for Council to act as delivery agent – Members are asked to note that the Council has recently been requested to act as the delivery agent for two projects – the Belfast Islamic Centre and VOYPIC/Include Youth. Committee is asked to note that these projects are being 100% externally funded with DFC being a core funder for both. Final details of the funding package for both projects is being confirmed however the other funders require confirmation of the delivery mechanism for the projects before agreeing funding. There is no Council financial commitment to either project. Committee is asked to agree in principle to the Council acting as delivery agent for these projects subject to the Council receiving a management fee for the delivery, full funding packages being in place and further discussions with Legal Services</p>
3.10	<p>Committee is asked to note that amended letters of offer have now been received for a number of projects where the Council is acting as the delivery agent. Amended letters of offer are commonly received to reflect minor adjustments required following tender returns. The majority of these projects are underway or nearing completion and several of these projects are match funded by the Council, either under the various funding streams i.e. LIF/BIF/SOF or through close alignment with ongoing Council initiatives. The amended letter of offer amounts is attached at Appendix 3 and Members are asked to note these.</p>
3.11	<p>Approval to Procure</p> <p>Members are asked to agree that necessary procurement processes (including the invitation of tenders and/or the use of appropriate ‘framework’ arrangements) be initiated for any Physical Programme projects including externally funded projects for 2019/2020 as required, with contracts to be awarded on the basis of most economically advantageous tenders received and full commitment to deliver.</p>
3.14	<p><u>Financial and Resource Implications</u></p> <p><i>Financial</i> — As per report</p> <p><i>Resources</i> – Officer time to deliver as required</p>
3.15	<p><u>Equality or Good Relations Implications/ Rural Needs Assessment</u></p> <p>All capital projects are screened as part of the stage approval process</p>
4.0	<p>Documents Attached</p>
	<p>Appendix 1 – Photos of completed projects</p> <p>Appendix 2 - Capital Programme 2019-20</p> <p>Appendix 3 – Amended letters of offer for externally funded projects</p>

Appendix 1 - Completed projects photos

Navarra Place playground (before/ after)



Playground Refurbishment Programme – Shaws Bridge playground (before/ after)



Playground Refurbishment Programme – Orangefield Park playground



LIF – Colin Valley Football Club



LIF – Cregagh Sports Club (before/ after)



LIF - Lambh Dhearg GAC



LIF – Brantwood & Loughside FC



LIF - Corpus Christi Youth Club



Urban Villages – Benview Community Centre



Urban Villages – Footprints Women’s Centre



Urban Villages – Foundry Training Café



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APPENDIX 2 - CAPITAL PROGRAMME AND CAPITAL FINANCING

TABLE 1 - Stage 3 & Stage 2 - Committed Schemes Planned Capital Expenditure

	Total Cost	External Funding	Net Cost	Capital Expenditure		
				2019/20	2020/21	2021>>
Schemes at Stage 3 - Committed Projects						
Tier 3 - Schemes completed						
Half Moon Lake	200,000	-	200,000	3,286	-	-
Girdwood Hub	11,530,963	11,180,963	350,000	100,000	-	-
Drumglass Park	421,875	-	421,875	7,000	-	-
Sally Gardens - Pitch	1,141,142	425,000	716,142	59,000	-	-
Innovation Factory	8,750,000	5,009,000	3,741,000	7,112	-	-
Belfast Waterfront Exhibition and Conference Centre	29,564,400	18,564,400	11,000,000	26,649	-	-
Waterfront Parallel Project	2,900,000	-	2,900,000	495	-	-
Roselawn Site Extension - Section Z2-Z4	1,550,000	-	1,550,000	31,407	-	-
North Foreshore - Green Economy Business Park Infrastructure	9,622,223	6,000,000	3,622,223	10,000	14,436	-
Fleet Replacement Programme 2016/17	2,100,000	-	2,100,000	-	-	-
Playground Refurbishment Programme 2016/17	580,000	-	580,000	-	-	-
Tropical Ravine Refurbishment	4,105,500	2,405,500	1,700,000	-21,009	-	-
Skegoniel Site	270,000	-	270,000	5,969	-	-
Falls Park Open Space	270,000	-	270,000	-18,132	-	-
City Hall West Wing, Outdoor Space & Cenotaph	200,000	-	200,000	29,247	-	-
Clarendon Playing Fields (MUGA)	452,000	-	452,000	84,713	-	-
Playground Refurbishment Programme 2017/18	580,000	-	580,000	16,529	-	-
Ulidia Playing Field	1,100,000	-	1,100,000	30,000	445,925	-
Tier 3 Total	75,338,103	43,584,863	31,753,240	372,266	460,361	-
Tier 2 - Schemes currently underway						
Connswater Community Greenway/East Belfast Flood Alleviation Scheme	30,892,976	25,742,976	5,150,000	100,000	439,849	-
Pitches Strategy	15,197,896	1,197,896	14,000,000	598,642	-	-
LTP - Olympia Regeneration	21,750,000	2,750,000	19,000,000	1,679,932	-	-
Whiterock Community Corridor	1,700,000	-	1,700,000	79,527	811,203	-
North Foreshore - Development Sites Infrastructure works	6,876,220	-	6,876,220	777,314	1,080,000	4,189,362
Alleygating Phase 4	700,000	-	700,000	43,126	-	-
LTP - Andersonstown Regeneration	25,000,000	-	25,000,000	11,032,146	325,000	-
LTP - Lisnasharragh	20,000,000	-	20,000,000	7,979,101	260,000	-
Playground Refurbishment Programme 2018/19	812,000	232,000	580,000	338,333	-	-
Fleet Replacement Programme	4,170,000	-	4,170,000	2,676,787	2,200,000	2,200,000
LTP - Brook	15,000,000	-	15,000,000	7,741,662	195,000	-
Springfield SSs PIV Shared Spaces - Contingency	300,000	-	300,000	300,000	-	-
Blanchflower Playing Fields	1,100,000	-	1,100,000	425,955	-	-
Navarra Place (MUGA Programme Phase 2)	186,000	-	186,000	169,838	-	-
IT Programme - Corporate HR/Payroll System	328,910	-	328,910	27,251	-	-
City Cemetery - Baby Plot Memorial	50,000	-	50,000	28,537	-	-
IT Programme - Bereavement Services System	50,000	-	50,000	31,000	-	-
Tier 2 Total	144,114,002	29,922,872	114,191,130	34,029,151	5,311,052	6,389,362
Tier 1 - Schemes at tender preparation stage						
City Cemetery - HLF	2,307,000	1,687,000	620,000	144,699	443,006	-
Relocation of Service Yard at City Cemetery, Falls Park (includes Design)	461,000	-	461,000	461,000	-	-
Tier 1 Total	2,768,000	1,687,000	1,081,000	605,699	443,006	-
Tier 0 - Schemes at risk						
New Crematorium at Roselawn	18,000,000	-	18,000,000	125,000	200,000	17,488,836
IT Programme - Replacement of Planning Portal*	-	-	-	-	-	-
IT Programme - Customer Focus Programme*	-	-	-	-	-	-
Non-recurrent	1,200,449	-	1,200,449	1,200,449	-	-
LGR	505,772	-	505,772	505,772	-	-
Tier 0 Total	19,706,221	-	19,706,221	1,831,221	200,000	17,488,836
Stage 3 Total	241,926,326	75,194,735	166,731,591	36,838,337	6,414,419	23,878,198

* Projects agreed by Committee but final budgets not yet approved as this is subject to Committee approval -financing has been allocated

Total of Stage 3 and Stage 2 Schemes38,561,49430,665,28823,878,198

Capital Financing Cost of Planned Expenditure		14,196,445	13,531,490	14,474,045
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Capital Financing	Legacy	2,366,153	2,318,113	2,270,071
Capital Financing	Feasibility	250,000	250,000	250,000
Capital Financing	Planned Maintenance	0	1,000,000	1,000,000
Capital Financing	Non-recurrent	900,449		
Capital Financing	LGR	505,772		
Capital Financing subtotal		18,218,819	17,099,603	17,994,116

TABLE 2 - Schemes to be delivered from H&S/Operational perspective

As outlined in the Physical Programme Update report at 3.5 there are a range of schemes which the Council must undertake from a health and safety , legislative or operational perspective. These are all either Stage 1 – Emerging or Stage 2 – Uncommitted projects currently which means that total costs have not yet been agreed however estimates have been used in order to calculate the impact of these on the capital financing budget and the availability of capital financing in the future The overall impact of adding these projects onto the existing committed projects is shown in Table 2 pf the report and below - this shows a capital financing deficit in 2021/22 and 2022/23

	Total Cost	External Funding	Net Cost	Capital Expenditure		
				2019/20	2020/21	2021>>
Schemes to be delivered from H&S/Operational perspective						
Boodles Dam (Stage 2 - Uncommitted)		-	-			-
Roselawn Extensions (Stage 2 - Uncommitted)		-	-			-
Cathedral Gardens (Buoy's Park) (Stage 2 - Uncommitted)*	-	-	-			-
Waste Plan - New citywide kerbside collection system (Stage 2 - Uncommitted)	-	-	-			-
Waste Plan - Waste Transfer Station Upgrade (Stage 2 - Uncommitted)	-	-	-			-
Belfast Zoo - Health & Safety Works (Stage 2 - Uncommitted)		-	-			-
Fleet Investment Programme (Additional to the Fleet Programme)						
Waterfront Escalators**						
IT programme (Stage 1- Emerging)						
Reservoir Safety (Stage 1 - Emerging)						
New cemetery (Stage 1- Emerging)						
Belfast Blitz (Stage 1- Emerging)						
Total	-	-	-	-	-	-

* up to a maximum of £5million previously agreed by Committee
** proposed new Stage 1 - Emerging project subject to Committee approval

Capital Financing Required (Cost of H&S/Operational Expenditure)	1,381,992	2,962,269	4,105,913
Total Capital Financing required to deliver committed schemes and H&S schemes	19,600,811	20,061,872	22,100,029
CAPITAL FINANCING BUDGET	21,524,022	21,524,022	21,524,022
CAPITAL FINANCING AVAILABLE	1,923,211	1,462,150	-576,007

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SP&R Physical Programme Update

Appendix 3 – Amended letters of offer for externally funded projects

Project	Total Award	Funder
PIPS Suicide Prevention Ireland	£538,868	Social Investment Fund
Joanmount Methodists Church	£45,195	Social Investment Fund
Mount Merrion Parish Development Project	£101,770	Social Investment Fund
Glenburn Methodist Church Community Outreach Project	£89,097	Social Investment Fund
South City Resource Centre (St. Simon's Church Hall)	£592,852	Social Investment Fund
Short Strand Community Forum Play Area	£92,882	Urban Villages
Belfast Bikes (East locations)	£164,906	Urban Villages
Colin Allotments and Healthy Living Centre	£89,705	Urban Villages
Footprints Women's Centre	£103,485	Urban Villages
Benview Community Centre	£161,854	Urban Villages
The Foundry Training Café	£168,740	Urban Villages
The Diamond Project	£246,132	Urban Villages
Glenbryn Playground	£387,019	Urban Villages / DfC
John Paul Youth Club	£194,047	Urban Villages
Rev. Robert Bradford Memorial Park	£603,050	Urban Villages / DfC
Sandy Row Play Park	£244,368	Urban Villages
Sacred Heart Marrowbone	£1,364,623	Urban Villages / Dept. of Education
New Park in Colin	£4,131,167	Urban Villages
White Rise	£156,412	DfC
Dunmurry Station Footpath (Blacks Path)	£26,000	DfC
Grace Family Centre	£705,170	Urban Villages / DfC
Cancer Lifeline	£266,367	DfC
Paisley Park	£22,250	DfC

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Subject:	Medium Term Financial Plan and Efficiency Programme
Date:	23rd August, 2019
Reporting Officer:	Ronan Cregan, Deputy Chief Executive and Director of Finance and Resources
Contact Officer:	Trevor Wallace, Head of Finance

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	This report provides an update on the assessment of the key financial factors which influence the development of the Council's Medium Term Financial Plan for 2020/21 - 2022/23 and the rate setting process for 2020/21, together with an overview of the priorities and work in progress to establish the 2020/21 - 2022/23 Efficiency Programme.
2.0	Recommendation
2.1	The Committee is asked to note the challenges to be taken into consideration as part of the annual and medium term rate setting. A further report on progress will be brought to Committee in September.
3.0	Rate Setting Process
	A number of factors must be considered as part of the annual and medium term rate setting process. These include business as usual risks, existing priorities, growth priorities, efficiencies and the rate base.

	Business as Usual Risks
3.1	<p>There are three main uncontrollable costs likely to impact on business as usual budgets in the period 2020/21 to 2022/23:</p> <ol style="list-style-type: none"> 1. Externally imposed increases to the Council's pay bill. This includes the nationally negotiated pay awards and employers' pension contributions increase. In April 2018, a National Pay Award of 2% was agreed for Local Government Staff for 2018/19 and 2019/20. The National Pay Award for 2020/21 has not yet been settled. In the interim, a 2% increase will be estimated for 2020/21, 2021/22 and 2022/23. The current NILGOSC Triannual Valuation commenced in April 2019. This will set the increase in the contribution rate for the years 2020/21, 2021/22 and 2022/23. As the previous valuation resulted in a 1% increase in the contribution rate for 2018/19 and 2019/20, for medium term planning purposes an increase of 1% has been assumed for 2020/21, 2021/22 and 2022/23. 2. Future revenue running costs resulting from capital investment. The Council's asset base is growing as new schemes become operational. Members will be aware of the pressure faced by the Council to support local investment partnerships. These pressures are further exacerbated by the growing cost pressures and risks associated with the maintenance of an ageing estate. Existing maintenance budgets need to be reviewed to support the asset base. 3. External economic factors such as inflation, Brexit and the current political climate. The uncertainty around Brexit and levels of government funding make it difficult for services to budget for central government and European funding streams. Inflation is a further external pressure – the current CPI rate is 1.9% with a forecast rate of between 1.8% - 2.0% for 2021.
3.2	<p>Existing Priorities:The organisation has committed to a number of priorities including the Waste Plan, City Deal and Physical Programmes.</p> <p>The Council will face significant year on year increases in waste disposal costs as the arc21 residual waste contract and interim arrangements become operational. The likely impact of the Waste Plan for the period 2020/21 to 2022/23 will be considered as part of the 2020/21 estimates process.</p> <p>All City Deals require the councils to make a financial contribution to the delivery of their own capital projects, such as the City's Visitor Attraction. In previous years Members have agreed to include rate supported funding to help build the City Deal fund for Belfast. Proposals to</p>

	<p>include a further recurring contribution to the fund will need to be considered as part of the 2020/21 estimates process.</p> <p>Physical Programmes – Members have approved the 2019/20 capital financing budget to support the current Capital Programme. A report on the Capital Programme is also on the agenda for discussion which shows that there will be a capital financing deficit of £576k in 2021/22 and £574k in 2022/23.</p>
3.3	<p>Growth Priorities: The City Regeneration and Growth Committee on 27th March 2019 agreed a 12 week consultation on the draft Cultural Strategy 2020 – 2030. The findings are due to be presented to Strategic Policy and Resources Committee in September 2019. These proposals will be considered as part of the 2020/21 estimates.</p> <p>Council work on Climate Resilience is currently funded on a non-recurring basis. Consideration will need to be given by Members if this priority to provide recurrent resources in order to develop and implement priority actions in this area.</p> <p>The Inclusive Growth Strategy which underpins the Belfast Agenda will be considered by the Strategic Policy and Resources Committee in September. If agreed, its implementation will require a significant corporate commitment including a recurrent funding stream.</p> <p>Future Physical Programme Priorities – there are a number of emerging future Physical Programme priorities including</p> <ul style="list-style-type: none"> - Cultural Strategy - Pitches Phase 2 - Leisure facilities - Belfast Zoo - Parks Upgrades - Civic Buildings and Grounds - Waste Plan - Community provision - Alleygating - Neighbourhood Tourism Feasibility - Neighbourhood Tourism products - Neighbourhood Regeneration Fund - <p>None of the above have any financing associated with them and Members will need to consider as part of the rate setting process whether they wish to consider building up the capital financing budget to support future physical priorities including the above.</p>

	Efficiencies												
3.4	Over the past 14 years the Council has delivered over £29m year on year cash efficiency savings. In 2018/19 and 2019/20 this was realised through targeting reductions in spend (£2.5m) and increasing income (£0.5m). Revised targets are needed for 2021/21 and future years. Further analysis is underway and an update report including a proposed revised efficiency target will be brought to Committee in September 2019.												
	Rate Base												
3.5	<p>Rate income accounts for almost 78% of the Council’s income. Council staff will be meeting with LPS and the Institute of Revenues Rating and Valuation (IRRV) to provide an assurance on the estimated rate income (estimated penny product) for 2020/21 which will be notified by LPS in November.</p> <p>The district rate increases and inflation increases over the past three years are shown below:</p> <table><tr><th>Year</th><th>BCC District Rate Increase</th><th>Rate of Inflation at Rate Setting</th></tr><tr><td>2017/18</td><td>1.89%</td><td>2.7%</td></tr><tr><td>2018/19</td><td>1.98%</td><td>2.7%</td></tr><tr><td>2019/20</td><td>1.98%</td><td>2.3%</td></tr></table>	Year	BCC District Rate Increase	Rate of Inflation at Rate Setting	2017/18	1.89%	2.7%	2018/19	1.98%	2.7%	2019/20	1.98%	2.3%
Year	BCC District Rate Increase	Rate of Inflation at Rate Setting											
2017/18	1.89%	2.7%											
2018/19	1.98%	2.7%											
2019/20	1.98%	2.3%											
	Next Steps												
3.6	Officers will continue to quantify the financial risks in the above areas, their impact on the revenue estimates for 2020/21 and the medium term and develop the efficiency programme to counter the cost pressures.												
3.7	Progress in these areas will be reported to Committee in September as part of the Rate Setting timetable outlined in Table 1 below.												
3.8	The high level guidance to be issued by the Director of Finance and Resources in September setting the parameters and timetable for completion of departmental estimates will advise that departments must deliver their business as usual estimates with a zero increase, with the exception of the uncontrollable cost increases. Any departmental growth proposals will be subject to the rate setting challenge process before any recommendations are presented to Committee as part of the process for setting the district rate.												

3.9	<p style="text-align: center;">Table 1: 2020/21 Rate Setting Process</p> <pre> graph TD subgraph Aug A1[Budget Panel and SP&R] A2[MTFP Initial analysis Issue Rate setting guidance to Departments QTR1 Finance report] end subgraph Sep-Oct B1[Budget Panel and SP&R] B2[Update Rates Position Update on MTFP Capital Investment Programme] end subgraph Nov C1[SP&R] C2[Further update on rate to highlight key issues & scenarios Q2 Finance Report] end subgraph Dec D1[Budget Panel and SP&R] D2[Discuss and finalise options for rates taking account of MTFP, capital financing strategy and treasury management strategy QTR 2 Finance Report] end subgraph Jan E1[SP&R] E2[Department Committees] E3[SP&R] E4[Set Cash Limits Recommendation to Council on district rate and MTFP.] end subgraph Feb F1[Council] F2[Agree district rate QTR3 Finance Report] end A1 --> B1 B1 --> C1 C1 --> D1 D1 --> E1 E1 --> F1 A2 --> B2 B2 --> C2 C2 --> D2 D2 --> E4 E4 --> F2 </pre>
	<u>Financial and Resource Implications</u>
3.10	This report outlines the key areas of financial risk for the Council to be considered as part of the 2020/21 revenue estimates and Medium Term Financial Plan.
	<u>Equality Implications</u>
3.11	There are no equality implications with this report.
4.0	Documents Attached
	None.

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Subject:	Review of Business Rates
Date:	23rd August, 2019
Reporting Officer:	Ronan Cregan, Assistant Chief Executive and Director of Finance and Resources
Contact Officer:	Jim Hanna, Senior Democratic services Officer.

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	To consider a request from the Director of Rating Policy to provide a briefing to Members on the review of Business Rates.
2.0	Recommendation
2.1	The Committee is recommended to hold a briefing session, to which all of the Members of the Council will be invited, for this purpose on Friday, 27th September at 9.30 a.m.
3.0	Main Report
	<u>Key Issues</u>
3.1	Correspondence has been received from Mr Alan Bronte, Director of Rating Policy, offering to brief Members on the review of Business Rates.

3.2	The Department of Finance is undertaking the review and a formal consultation will take place in early autumn with a view to providing a policy option to an incoming Minister.
3.3	As part of the review process and in advance of any proposed Council response to the public consultation, Mr. Bronte would like to meet with Members to hold informal discussions and to listen to views on the current rating system and options for improvement.
3.4	It suggested that this takes the form of a briefing session, to which all Members of the Council will be invited, to take place on Friday, 27th September at 9.30 am.
	<u>Financial and Resource Implications</u>
3.5	None associated with this report.
	<u>Equality or Good Relations Implications/Rural Needs Assessment</u>
3.6	None associated with this report.
4.0	Documents Attached
	None.



Subject:	Tenders and Contracts
Date:	23rd August, 2019
Reporting Officer:	Ronan Cregan, Deputy Chief Executive and Director Finance and Resources
Contact Officer:	Noleen Bohill, Head of Commercial and Procurement Services

Restricted Reports

Is this report restricted?

Yes

☐

No

☒

If Yes, when will the report become unrestricted?

After Committee Decision

After Council Decision

Sometime in the future

Never

☐
☐
☐
☐

Call-in

Is the decision eligible for Call-in?

Yes

☒

No

☐

1.0	Purpose of Report
1.1	<p>The purpose of this report is to:</p> <ul style="list-style-type: none"> seek Committee approval to allow the advancement and award of tenders as detailed in Appendix 1, Table 1 in accordance with the Scheme of Delegation seek Committee approval for the Extension of Contracts as detailed in Appendix 1 Table 2 seek Committee approval to allow the advancement and award of Direct Award tenders as detailed in Appendix 1 Table 3
2.0	Recommendations
2.1	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> approve the public advertisement and acceptance of tenders (Appendix 1, Table 1) through the Council's electronic procurement system. Members are advised that these tenders will only be advertised when they have gone through the Council's internal governance process, which include demonstrating strategic alignment with the Belfast Agenda.

	<ul style="list-style-type: none"> grant delegated authority to the appropriate Director using pre-agreed criteria the most economically advantageous tender. seek approval from Members to allow extensions (Appendix 1, Table 2) and agree to accede to Standing Order 55 exceptions in relation to contracts detailed in 3.6 (Appendix 1 Table 3)
3.0	Main Report
	Key Issues
3.1	Section 2.5 of the Council's Scheme of Delegation states that, under Standing Order 60(a), any contract that exceeds the statutory amount (currently £30,000) needs to be made under the Corporate Seal. Under Standing Order 51(b) the Corporate Seal can only be affixed when there is a resolution of the Council.
3.2	The tenders submitted for approval in Appendix 1, Table 1, have been forwarded by Departments for approval. Departments have been required to provide assurance that provision for the expenditure has either been made within their departmental budgets or approval has been sought from the Director of Finance and Resources that this expenditure has been provided for within a corporate budget.
3.3	Members should note that they are being asked to approve tenders in principal, after which the internal governance process demonstrating strategic alignment with the Belfast Agenda will be applied. As part of this process, Departments have also provided assurance that appropriate resources are available within their departments in order to effectively administer and manage any contract(s).
3.4	In accordance with Standing Orders these tenders shall comply with the relevant requirements of national legislation and European directives and be overseen by Commercial and Procurement Services.
3.5	This report relates to corporate and departmental supplies and services contracts only. The procurement of services and works contracts relating to the capital procurement is dealt with under the Capital Programme / Physical Programme Update reports in accordance with the approved stage approval process.
3.6	<p>Direct Award Contracts</p> <p>Members are asked to accede to Standing Order 55 (b) exception in relation to contracts for the following and as per Appendix 1, Table 2</p> <ul style="list-style-type: none"> In April 2019, City Growth and Regeneration Committee noted the need for immediate planning for the Property and Investment Event in 2020 and approved

	<p>both financial support and the attendance of appropriate senior officers at the event. The Director recommends that Reed Miden, the conference organisers and sole supplier of stand hire, be awarded the contract</p> <ul style="list-style-type: none"> • Turley & Edge Analytics were appointed via a competitive procurement process to undertake a baseline study for the Local Development Plan. Consultation of the draft Plan Strategy took place in August 2018 the contract was re-scoped to include and enable a technical response to comments received. • The current lighting stock, which is owned by BCCM, is nearing end of life and a draft report of the council' Lighting and City Dressing Strategy is due to be presented to committee in September 2019. The report will detail the way forward, including procurement options. For 2019, the Director recommends that the contract be awarded to BCCM. <p>Financial and Resource Implications</p> <p>3.7 The financial resources for these contracts will be met within the current departmental budgets and the proposed departmental estimates process, which are taken forward through the rate setting process.</p> <p>Equality or Good Relations Implications</p> <p>3.8 No specific equality or good relations implications.</p>
4.0	Document Attached
	<p>Appendix 1 Schedule of Tenders for Consideration / Notation</p> <p>Table 1 - New tenders</p> <p>Table 2 – Contract Extensions</p> <p>Table 3 - Direct Award Contracts (Single Tender Action)</p>

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Schedule of tenders for consideration**Table 1 - New Tenders**

Title of tender	Senior Responsible Officer	Proposed contract duration
T1994 - Tender for the Printing of City Matters Magazine	John Tully	Up to four years
T2000 - Tender for the Provision of Insurance Brokering Services	Ronan Cregan	Up to three years
T1964 - Tender for the Provision of Service Evaluation (up to three years approved in April 2019;Dept. have asked that this be increased to four years)	Alistair Reid	Up to four years
T2001 - Tender for the Provision of Window Cleaning Services	John Walsh	Up to three years
T2004 - Tender for the Provision of Travel Services	Ronan Cregan	Up to five years
T1996 - Tender for the Co-Ordination Design Development Fabrication Installation and Maintenance of Projets Installation in Castle Street Belfast	Alistair Reid	Up to two years
T1997 - Tender for City centre Connectivity Study	Alistair Reid	Up to three months
T2003 - Tender for the Development and Delivery of Phase 2 and Phase 3 of the Review of Community Provision	Nigel Grimshaw	Up to two years
T1993 - Tender for the Supply of Gas	Ronan Cregan	Up to five years
T1992 - Tender for the Supply of Electricity	Ronan Cregan	Up to five years
T1991 - Tender for the Management and Sourcing of Energy (Gas and Electricity)	Ronan Cregan	Up to five years
T2005 - Tender for Office Supplies	Ronan Cregan	Up to five years
T2006 - Tender for the delivery of support to policing and community safety networks across West Belfast to develop effective resolution of local concerns and priorities	Nigel Grimshaw	Up to three years

Table 2 - Contract Extension

Title of tender	Responsible Director	Proposed Extension
T1561 - Tender for the Receipt Stock Control and Delivery of Waste Containers	Nigel Grimshaw	Month by Month until new Contract is in place

Table 3 - Direct Award Contracts (Single Tender Action)

Title of tender	Supplier	Annual estimate
Hire of Stand at Property and Investment Event 2020	Reed Midem	109,710 Euro
Technical Response to Comments on the Local Development Plan Strategy Growth Scenario	Turley & Edge Analytics	£42,538
Installation, Removal and Management of City Centre Christmas Lights 2019	BCCM	£141,000



Subject:	Report - A Prison Without Walls, Asylum, Immigration and Human Rights
Date:	23rd August, 2019
Reporting Officer:	Nigel Grimshaw, Strategic Director of City and Neighbourhood Services
Contact Officer:	Nicola Lane, Good Relations Manager / Leish Dolan, Good Relations Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	Members will recall that, at the meeting on 21st June 2019, the Committee had recommended that a report be brought back on the recommendations relating to Council arising from the report 'A Prison Without Walls, Asylum, Migration and Human Rights'. This report was produced by Housing4All in June 2019.
1.2	The purpose of this paper is to provide Members with an overview of the recommendations relating to Belfast City Council and recommendations on how the Council may wish to proceed.

2.0	Recommendations
2.1	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> • write to the Department for Communities to raise the issue of asylum seekers facing destitution and to seek clarity with regard to what statutory body has responsibility for people in this vulnerable situation; and • seek legal opinion to consider the legal implications of the recommendations relating to Belfast City Council.
3.0	Main Report
3.1	Background
3.2	Housing4All was formed in 2016 to campaign to ensure that all people seeking asylum are given the opportunity to lead dignified and secure lives.
3.3	In 2019, Housing4All launched a report entitled A Prison Without Walls, Asylum, Immigration and Human Rights . The report raises issues faced by people seeking asylum including issues relating to destitution, housing conditions, food poverty, children, health matters and the impact of not being able to work.
3.4	The report outlines a number of issues in relation to destitution and the impact of Home Office Policy that restricts asylum seekers from accessing the labour market. The report also highlights that in the UK, unlike in other EU countries, if a person's claim for asylum is refused then the accommodation and financial support that would have been provided by the Home Office is stopped after 21 days. The report notes that as asylum seekers are restricted from accessing public funds and not eligible to access emergency accommodation, once Home Office support is withdrawn, this results in destitution.
3.5	The report estimates that there are over 100 asylum seekers that have been destitute for several years who fall away from established networks of support and go underground, where they are at serious risk of exploitation and abuse.
3.6	The report also highlights that the system of seeking asylum in the UK causes serious damage to the mental health of people who are already suffering because of what they have experienced in the course of their flight. It noted that 'many of the issues could be resolved by lifting the ban on employment for people seeking asylum.'

3.7	A copy of the report is attached. It contains a number of recommendations for organisations including 5 that have been directed at Belfast City Council.
3.8	<p>Recommendation 1</p> <p>Belfast City Council and Department for Communities establish a subcommittee in 2019/2020 to develop plans to introduce a digital money, similar to the MONI scheme in Finland, to pay additional financial allowances to asylum seekers outside of Home Office support.</p>
3.9	The Finnish Immigration Service has been providing asylum seekers, who do not have bank accounts, with prepaid MasterCards instead of the traditional cash disbursements (MONI Scheme).
3.10	The MONI account functions like a bank account, people can use their accounts to buy things, pay bills, and even receive direct deposits from employers. Every transaction is recorded in a public database maintained by a decentralized global network of computers; this enables the Immigration Service to keep track of the cardholders and their spending.
3.11	<p>Some analysis of the system in Finland shows that it has helped with the issue around asylum seekers /refugees not having papers and facing long waits to get a bank account which impacts on their ability to bank their wages, pay bills or start to recover their identities.</p> <p>It should be noted that in Finland, unlike the situation in the UK, asylum seekers are permitted to work.</p>
3.12	The report recommends that this be introduced ‘to pay additional financial allowances to asylum seekers in Northern Ireland outside of the Home Office support.’
3.13	Members will be aware that Immigration policy is an excepted matter under paragraph 8, Schedule 2 of the Northern Ireland Act 1998. Therefore, Northern Ireland does not have the power to amend immigration policy, which remains the preserve of the Home Office.
3.14	However, while immigration policy is made in Westminster, Northern Ireland government departments have previously used powers to address some of the problems faced by those living under immigration control, including asylum seekers and refugees. In its Racial Equality Strategy 2015 – 2025, the Executive Office explains that Northern Ireland

	<p>departments have exercised their powers to implement a number of initiatives including:</p> <ul style="list-style-type: none"> • Setting up a Crisis Fund for vulnerable migrants • Providing free English language classes for asylum seekers • Ensuring that all asylum seekers have access to free healthcare • Providing the legal framework that will give all unaccompanied asylum seeking children and trafficked children an independent legal guardian.¹
3.15	<p>The Housing4All report estimates that there are over 100 asylum seekers who have been destitute for several years who fall away from established networks and are at serious risk of exploitation and abuse. This is mainly people who have claimed asylum and have had their claim refused and their £37.75 a week stopped. There are many reasons why people who have failed in their asylum claim may be unable to return to their home country. They physically may not be able to travel, and /or their country of origin may refuse to provide suitable travel documents for them to return. It may also be considerably unsafe for people to return home. Others are gathering the necessary evidence to make a fresh claim for asylum. People in this situation have no home, no access to benefits and no right to work. They become reliant on food parcels, charitable support and are at risk of exploitation. Such a situation has massive physical and mental health implications and impacts on social cohesion leaving people living on the margins of society.</p>
3.16	<p>Members may wish to consider writing to the Department for Communities to raise the issue of asylum seekers facing destitution and to seek clarity with regard to what statutory body has responsibility for people in this vulnerable situation at risk of destitution, exploitation and temporarily unable to return home.</p> <p>Recommendation 2</p>
3.17	<p>Belfast City Council establish a sub-committee to develop plans to promote an Aspen Card discount scheme among local business.</p>
3.18	<p>While the Home Office is assessing an asylum seeker's claim, asylum seekers receive a weekly payment of £37.75 from the Home Office. This is paid through an aspen card, which is a form of debit card, different from the Moni card, it can be used to get cash from machines and to make payments in shops.</p>

¹ The Executive Office, 'Racial Equality Strategy 2015-25' (2015) at para 9.15

3.19	<p>The report recommends that Council work with local businesses to provide a discount scheme for holders of the card, similar to how student discount works.</p> <p>Recommendation 3</p>
3.20	<p>Belfast City Council confidentially provide free places for children to attend extra-curricular activities and summer clubs so that children in families seeking asylum can participate in activities with their peers without discrimination.</p>
3.21	<p>After-schools activities and play development sessions are free and open to residents in Belfast. Information about after-school activities is disseminated through the various Community Centres. Play development sessions are open to all communities in Belfast and have been delivered to many new community groupings.</p>
3.22	<p>Summer scheme registration is currently set at £4 per child for 4 weeks and £8 per family and is advertised through the Council web site. This pricing policy has been in place for several years, whilst the costs appears value for money for most; it would pose difficulties for asylum seekers who receive £37.75 a week per child. Being part of a local summer scheme offers many benefits for asylum seekers and aids integration and inclusion locally.</p>
3.23	<p>This recommendation will be considered by Legal Services and the Equality Unit with regard to potential implications in the context of current legislation.</p>
3.24	<p>Officers from the Good Relations Unit and Community Services will work together on how current provision within Community Centres is better advertised to reach sectors such as asylum seekers across Belfast. The Migrant Forum, which the Council Chairs' could be used as a conduit.</p> <p>Recommendation 4</p>
3.25	<p>Belfast City Council, led by the Lord Mayor, seek a meeting with the Home Office to advocate for employment rights for asylum seekers.</p>
3.26	<p>People seeking asylum in the UK are generally unable to work. While in theory, some</p>

	categories of asylum seekers are entitled to apply for work permission, ² if such permission is granted, the asylum seeker is required to fill a role on the shortage occupation list, which includes very technical or specialized positions such as classical ballet dancer, prosthetist and reservoir engineer. ³ In practice, therefore, the large majority of asylum seekers are banned from working while they wait months, and often years, for a decision on their asylum claim.
3.27	The Lift the Ban Coalition, made up of 150 organisations from across the UK is calling on the government to give asylum seekers the right to work after six months of waiting for a decision on their asylum claim. ⁴ The Coalition highlights that the UK's position on work permission is extremely restrictive compared to other European countries and that the UK has adopted a minimalist approach to implementing EU law. ⁵ The Coalition argue that granting work permission would bring benefits including: improved mental and physical health of people in the asylum system; helping to challenge forced labour, exploitation, and modern slavery; improved integration within local communities and benefits for the UK economy through tax. ⁶
3.28	The UK's policy to restrict asylum seekers from the labour market has come under sustained criticism by a number of UN Human Rights bodies.
3.29	The UN Committee on Economic, Social and Cultural Rights has repeatedly expressed concerns about the challenges faced by asylum seekers in the enjoyment of economic, social and cultural rights in the UK. In 2016, it expressed particular concerns about restrictions in accessing employment. The Committee advised the UK to ensure that asylum seekers are not restricted from accessing employment while their asylum claims are being processed. ⁷
3.30	Previous Lord Mayors have raised the issue of asylum seekers being unable to work with the Home Office and have been advised that 'asylum seekers are only allowed to work in the

² An asylum seeker who has not received a response to their asylum application for 12+ months and who can show that the delay cannot be attributed to her/him may apply for work permission.

³ See Immigration Rules Appendix K: Shortage Occupation List

⁴ See Lift the Ban Coalition accessible here: <https://www.refugee-action.org.uk/lift-the-ban/>

⁵ In ZO (Somalia) [2010] UKSC 36 the Supreme Court ruled that the UK had failed to meet the minimum standards for the reception of asylum seekers as required by Council Directive 2003/9/EC ("the Reception Directive"). The UK responded by permitting all asylum seekers who have waited for 12+ months to apply for work permission but also by limiting such employment to the Shortage Occupation List.

⁶ Lift the Ban Coalition, 'Why people seeking asylum should have the right to work' (October 2018).

⁷ ICESCR/E/C.12/GBR/CO/6. 'UN Committee on Economic, Social and Cultural Rights Concluding Observations on the sixth periodic report of the United Kingdom of Great Britain and Northern Ireland' 14 July 2016, at paras 24-25. See also, ICESCR/E/C.12/GBR/CO/5. 'UN Committee on Economic, Social and Cultural Rights Concluding Observations on the fifth periodic report of the United Kingdom of Great Britain and Northern Ireland' 12 June 2009, at para 27.

	<p>UK if their asylum claim, or further submission, has been outstanding for more than 12 months through no fault of their own. Those who are allowed to work are restricted to jobs on the shortage occupation list.'</p>
3.31	<p>The Lord Mayor has recently met with the authors of the report and has agreed to raise the matter again with the Home Office.</p>
	<p>Recommendation 5</p>
3.32	<p>Belfast City Council and the Department for Communities establish a sub-committee to develop plans for 'Timebanking' which provides non-monetary ways for asylum seekers and non-asylum seekers to exchange goods and services.</p>
3.33	<p>Timebanking is a way of spending one hour of time helping someone out by, for example, mowing someone's lawn, or doing their shopping. For every hour spent, you earn an hour in return. This can be spent on receiving an hour of someone else's time.</p>
3.34	<p>No money is exchanged. One hour of sharing skills or helping others is recognised by giving that person one hour as a time credit.</p>
3.35	<p>Timebanking is a creative way of incentivising people to take an interest in their communities. The benefits can be immense in terms of building social networks of people, who give and receive support from each other, enabling people from different backgrounds, who may not otherwise meet, to come together and form connections and friendships.</p>
3.36	<p>The concept has many benefits for all communities and would complement the Belfast Agenda, however, the Council would have to give consideration as to whether it is best placed to implement the concept and to provide the resource necessary to establish and provide oversight.</p>
	<p><u>Financial and Resource Implications</u></p>
3.37	<p>The suggested options within this paper do not have any financial implications at this point. However, future financial implications will depend on member's recommendations.</p>
	<p><u>Equality or Good Relations Implications / Rural Needs Assessment</u></p>

3.38	This report intends to inform Members, there are no anticipated negative equality and good relations or rural needs implications.
4.0	Document Attached
	Appendix 1: 'A Prison Without Walls, Asylum, Migration and Human Rights'. Housing4All June 2019.

A PRISON WITHOUT WALLS

ASYLUM,
MIGRATION AND
HUMAN RIGHTS

Housing4All
June 2019



FOREWORD

We are Housing4All. We are a group campaigning to ensure that all people seeking asylum are given the opportunity to lead dignified and secure lives. Housing4All was formed, back in 2016, because we saw the human rights of people in the asylum seeking community being denied. We saw people in our community suffering enforced destitution and poor housing conditions at the hands of the state, the same state we are asking for protection from the persecution we have previously faced.

As the seemingly unending asylum process drags on, we have experienced more challenges and so we, as Housing4All, have broadened our campaign. We continue to use a human rights based approach to challenge the denial of our rights by raising awareness of issues including enforced destitution, poor housing conditions, food poverty, children's issues, mental health and the right to work.



Housing4All is the rising voice for asylum seekers in the north of Ireland. It is a place where we can come together to talk about our issues, take action together, refuse isolation and build solidarity. This report gives some idea of the struggles we, as people seeking asylum, are facing. However, this report is not all doom and gloom, we have identified ways in which decision makers and duty bearers in the north of Ireland can act to protect our rights using devolved powers in spite of the Home Office's Hostile Environment policies.

In 2018, Phillip Alston, United Nations Special Rapporteur on Extreme Poverty and Human Rights visited our group as part of his UK country visit. We explained the situation for asylum seekers in Belfast to him and this is what he said...

"Destitution appears to be a design characteristic of the asylum system. Asylum seekers are banned from working and limited to a derisory level of support that guarantees they will live in poverty. The Government promotes work as the singular solution to poverty, yet refuses to allow this particular group to work. While asylum seekers receive some basic supports such as housing, they are left to make do with an inadequate, poverty level income of around £5 a day."

This quote from Alston perfectly encapsulates the deliberately punitive asylum system created by the Home Office. Housing4All want all people seeking international protection to be

treated fairly, with dignity and respect, as legally required by international standards. The duty bearers and decision makers of our devolved political institutions have the power to protect our rights through legislation, policy, and practice that counters the Home Office's Hostile Environment policies. We call upon them to implement the recommendations of our report.

Housing4All is supported by Participation and the Practice of Rights (PPR). PPR is a human rights organisation; it was established in 2006 by the late Inez McCormack, trade union leader and human rights activist. PPR supports a range of marginalised groups, across several jurisdictions, to use human rights tools to realise their social and economic rights.

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OUR STORY SO FAR

In 2016, Housing4All began campaigning to end destitution amongst the asylum seeking community in Belfast. The issue being that in the UK, unlike in other EU countries, if a person's claim for asylum is refused then the accommodation and financial support provided by the Home Office is stopped after 21 days even if they are preparing an appeal. As asylum seekers are barred from accessing public funds by UK law[1], they are not eligible to access emergency accommodation funded by the state. The result is enforced destitution, which further risks exacerbating the physical, mental, and emotional trauma suffered by many during the course of their flight.

In the absence of any monitoring by the state as to how many asylum seekers had been made destitute as a result of this policy, Housing4All decided to design human rights monitoring surveys which were carried out with 36 destitute asylum seekers in Belfast. In April 2016, we launched our first report "A Place of Refuge? Human



[1] <https://www.legislation.gov.uk/ukpga/1999/33/section/115>

Rights for Some: A Monitor of Homelessness Amongst Destitute Asylum Seekers[2]". The research found that:

- 63% of respondents stated that they had been homeless more than once;
- 87% of respondents stated being homeless adversely affected their mental and physical health.

It was clear from our research that these policies were having a devastating impact on people seeking asylum, so we set about lobbying the NI Executive to prevent destitution through legislative, administrative, and policy change which was, and still is, within the power of the Department for Communities and Northern Ireland Housing Executive to do as housing is a devolved matter.

Our campaign to end destitution was supported and endorsed by MLAs from Sinn Féin, SDLP, Alliance Party, the Green Party, People Before Profit, and the Ulster Unionist Party.

We continued to lobby the NI Executive to end destitution amongst the asylum seeking community, whilst also developing our own pilot project to provide accommodation to destitute asylum seekers which was launched in September 2018. The project, which is a partnership between Choice Housing Association, the Community Foundation for Northern Ireland (CFNI), East Belfast Mission (EBM), Participation and the Practice of Rights (PPR) and Housing4All, provides accommodation

and a weekly allowance of £37.75 to four destitute female asylum seekers. The project also received funding from Embrace NI to furnish the flats and has widespread support from across the sector.

This pilot accommodation project has been a huge success. Those who have been accommodated all reported that their physical and mental health had improved, and three out of the four women found that having somewhere safe and secure to call home has given them the strength and ability to re-engage with the asylum system.

Despite the successes of this pilot project, the Department for Communities and the Northern Ireland Housing Executive shamefully refuse to use their existing statutory powers to take measures to end destitution amongst the asylum seeking community.

Alongside the campaign to end destitution, Housing4All campaigned hard to ensure that accommodation allocated to asylum seekers by the Home Office met international, local, and contractual standards. Frequently, Housing4All heard reports of issues in accommodation including; mould and damp, unaddressed maintenance issues, and intimidation from contract providers. Through Freedom of Information Request, Housing4All were able to obtain a copy of the COMPASS contract[3] which we used to develop human rights checklists for asylum

[2] <https://www.pprproject.org/a-place-of-refuge-report-calls-for-action-from-executive-to-end-homelessness-and-destitution>

[3] <https://www.pprproject.org/nass-national-asylum-support-service-contract>

seekers to monitor standards in their accommodation. Housing4All also used the contract to assist asylum seekers to make human rights complaints about their accommodation and lobbied both the Northern Ireland Housing Executive and Serco as the contract providers to take action.

Despite this, Housing4All saw that things were not improving and decided to survey members of the asylum seeking community again, this time covering a wider range of issues. In November 2018, Housing4All surveyed 70 asylum seekers in Belfast, the results of which are presented in this report.

SCHEDULE 2
STATEMENT OF REQUIREMENTS

COMPASS PROJECT

Schedule 2

ACCOMMODATION - STATEMENT OF REQUIREMENTS

[Note: Any references within this document to existing or proposed representative groups e.g. Regional Strategic Migration Partnerships (RSMP) and GP Practices are subject to change]

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Annex. B Standards

B.1 Accommodation Standards

B.1.1 There are 4 distinct levels for the standards of the accommodation to be provided for the use of Service Users. These levels are:

- B.1.1.1 Safe;
- B.1.1.2 Habitable;
- B.1.1.3 Fit for purpose;
- B.1.1.4 Correctly equipped

B.1.2 The Subcontractor is required to ensure that all accommodation used to accommodate Service Users under this Contract at all times meets the required standards set out in this Schedule 2. For the avoidance of doubt O&S shall have no responsibility whatsoever for any damage to or loss of any assets, premises or property of the Subcontractor which is caused by any Service User, and any such damage or loss shall not affect the Subcontractor's obligations to comply with the provision of this Contract.

B.2 Safe accommodation

B.2.1 The following criteria will result in accommodation being regarded as **Unsafe** and requiring the immediate vacation by the Service Users:

- B.2.1.1 Gas leak;
- B.2.1.2 Structural instability;
- B.2.1.3 Flooding or free standing water within the accommodation;
- B.2.1.4 Water penetration through the structure of the accommodation resulting in pooling;
- B.2.1.5 Damaged or friable asbestos linings or insulation products;
- B.2.1.6 Fire damage;

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- B.2.1.6 Fire damage;

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RECOMMENDATIONS

DESTITUTION

Recommendations:

- Department for Communities and Northern Ireland Housing Executive cease their compliance with the disgraceful and inhuman enforced destitution policies of the UK Home Office, which deliberately prevent people from accessing many of the most basic human rights to which they are entitled. Using devolved legislative, administrative and policy development powers, both authorities should collaborate to develop alternatives to uphold the rights of asylum seekers, beginning with the removal of barriers for people accessing emergency accommodation.
- Department for Communities and the Northern Ireland Housing Executive scrap their indefensible policy of refusing to grant permission to Housing Associations to use properties unavailable for the social housing waiting list to provide accommodation to destitute asylum seekers.

Open Call to Allies:

- Housing Associations with charitable objectives, solicitors, advocates, and other supporters join Housing4All's "End Destitution" coalition to develop practical initiatives and lobby for change at various levels of the state and public administration.

*"Nobody should
be homeless,
particularly
asylum seekers
who don't have a
means of
supporting
ourselves
because we are
not allowed to
work. It's out of
our control"*

RECOMMENDATIONS

HOUSING CONDITIONS

Recommendations:

- Mears Group adopt a 'zero tolerance' approach to bullying and intimidation of asylum seekers by staff including robust procedures respecting the right to privacy for asylum seekers and investigating reports of abuse.
- Mears Group maintain regular inspection and reporting of properties to ensure they meet contractual requirements and human rights standards. These records are made available to local authorities, devolved departments and to the public under Freedom of Information request in the interests of transparency and public accountability.
- Mears Group work with local health authorities to provide assessments ensuring that allocated housing is suitable for people's physical and mental health needs (see Mental Health Recommendations below). All residents to be provided with a pre-allocation induction, with interpreters, outlining their rights, including how to engage with the complaints process, and provide information on local services.

Open Call to Allies:

- Third sector organisations work in partnership with Housing4All to support asylum seekers asserting their housing rights through monitoring, exposing substandard conditions, and ensuring problems are resolved.

*"They think we
will have too
much liberty if
we are given the
chance to see
the house or area
before we move
in"*

RECOMMENDATIONS

FOOD POVERTY

Recommendations:

- Home Office end their policy of enforced destitution and increase financial support provided to asylum seekers to be in line with social security benefits.
- Home Office amend their policy so that Section 4 support is available to be withdrawn as cash in the same way as Section 95 support, removing barriers to people accessing essential items.
- Belfast City Council and Department for Communities establish a sub-committee in the following 2019/2020 term to develop plans to introduce a digital money scheme (similar to the MONI scheme in Finland) to pay additional financial allowances to asylum seekers outside of Home Office support. This scheme would give people more resources, more autonomy, freedom from Home Office covert surveillance, and a digitally verifiable identity akin to a bank account.
- Department for Communities provide funding for free school meals during school holidays, as this is a time when asylum seeking families struggle most to feed their children.
- Belfast City Council establish a sub-committee in the following 2019/2020 term to develop plans to promote an Aspen Card discount scheme among local businesses.

Open Call to Allies:

- Third Sector organisations work in partnership with Housing4All to develop culturally appropriate and healthy donation lists for food banks to circulate to their donors.
- Food banks work to promote a culture of dignity and respect, allowing people to 'shop' for food rather than be given pre-packed parcels. Food banks could operate a system similar to the Khora Free Shop in Athens, which gives people vouchers that allocate them a certain number of items by category, which they can spend in the store.
- Local businesses implement a discount scheme for holders of an 'Aspen card', the card used to pay Home Office support. It could operate similarly to the 'student discount' scheme which already successfully exists across Europe.

"We don't have enough money so we can't buy our own food"

RECOMMENDATIONS

CHILDREN'S ISSUES

Recommendations:

- Currently the school uniform allowance pays a maximum of £36 for primary school pupils and a maximum of £56 for secondary school pupils, plus a maximum of £22 for a physical education kit available to secondary school pupils only. Department for Communities increase the school uniform allowance to at least £100 per annum and provide another allowance if the child moves schools.
- Department for Health provide appropriate mental health assessments and support for children who are in families seeking asylum.
- Belfast City Council confidentially provide free places for children to attend extra-curricular activities and summer clubs so that children in families seeking asylum can participate in activities with their peers without discrimination.
- Department for Education provide free bus passes for all children from asylum seeking families travelling to school by removing the qualifying distance requirement – currently standing at four miles (round trip) for primary school pupils and six miles (round trip) for secondary school pupils.
- Mears Group adopt a policy whereby school age children are not

relocated away from their place of study without exhausting normal statutory processes which apply to all children. Such processes are aimed at minimising disruption and protecting the health and well-being of the child concerned. Failure to enforce these protections is an officially acknowledged act of harm to the child.

Open Call to Allies:

- Parents, teachers, charities, and other support and advocacy organisations pledge your support to the recommendations in this report and join Housing4All in calling for the rights of children in families seeking asylum to be protected.

"You find maybe the kid has torn socks because the mum can't afford their uniform and they get teased because of things like that. It's not good for that kid, they need to feel equal"

RECOMMENDATIONS

MENTAL HEALTH

Recommendations:

- Department for Health ensure that every asylum seeker, and their family, receives a full social services assessment before they are allocated dispersal accommodation and that they receive follow up appointments. This assessment should identify specific needs which should be considered by Mears Group and the Home Office when allocating dispersal accommodation. This assessment should also determine whether the individual is mentally fit to be interviewed as part of their asylum claim, and should protect them from further trauma.
- GP practices remove charges for letters and medical reports for asylum seekers which can cost up to £50. These letters are used as evidence for the person's asylum claim and for support organisations to advocate on their behalf.
- Organisations providing counselling, mental health services and medical professionals seek to actively recruit members of the BME and refugee and asylum community as either staff or peer mentors. This approach has proven to be successful in Germany through a pilot project run by Medicines Sans Frontiers (MSF) [60]. The project trained refugees as psychosocial peer counsellors. Through one-to-one or group

sessions, newly arrived asylum seekers talked about their worries and mental state with people who had similar experiences. The peer counsellors were trained to identify the most troubling cases and to work with asylum seekers to develop coping techniques for stress and anxiety. The successes of the programme were two-fold; firstly it countered feelings of boredom and loneliness by employing refugees to deliver mental health services to their peers. Secondly, it was able to break down cultural and language barriers as well as the stigma associated with therapy within the asylum and refugee community. If a similar project to this was implemented in Belfast it would be greatly beneficial and empowering to the whole community of asylum seekers and refugees.

Open Call to Allies:

- Organisations providing counselling, mental health services, and medical professionals join Housing4All's coalition to develop practical initiatives aimed at addressing some of the root causes of mental ill health experienced by asylum seekers and their families. Housing4All also call on those named above to work with

Housing4All to deal with discrimination against asylum seekers and the stigma around mental health within the asylum seeking community.

*"We have
suffered
persecution
only to come
here and
suffer more
torture"*

RECOMMENDATIONS

RIGHT TO WORK

Recommendations:

- Following the lead of almost every other EU country, Home Office lift the ban on the right to work and allow asylum seekers to work after 6 months of making their claim for asylum. Home Office's own research shows there is no correlation between number of asylum claims and employment access. The blanket employment ban damages the mental health and wellbeing of people seeking asylum and should be ended.
- Belfast City Council, led by the Lord Mayor, seek a meeting with the Home Office to advocate for employment rights for asylum seekers.
- Belfast City Council and Department for Communities establish a sub-committee in the following 2019/2020 term to develop plans for 'Timebanking', which provides non-monetary ways for asylum seekers and non-asylum seekers to exchange goods and services.

Open Call to Allies:

- Trade Unions, third sector organisations and civil society, pledge your support to the Lift the Ban campaign.

*"It's a bad thing.
You don't feel
active in society.
It's very bad. It
affects me
morally and
physically"*

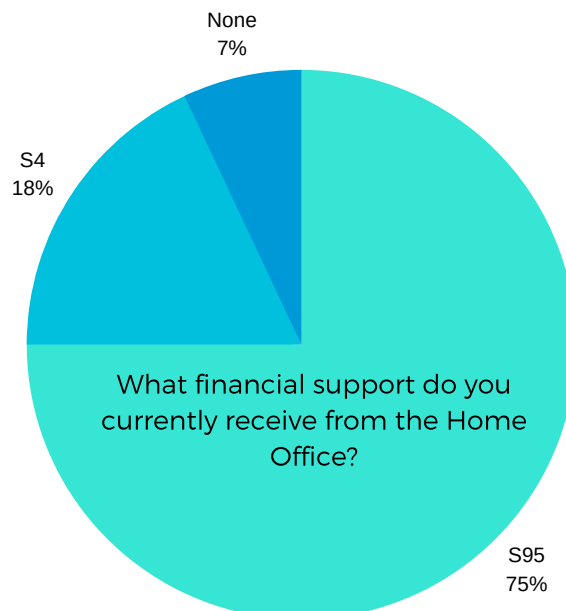
ANALYSIS OF SURVEY RESULTS

DESTITUTION

Indicator: Percentage of people who are destitute.

Baseline: 7% of people stated they were not in receipt of any Home Office support.

Benchmark: Reduced to 0% by June 2020.



The enforced destitution of the asylum seeking community has been a key issue for Housing4All since the group was established in 2016. It was the focus of the first report we published, 'Human Rights for Some: A monitor of homelessness among destitute asylum seekers – A proposal for action'. We have been monitoring this issue since 2016 and the situation has not improved.

As the Home Office does not keep statistics on the number of asylum seekers who are destitute, it is impossible to know how many are affected by this issue. 7% of our survey respondents were not in receipt of any Home Office support. In 2015, the Refugee and Asylum Forum completed research which estimated there were

around 100 destitute asylum seekers in Belfast at any one time[4]. However, Housing4All estimate that the true number is much higher as people who have been destitute for several years fall away from established networks of support and go 'underground', where they are at serious risk of exploitation and abuse.

Enforced destitution has been a feature of the asylum system since the early 1990's when the entire system was overhauled. Section 115 of the Immigration and Asylum Act 1994 bars people subject to immigration restrictions from accessing public funds, meaning they are not entitled to access emergency accommodation or support through homeless hostels. Asylum

[4] <https://www.lawcentreni.org/Publications/Policy-Briefings/Preventing-asylum-seeker-destitution-RAF-Jan-17.pdf>

seekers can be made homeless several times throughout their application process. Sometimes this is for a number of weeks or months, and sometimes for years. At these times there is no support open to them, and thus they have to sleep rough, stay in overcrowded conditions, enter into potentially exploitative relationships in exchange for shelter or, rely on charitable assistance. Enforced destitution serves to disincentivise people from remaining in the UK, deter people from travelling to the UK, and ensure the Home Office appears 'tough on immigration'. This policy results in the exacerbation of the physical, emotional, and mental trauma already suffered by many. It is also a barrier to people re-entering the asylum process either through appeal or a fresh claim, as they do not have the stability of safe and secure accommodation.

When someone makes a claim for asylum, this automatically triggers their application for 'Section 95' support, provided by the Home Office, which entitles them to basic accommodation on a 'no-choice' basis and £37.75 per week allowance. If an asylum seeker is granted refugee status they are given 28 days to vacate their accommodation and must present as homeless. New refugees are supported by Extern to access state homeless provision and other social security benefits to which they are now entitled. If an asylum seeker has their application refused, they are evicted from accommodation after 21 days and made street homeless. Some individuals can apply for 'Section 4' support if they meet the narrowly

prescribed criteria. This support entitles them to basic accommodation and £35 per week non-cash allowance. S4 applications are supposed to take 2-5 days to process but currently they are taking over a month in many cases.

Since 2016, Housing4All have lobbied government to reject this Home Office policy of enforced destitution using their devolved powers in relation to housing. In 2017, Housing4All developed a project to accommodate 10 destitute female asylum seekers in unoccupied social housing zoned for redevelopment, meaning it could not be used to accommodate people on the social housing waiting list. The Northern Ireland Housing Executive were positively engaged throughout the development stage of this project but at the final stage refused to allow the project to go ahead.

Housing4All have lobbied both NIHE and the Department for Communities to give the go ahead to this project but it remains blocked. Despite all of these barriers Housing4All remained determined. In 2018, in the face of complete state failure to support destitute asylum seekers, Housing4All launched a pilot project to accommodate 4 destitute female asylum seekers in partnership with Choice Housing Association, Community Foundation for Northern Ireland, East Belfast Mission, and PPR. This project also received funding from Embrace NI to furnish the accommodation and support from many other organisations across the sector.

International Human Rights Law

General Comment No. 20, Non-discrimination in economic, social and cultural rights which expands on (art. 2, para. 2, of the International Covenant on Economic, Social and Cultural Rights) states that the ground of nationality should not bar access to Covenant rights, e.g. all children within a State, including those with an undocumented status, have a right to receive education and access to adequate food and affordable health care. The Covenant rights apply to everyone, including non-nationals, such as refugees, asylum-seekers, stateless persons, migrant workers and victims of international trafficking, regardless of legal status and documentation[5].

Local Policy

Section 115 of the Immigration and Asylum Act 1999 states that a person will have 'no recourse to public funds' if they are 'subject to immigration control'.

The Northern Ireland Supporting People Guidance 2012[6] (which most homeless hostel accommodation beds are funded by, largely in hostels run by charities) classifies irregular migrants, which includes asylum seekers, as "ineligible service users". This means that even where a hostel or shelter wants to provide support, they cannot. Homelessness providers are compensated for providing emergency accommodation through housing

Benefit, and asylum seekers are not entitled to access housing benefit or other forms of social security.

Social services have a duty to prevent human rights violations (including through provision of housing) for someone who is at risk of homelessness and is vulnerable due to factors including age, disability, mental/physical health issues, etc. The Health and Personal Social Services (NI) Order (1972) imposes a number of duties and creates powers including:

(1) In the exercise of its functions under Article 4(b) the Ministry shall make available advice, guidance and assistance, to such extent as it considers necessary, and for that purpose shall make such arrangements and provide or secure the provision of such facilities (including the provision or arranging for the provision of residential or other accommodation, home help and laundry facilities) as it considers suitable and adequate. [...]

(2) Assistance under paragraph (1) may be given to, or in respect of, a person in need requiring assistance in kind or, in exceptional circumstances constituting an emergency, in cash; so however that before giving assistance to, or in respect of, a person in cash the Ministry shall have regard to his eligibility for receiving assistance from any other statutory body, and, if he is so eligible, to the availability to him of that assistance in his time of need."

[5] <https://www.refworld.org/docid/4a60961f2.html>

[6] http://www.nihe.gov.uk/supporting_people_guidelines_2012.pdf

While there exist certain prohibitions against social services providing support to individuals within the immigration system[7], in 2005 the UK House of Lords ruled that a failure by the state to provide social support which exposes some asylum seekers to a real risk of becoming destitute will in certain circumstances constitute 'inhuman and degrading treatment', and therefore will be contrary to Article 3 of the European Convention on Human Rights.

In practice, however, most people seeking asylum find this support impossible to access. Even foregoing the narrow access criteria, the Northern Ireland Human Rights Commission has stated that the current approach is not sufficient:

"It should be emphasised that this bare minimum approach is less than satisfactory, coming from a developed state such as the UK. Nevertheless, it is the Commission's view that, to ensure a minimum level of support, a non-UK national who is destitute and has no other means of support ought to be assessed for assistance under the 1972 Order."

The current NIHE document 'Facing the Future: Homelessness strategy for Northern Ireland 2012-2017' makes no mention of the situation of destitute asylum seekers. Whilst many publicly elected representatives offer support to destitute asylum seekers through constituency work, the destitution experienced by these people seeking

asylum is apparently not deemed to be worthy of a public policy response.

Recommendations:

- Department for Communities and Northern Ireland Housing Executive cease their compliance with the disgraceful and inhuman enforced destitution policies of the UK Home Office which deliberately prevent people from accessing many of the most basic human rights to which they are entitled. Using devolved legislative, administrative and policy development powers, both authorities should collaborate to develop alternatives to uphold the rights of asylum seekers beginning with the removal of barriers for people accessing emergency accommodation.
- Department for Communities and the Northern Ireland Housing Executive scrap their indefensible policy of refusing to grant permission to Housing Associations to use properties unavailable for the social housing waiting list to provide accommodation to destitute asylum seekers.

Open Call to Allies:

- Housing Associations with charitable objectives, solicitors, advocates, and other supporters join Housing4All's "End Destitution" coalition to develop practical initiatives and lobby for change at various levels of the state and public administration.

[7] Section 119 of the Immigration and Asylum Act prohibits the provision of support if the 'person in need' has developed a need as a result of being destitute. In other words, there must be a pre-existing need.

ANALYSIS OF SURVEY RESULTS

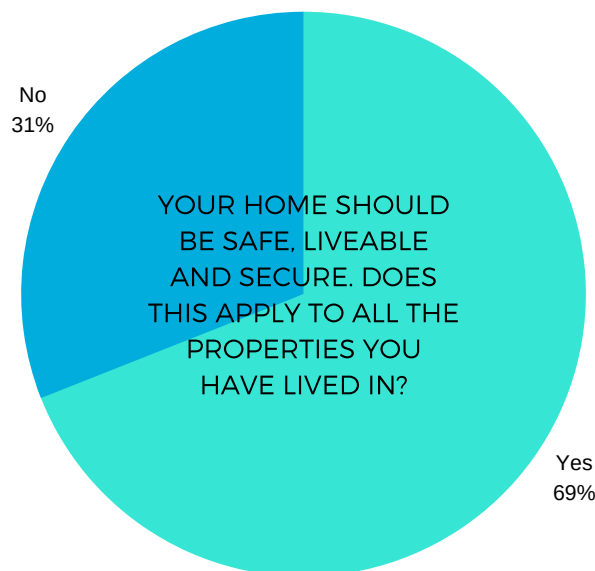
HOUSING CONDITIONS

Indicator: Percentage of people living in poor housing.

Baseline: 31% of people stated their home was not safe, liveable or secure. Their privacy was not respected and/or they did not have access to essential facilities such as heating or electricity.

Benchmark: Reduced to 0% by June 2020.

91% of people surveyed by Housing4All said they were living in accommodation provided by the Home Office through the National Asylum Support Service (NASS). NASS is a UK wide scheme of providing accommodation under the COMPASS contract delivered by four corporations across 6 regions of the UK. The delivery of this contract has been plagued by scandal and has faced widespread criticism to the extent where the UK Home Affairs Select Committee launched an inquiry into “the quality of the accommodation being used by Providers and reports of poor treatment of the asylum seekers that they house[8]”. To date, the Home Office has not implemented any of the recommendations of this inquiry.



From 2012-2019, accommodation for people seeking asylum in Belfast was provided by Serco and the Northern Ireland Housing Executive, who were privately contracted by the Home Office.

From 2019-2029, accommodation for people seeking asylum in Belfast will be provided by Mears Group PLC under the AASC contract worth £50million.



Making People *Smile*

31% of survey respondents to the Housing4All survey said their home was

[8] <https://publications.parliament.uk/pa/cm201617/cmselect/cmhaff/637/63703.html>

not safe, liveable or secure, their privacy was not protected, or they didn't have access to essential services and facilities including energy and heating.

The main reasons people gave for this included unresolved maintenance issues (26.7%), privacy not respected (16.7%), dampness (10%), location not close to services (3.3%) and other (43.3%). Comments given in response to 'other' included "sometimes heat not working, sometimes no gas or electricity" and "sometimes very cold and smelling".

The Independent Chief Inspector of Border and Immigration's (ICIBI) report into accommodation conditions[9] found that just 24% of properties across the UK were fit for purpose under the requirements of the COMPASS contract. Housing4All, through Freedom of Information request, were able to determine that 63% of properties in Belfast did not meet contractual standards and half of these properties required 'urgent' or 'emergency' repairs. These figures obtained from the Home Office contrast sharply with the results of our own survey. It is our view that this is evidence of a failure of accommodation providers to address complaints, a sustained culture of intimidation from accommodation providers meaning asylum seekers feel unable to report complaints, and asylum seekers being unaware of their rights and contractual

standards in relation to housing.

The effects of poor housing conditions on both physical and mental health are well documented. Inadequately heated homes can cause high blood pressure and heart attacks as well as illnesses like pneumonia[10]. Damp and mould have been linked to a range of respiratory illnesses, nausea, vomiting and general ill-health; children and the elderly are at particular risk. People seeking asylum suffer with greater levels of mental ill-health than the general population, and poor housing conditions and insecurity of tenure are proven to be a key factor in causing further stress, anxiety, panic attacks and depression[11].

Insecurity and 'not knowing' are chronic features of the asylum system and great sources of anxiety. The COMPASS contract permits asylum seekers to be relocated twice within a 12-month period with just 7 days notice. This is an issue which particularly impacts children and families which will be discussed in the 'Children's Issues' section of this report.

International Human Rights Law

The right to housing is enshrined in international human rights law. Article 11 of the International Covenant on Economic, Social, and Cultural Rights recognises "the right of everyone to an adequate standard of living for himself ,

[9] https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/757285/ICIBI_An_inspec tion_of_the_HO_management_of_asylum_accommodation.pdf

[10] <https://www.cse.org.uk/advice/advice-and-support/heat-and-health>

[11] https://england.shelter.org.uk/_data/assets/pdf_file/0005/1364063/Housing_and_mental_health_-_detailed_report.pdf

and his family, including adequate food clothing, and housing, and to the continuous improvement of living conditions[12]”.

General Comment 4 of the ICESRC states that the right to housing includes security of tenure, availability of services, materials, facilities and infrastructure, affordability, habitability, accessibility, location, and cultural adequacy[13]. In addition, the World Health Organisation's Health Principles of Housing state that homes should be free from vermin, damp, and mould, and should be properly heated and equipped[14].

Local Policy

The Asylum Accommodation and Support Contract (AASC)[15] which replaces the COMPASS contract outlines standards to ensure accommodation is safe, habitable, and fit for purpose. It is clear that in the delivery of the previous contract, accommodation providers have fallen far short of their contractual obligations. Housing rights for asylum seekers have been progressively eroded since the early 1990s: “the 1993 Asylum and Immigration Appeals Act, the 1996 Asylum and Immigration Act, and the 1996 Housing Act removed many of the legal and welfare entitlements which asylum seekers had previously enjoyed,

especially with regard to welfare and public housing and housing benefits”. [16]

One key change was the removal of security of tenure, which is fundamental to the right to adequate housing. Subsection 4, paragraph A of the Protection from Eviction Act 1977 [17] removes asylum seekers' protection from eviction and security of tenure. Asylum seekers can be required to leave accommodation without a court order having been obtained. Under the NASS contract, asylum seekers can be relocated with just 7 days' notice and can legally be moved twice in a 12 month period. Any relocation prevents proper integration and is disruptive to the health and wellbeing of asylum seekers, particularly where they are moved away from support networks.

The Decent Homes Standard, applicable for Northern Ireland, which falls under the responsibility of the Department for Communities, is set out in Schedule 5 of the Housing Order (NI) 1992[18]. It determines that a dwelling is fit for human habitation if it is in a reasonable state of repair, has reasonably modern facilities and services, and provides a reasonable degree of thermal comfort. Dwellings must also be structurally stable, free from dampness, and have adequate ventilation. The responsibility to

[12] <https://www.ohchr.org/EN/Issues/Housing/Pages/InternationalStandards.aspx>

[13] <https://www.ohchr.org/EN/Issues/Housing/toolkit/Pages/RighttoAdequateHousingToolkit.aspx>

[14] https://apps.who.int/iris/bitstream/handle/10665/39847/9241561270_eng.pdf?sequence=1&isAllowed=y

[15] <https://www.gov.uk/government/news/new-asylum-accommodation-contracts-awarded>

[16] <https://www.birmingham.ac.uk/Documents/college-social-sciences/social-policy/iris/2014/working-paper-series/IRiS-WP-1-2014.pdf>

[17] <https://www.legislation.gov.uk/ukpga/1977/43>

[18] <http://www.legislation.gov.uk/nisi/1992/1725/contents/made>

maintain the Decent Homes Standard is specific to the dwelling and is not dependent on the status of the tenant.

The NI Executive Draft Programme for Government 2016-2022 outlines key issues in society and the departments responsible for addressing them. The Department for Communities is responsible for improving the supply of suitable housing per indicator 8 of the Draft Programme for Government.

The Northern Ireland Housing Executive formally recognises that “poor housing can also have a negative impact on a wider range of physical and mental health problems” in their Housing and Health Strategy. Objective 1 of this strategy outlines the Northern Ireland Housing Executive’s commitment to “reaching the Decent Homes Standard” and “improve housing conditions in the private sector”[19].

In April 2019, Belfast City Council took over responsibility for licencing Houses of Multiple Occupation (HMOs) from the Northern Ireland Housing Executive. To be granted an HMO licence, properties must meet the standards outlined in the Houses in Multiple Occupation Act (Northern Ireland) 2016 [20]. Section 13 sets out the specific requirements.

Recommendations:

- Mears Group adopt a zero tolerance approach to bullying and intimidation of asylum seekers

by staff including robust procedures respecting the right to privacy for asylum seekers and investigating reports of abuse.

- Mears Group maintain regular inspection and reporting of properties to ensure they meet contractual requirements and human rights standards. These records are made available to local authorities, devolved departments and to the public under Freedom of Information request in the interests of transparency and public accountability.
- Mears Group work with local health authorities to provide assessments ensuring that allocated housing is suitable for people’s physical and mental health needs (see Mental Health Recommendations below). All residents to be provided with a pre-allocation induction, with interpreters, outlining their rights, including how to engage with the complaints process, and provide information on local services.

Open Call to Allies:

- Third sector organisations work in partnership with Housing4All to support asylum seekers asserting their housing rights through monitoring, exposing substandard conditions, and ensuring problems are resolved

[19] https://m.nihe.gov.uk/housing_and_health.pdf

[20] www.legislation.gov.uk/nia/2016/22/contents

ANALYSIS OF SURVEY RESULTS

FOOD POVERTY

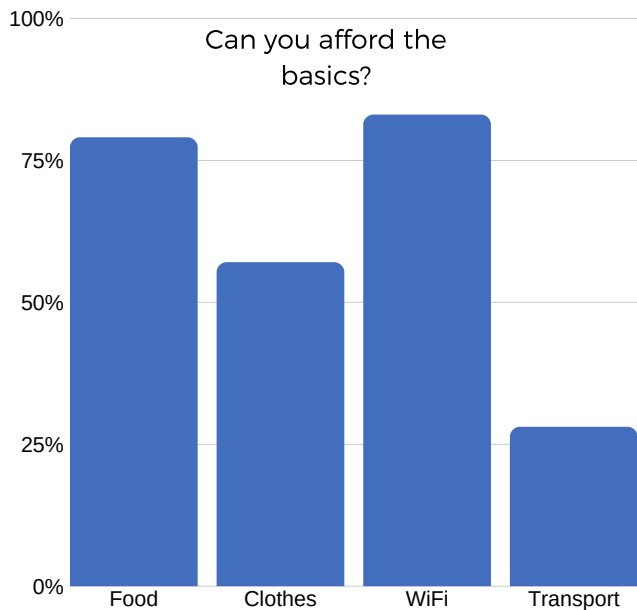
Indicator: Percentage of people living in food poverty.

Baseline: 79% of people stated they could not afford food for themselves or their family.

Benchmark: Reduced to 20% by June 2020.

Food Poverty is not simply the inability to afford food; it is the inability to secure access to adequate and nutritious food. People seeking asylum are disproportionately impacted by food poverty. The results of our survey showed that;

- 79% of asylum seekers in Belfast cannot afford the cost of food.
- 57% of asylum seekers are currently attending a food bank.
- Of those who are using a food bank, 70% attend at least once a month and almost 20% are attending on a weekly basis.
- These statistics contrast sharply with figures that suggest 7% of the wider population of the UK have used a food bank[21].



There are proven linkages between food poverty and health conditions such as diabetes, cardio-vascular disease, cancer, obesity, and malnutrition[22]. Food poverty is also linked to a range of mental illnesses such as depression, anxiety and psychosis[23]. Food poverty related mental ill-health is caused by both vitamin deficiencies and social factors such as stigma, exclusion, and loss of dignity. It is proven that hungry children behave and perform worse in school[24], further having negative impact on them and their families.

The Home Office provide each asylum seeker with £37.75 per week to cover the cost of food, clothing, toiletries,

[21] <https://www.independent.co.uk/news/uk/home-news/food-banks-uk-how-many-people-adults-poverty-a8386811.html>

[22] https://www.sustainweb.org/foodaccess/what_are_the_consequences_of_food_poverty/

[23] <https://www.mentalhealth.org.uk/sites/default/files/food-for-thought-mental-health-nutrition-briefing-march-2017.pdf>

[24] IBID

medication, transport, and other essentials.

The Home Office expect that people seeking asylum will spend £20 of this weekly allowance on food. However, research completed for the All-Island Food Poverty Network states that the cost of a healthy food basket for a family of two adults and two children is £119 per week[25]. The weekly income of an asylum seeking family of this size is £151[26]. A low income household in Northern Ireland would have to spend 30% of their weekly income in order to purchase a basket of healthy food. An asylum seeking family would have to spend 79% of their weekly income to purchase the same basket of food. In addition, culturally appropriate foods such as Halal meat or vegetables/grains imported from people's home countries are more expensive.

Being unable to afford food is dehumanising and is a direct result of deliberate Home Office policy. Food is an important part of identity and culture and helps people seeking asylum remain attached to the place they are from. It is also important that children of asylum seekers are able to share in their parent's culture. As one member of Housing4All said, "if you force people not to eat food according to their culture, you are pushing their kids to forget their own culture which is not right. They need to be supported to keep their culture and share it with their children and their children's

children. You push me to eat this, they will never know our food. It's finished. Gone. They will know nothing about our culture". The combination of food insecurity and loss of culture worsens the trauma of displacement.

As the results of our survey have shown, many asylum seekers rely on food banks and other charitable organisations. Housing4All recognise these organisations are run and supported by kind and generous individuals without whom the situation would be far worse. However, constant reliance on charities inevitably has an impact on people's dignity and wellbeing.

Housing4All have found that often charities struggle to meet the needs of everyone. People who participated in our research explained how they were often turned away from receiving food parcels as they had already received their quota and some people with children even reported to us that they were told by staff if they came to collect another food parcel they would be reported to social services. Food banks also struggle to provide food that meets the health or cultural needs of individuals.

International Human Rights Law

The right to adequate food is a right recognised under international law in multiple statutes. Article 11 of the International Covenant on Economic

[25] [https://www.safefood.eu/Professional/Nutrition/Nutrition-News-en/Nutrition-News/June-2015/Cost-of-a-Healthy-Food-Basket-\(Northern-Ireland\).aspx](https://www.safefood.eu/Professional/Nutrition/Nutrition-News-en/Nutrition-News/June-2015/Cost-of-a-Healthy-Food-Basket-(Northern-Ireland).aspx)

[26] Weekly asylum support rate = £37.75 per person x4 = £151

[27] <https://www.ohchr.org/en/professionalinterest/pages/cescr.aspx>

Social and Cultural Rights (CESCR) affirms “the right of everyone to an adequate standard of living for himself and his family, including adequate food[27].”

Article 11 of the Covenant goes on to outline “the fundamental right of everyone to be free from hunger[28]”. In addition, the Committee on Economic, Social, and Cultural Rights affirms that “the right to food is indivisibly linked to the inherent dignity of the human person and is indispensable for the fulfilment of other human rights[29]”.

Article 27 of the United Nations Convention on the Rights of the Child recognises “the right of every child to a standard of living adequate for the child's physical, mental, spiritual, moral and social development[30]” and places obligations on states to assist in the provision of nutritious food to ensure the full realisation of this right.

The United Nations Special Rapporteur on the Right to Food states that “the right to food is the right to have regular, permanent and unrestricted access, either directly or by means of financial purchases, to quantitatively and qualitatively adequate and sufficient food corresponding to the cultural traditions of the people to which the consumer belongs, and which ensure a

physical and mental, individual and collective, fulfilling and dignified life” [31].

Finally, the Committee on the Elimination of Racial Discrimination in its General Comment 30 paragraph 37 recommends that States should “take measures to enable non-citizens to preserve and develop their culture” [32]

Local Policy

According to The UK Stakeholders for Sustainable Development, there is no single nationwide Government measure for hunger in the UK despite staggering levels of people living in food poverty[33].

Here, the Draft Programme for Government 2016-2021[34] indicator 19 defines the role of the Executive as “tackling poverty and deprivation” and commits the Department for Communities to reducing both absolute and relative poverty.

The Food Standards Agency has assumed co-responsibility for developing a short, medium, and long term strategy to address food poverty here and increase the number households able to secure an adequate and nutritious diet[35]. This strategy has

28] IBID

[29] <http://www.cwp-csp.ca/poverty/a-human-rights-violation/the-right-to-food/>

[30] <https://www.cypcs.org.uk/rights/uncrcarticles/article-27>

[31] <https://www.ohchr.org/EN/Issues/Food/Pages/FoodIndex.aspx>

[32] https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/TBSearch.aspx?Lang=en&TreatyID=6&DocTypeID=11

[33] <https://publications.parliament.uk/pa/cm201719/cmselect/cmenvaud/1491/149105.html>

[34] <https://www.northernireland.gov.uk/consultations/draft-programme-government-framework-2016-21-and-questionnaire>

[35] <https://www.food.gov.uk/sites/default/files/media/document/FS307008%20-%20Food%20Poverty%20Final%20Report.pdf>

been developed as part of the FSA's role as co-chair of the All-Island Food Poverty Network of which the Department for Communities and the Department for Health are members[36].

Belfast City Council are members of the Belfast Food Network Food Poverty working group, which recommends a rights based approach to food poverty and will address the structural causes of food poverty by promoting the living wage in Belfast. It also seeks to promote the availability of fresh healthy food through a range of social enterprises and community projects[37].

Recommendations:

- Home Office end their policy of enforced destitution and increase financial support provided to asylum seekers to be in line with social security benefits.
- Home Office amend their policy so that Section 4 support is available to be withdrawn as cash in the same way as Section 95 support, removing barriers to people accessing essential items.
- Belfast City Council and Department for Communities establish a sub-committee in the following 2019/2020 term to develop plans to introduce a digital money scheme (similar to the MONI scheme in Finland) to pay additional financial allowances to asylum seekers outside of Home Office support.

This scheme would give people more resources, more autonomy, freedom from Home Office covert surveillance, and a digitally verifiable identity akin to a bank account.

- Department for Communities provide funding for free school meals during school holidays, as this is a time when asylum seeking families struggle most to feed their children.
- Belfast City Council establish a sub-committee in the following 2019/2020 term to develop plans to promote an Aspen Card discount scheme among local businesses.

Open call to Allies:

- Third Sector organisations work in partnership with Housing4All to develop culturally appropriate and healthy donation lists for food banks to circulate to their donors.
- Food banks work to promote a culture of dignity and respect, allowing people to 'shop' for food rather than be given pre-packed parcels. Food banks could operate a system similar to the Khora Free Shop in Athens, which gives people vouchers that allocate them a certain number of items by category, which they can spend in the store.
- Local businesses implement a discount scheme for holders of an 'Aspen card', the card used to pay Home Office support. It could operate similarly to the 'student discount' scheme which already successfully exists across Europe.

[36] <https://www.safefood.eu/Professional/Nutrition/Food-Poverty/All-island-Food-Poverty-Network.aspx>

[37] <https://minutes3.belfastcity.gov.uk/documents/s54057/Appendix%201%20-%20BFN%20Draft%20Collaborative%20Response.pdf>

ANALYSIS OF SURVEY RESULTS

CHILDREN'S ISSUES

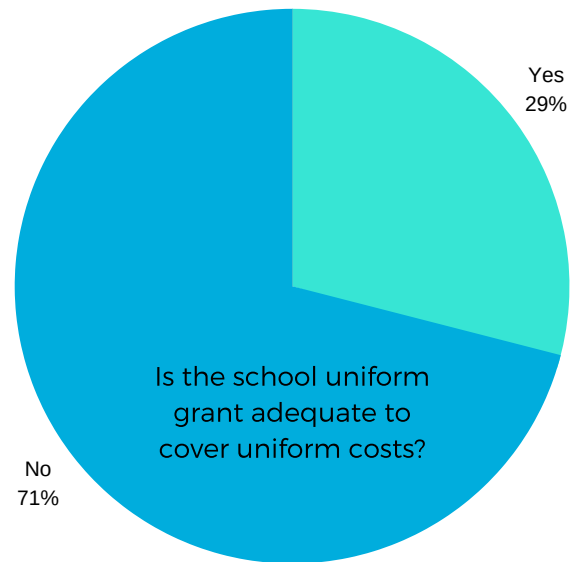
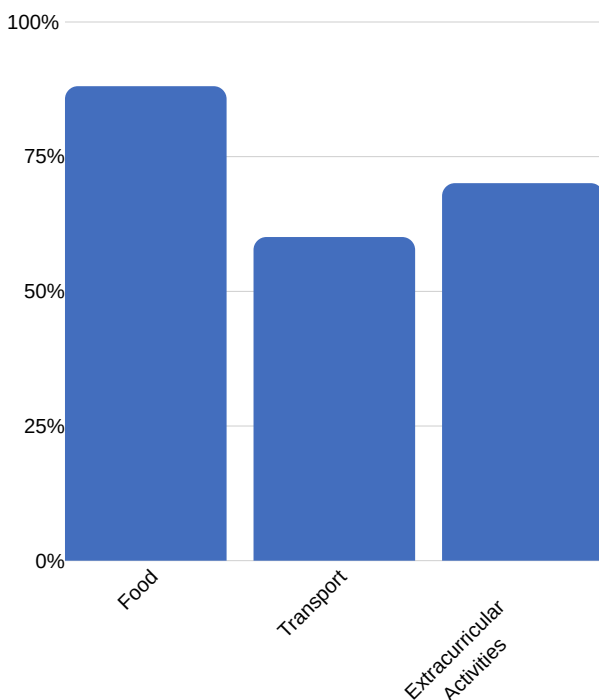
Indicator: Percentage of parents who cannot afford child related costs.

Baseline 1: 71% of people stated school uniform grant is not adequate.

Benchmark 1: Reduced to 30% by June 2020.

Baseline 2: 88% of people stated they could not afford the basics and other child related costs.

Benchmark 2: Reduced to 40% by June 2020.



Families make up 38% of the asylum seeking population surveyed. Parents we surveyed greatly struggled to afford the costs associated with raising a family. 71% of parents stated the school uniform grant was not adequate. Over one third of parents said they had been forced to change their child's school due to relocation by the Home Office. The school uniform grant is only available once a year and so families who are relocated during the school year must pay for the new uniform out of their weekly allowance. 88% of parents stated they could not afford basic items such as food and clothing along with other child related costs, specifically transport, recreational activities, and school trips.

The Home Office provides a one off maternity payment of £300 for children born to asylum seekers [38]. 21% of our survey respondents said they had had a child since becoming an asylum seeker and 92% of them struggled to afford the cost of this.

75% of parents reported they experienced anxiety, isolation, and depression or felt they could not cope with daily activities. Research has found that parents mental ill health has a negative impact on the child/children within the family[39].

Research has shown that schools are central in assisting newly arrived children and families to settle in their new community, this is only true however in circumstances where children and their families feel they belong[39]. Constant fear of relocation by the Home Office prevents families from settling properly. Schools can provide safe and stable setting where refugee children can develop meaningful and constructive connections to peers, teachers and other professionals, as well as being a place in which discrimination, racism and stigmatisation can be actively countered[40]. For this to be successful, teachers and other staff must undergo training on how to work specifically with asylum seeking children and their families along with knowledge of local support and clinical services available to

this particular group.

Housing4All found through speaking to parents that they struggled with being unable to afford things like extracurricular activities, sports, and learning musical instrument and this had a negative impact on the mental health of parents. Parents felt that their children did not respect them as they are unable to afford things like school uniforms or bus fare. Parents feel that being able to participate equally in school and out of school activities is vital to their child's education, development, and integration into their new community.

International Human Rights Law

Under international law, children's rights are enshrined in the United Nations Convention on the Rights of the Child. This convention outlines the rights of children, and instructs states to "respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status"[41]. The convention also outlines the rights of children to adequate nutrition, housing, medical services, education, and recreational activities.

[38] <https://www.gov.uk/asylum-support/what-youll-get>

[39] <https://www.belfasttelegraph.co.uk/news/health/30-of-northern-ireland-children-have-mum-with-mental-illness-highest-rate-in-uk-38202563.html>

[39] <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0089359>

[40] <https://www.city.ac.uk/news/2018/january/schools-key-to-successful-integration-of-child-refugees,-says-study>

[41] <https://www.humanium.org/en/convention/text/>

[42] <https://www.legislation.gov.uk/ukpga/2009/11/section/55>

Local Policy

Under Section 55 of the Borders, Citizenship and Immigration Act 2009[42], the Home Office has a duty to safeguard and promote the welfare of children who are in the UK. The Children's Services Co-operation Act (NI) 2015[43] provides a statutory framework to protect the rights of children and young people to enjoy a decent standard of physical and mental health, to the enjoyment of play and leisure, to learning and achievement, and for them to live in a society which respects their rights.

Per the Draft Programme for Government 2016-2021[44], the Department of Education has responsibility for both indicator 11, improve educational outcomes, and Indicator 15, improve child development.

The School uniform grant, administered by the Education Authority, pays a maximum of £35.75 for a post primary pupil, £51 for a post-primary/special school pupil under 15 years old, £56 for a post-primary/special school pupil over 15 years old, and £22 for a post-primary/special school pupil physical education kit. There are no grants available for nursery/reception age children, and parents are only eligible to receive one uniform grant per year[45].

Belfast City Council have committed to supporting all of Belfast's children and young people to be empowered, safe, happy, achieving at each stage of life, and playing their part in their city and communities[46] as part of the Children and Young People's Strategic Partnership.

In order to ensure that these needs are met, the Northern Ireland Commission for Children and Young People has Statutory Duties to; promote awareness of children's rights, monitor and review the effectiveness of law and practice, and children's services, advise and communicate with government and relevant authorities, seek the views of children and young people, undertake legal challenges, address human rights breaches, and advocate on behalf of children and young people.[47]

Recommendations:

- Currently the school uniform allowance pays a maximum of £36 for primary school pupils and a maximum of £56 for secondary school pupils, plus a maximum of £22 for a physical education kit available to secondary school pupils only. Department for Communities increase the school uniform allowance to at least £100 per annum and provide another allowance if the child moves schools.

[43] <https://www.legislation.gov.uk/nia/2015/10/contents>

[44] <https://www.northernireland.gov.uk/consultations/draft-programme-government-framework-2016-21-and-questionnaire>

[45] <https://www.nidirect.gov.uk/articles/school-uniform-and-uniform-grants>

[46] <https://www.belfastcity.gov.uk/community/childrenyoungpeople.aspx>

[47] <https://www.niccy.org/media/3051/socrni-main-report-final-june-18.pdf>

Department for Health provide appropriate mental health assessments and support for children in families who are seeking asylum.

Belfast City Council confidentially provide free places for children to attend extra-curricular activities and summer clubs so that children in families seeking asylum can participate in activities with their peers without discrimination.

- Department for Education provide free bus passes for all children from asylum seeking families travelling to school by removing the qualifying distance requirement – currently standing at four miles (round trip) for primary school pupils and six miles (round trip) for secondary school pupils.
- Mears Group adopt a policy whereby school age children are not relocated away from their place of study without exhausting normal statutory processes which apply to all children. Such processes are aimed at minimising disruption and protecting the health and well-being of the child concerned. Failure to enforce these protections is an officially acknowledged act of harm to the child.

Open Call to Allies:

- Parents, teachers, charities, and other support and advocacy organisations pledge your support to the recommendations in this report and join Housing4All in calling for the rights of children seeking asylum to be protected.

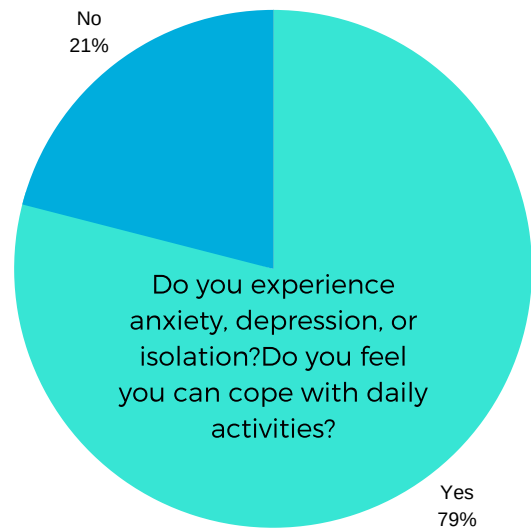
ANALYSIS OF SURVEY RESULTS

MENTAL HEALTH

Indicator: Percentage of people suffering with mental ill-health.

Baseline: 79% of people stated they experienced anxiety, depression, or isolation or felt they could not cope with daily activities.

Benchmark: Reduced to 50% by June 2020.



Research has shown that forcibly displaced people are at significantly increased risk of suffering mental illnesses such as depression, anxiety, and post-traumatic stress disorder. 78% of asylum seekers surveyed by Housing4All stated that they suffer with anxiety, isolation, and depression or feel that they cannot cope with daily activities. Comparably, 20% of the overall population in the North of Ireland suffer with mental ill-health[48].

There is clearly a mental health crisis here; more people have taken their own life in the 20 years since the signing of the Good Friday Agreement than were killed during the 30 year conflict[49]. First generation traumas and

transgenerational traumas have not been addressed and are further compounded by a continued denial of rights to housing, health, social security, and a range of equality issues. Mental health is the single largest cause of ill-health and disability here yet only accounts for around 5% of the overall health budget[50].

There are generally three stages of a displaced person's journey where they may experience trauma causing mental ill-health: pre-displacement, during their flight, and post-displacement. Post-displacement stressors can be caused by a variety of factors relating to the displacement itself including family separation, social isolation,

[48] <http://www.niassembly.gov.uk/globalassets/documents/raise/publications/2016-2021/2017/health/0817.pdf>

[49] <https://www.amh.org.uk/wp-content/uploads/2018/02/Briefing-Mental-Health-Crisis-in-Northern-Ireland.pdf>

[50] <https://www.pprproject.org/stop-pretending-things-are-ok-we-need-more-funding-for-mental-health-now>

racism and discrimination, as well as loss of social identity tied with former community and cultural groups[51].

Post-displacement stressors can also be caused by poverty, poor quality housing, barriers to employment and education, alongside complex and unfair legal systems. It is undeniable that the additional trauma suffered by people seeking asylum is deliberately inflicted upon them as a result of Hostile Environment policies designed to punish people who the British Government deem to be undesirable migrants. It is often these post-displacement experiences which asylum seekers and refugees find most difficult. A staggering 77% of people surveyed by Housing4All said their health had gotten worse since claiming asylum in the UK.

Not only are asylum seekers more vulnerable to mental health problems, they are also less likely to receive support than the general population for a number of reasons[52]. Often, people seeking asylum struggle to afford transport costs to attend medical appointments. They fear information about them will be shared with the Home Office which will negatively affect their case. Many asylum seekers face discrimination from medical professionals who also lack knowledge of their unique issues and experiences

associated with forced displacement. In addition, mental ill-health can be stigmatised within the asylum and refugee community, which prevents people from reaching out for support. Language barriers also prevent asylum seekers from receiving support.

Building strong relationships within local communities is one powerful way of addressing the mental ill-health of asylum seekers and refugees[53], as it challenges the deliberately isolating hostile environment policies. This should be an explicit focus of those providing mental health services.

Not enough attention is paid to the mental health of asylum seekers when they arrive in the North of Ireland, which has significant and lasting impacts. The health screening asylum seekers receive upon arrival tests for communicable diseases only (TB, HIV, Hepatitis), and the Home Office “discharges its duties on health matters by ensuring that relevant asylum seekers have all the necessary information, in a language they understand, to access and register with their local health services”. A full and proper assessment of the needs of asylum seekers is not carried out, despite contractual requirements which state accommodation must be suitable for the needs of the individual. There is significant research to suggest

[51] <https://link.springer.com/article/10.1007/s11920-016-0723-0>

[52] <https://www.equalityhumanrights.com/sites/default/files/research-report-121-people-seeking-asylum-access-to-healthcare-evidence-review.pdf>

[53] <https://migrationandmentalhealth.wordpress.com/2018/09/14/developing-a-culturally-sensitive-mental-health-intervention-for-asylum-seekers-in-the-netherlands-a-pilot-study/>

that mental ill-health is both exacerbated by and inhibits the success of, the asylum interview process. Research has shown that the process is extremely stressful for traumatised individuals and can be triggering for those suffering with PTSD. Research has also shown that trauma prevents individuals from remembering past experiences and giving a coherent account of these to officials. Traumatic memories often contribute to incomplete biographical accounts as people have difficulty retrieving memories of specific events [54]. The Home Office uses discrepancies in people's statements, comparing details given in the initial and substantive interviews to, often incorrectly, conclude the person is lying which ultimately leads to their claim being refused. It is vital that a full assessment of a person's fitness to be interviewed, and health needs are addressed, before any statements are given to the Home Office.

Asylum seekers involved in this research frequently reported to Housing4All that they felt medical professionals or other staff lacked understanding about their culture which prevented them from receiving adequate services. We recommend that organisations providing counselling and other mental health services undergo cultural diversity training and training on the asylum system.

International Human Rights Law

The right to physical and mental health is enshrined in international human rights law, Article 12 of the International Covenant on Economic Social and Cultural Rights recognises "the right of everyone to the enjoyment of the highest attainable standard of physical and mental health".

Under international law, states also have an obligation to "respect, protect and fulfil the right to mental health of all people on their territory or under their effective control, regardless of their migrant, refugee, or other legal status"[55].

The Committee on the Elimination of Racial Discrimination in its General Comment 30, affirms that states should "remove obstacles that prevent the enjoyment of economic, cultural and social rights by non-citizens, notably in the areas of education, housing, employment and health". Barriers to the promotion and protection of the right to mental health in the context of migration include the vast landscape of unequal power relations, "exclusion and toxic community relations are a central barrier to the realisation of the right to mental health in the context of migration. Likewise, exclusion leads to significant economic costs to communities."[56]

[54] <https://www.bmj.com/content/324/7333/324>

[55] <https://undocs.org/pdf?symbol=en/A/73/216>

[56] IBID

Local Policy

It is clear that the UK Home Office under successive Labour, Conservative & Liberal Democrat, and Conservative administrations have created a system which deliberately causes trauma and harm to asylum seekers.

The Provision of Health Services to Persons Not Ordinarily Resident Regulations (Northern Ireland) 2015 provides for primary and secondary health care to all asylum seekers, including those whose claims have been refused[57].

The Department of Health Protect Life 2 Suicide Prevention Strategy identifies migrant populations and ethnic minorities as being a priority group for suicide prevention efforts[58]. However, the specific needs of asylum seekers are not referenced in the Protect Life 2 Suicide Prevention Strategy or the Department for Health's Wellbeing 2026 Strategy.

The Health and Social Care Board state that they are committed to addressing any barriers to health. The HSBC recognise that members of Black and Minority Ethnic (BME) have difficulties accessing health services, particularly mental health services, and that asylum seekers face additional barriers[59].

Recommendations:

- Department for Health ensure that every asylum seeker and their family receives a full social services assessment before they are allocated dispersal accommodation and that they receive follow up appointments. This assessment should identify specific needs which should be considered by Mears Group and the Home Office when allocating dispersal accommodation. This assessment should also determine whether the individual is mentally fit to be interviewed as part of their asylum claim, and should protect them from further trauma.
- Organisations providing counselling, mental health services and medical professionals seek to actively recruit members of the BME and refugee and asylum community as either staff or peer mentors. This approach has proven to be successful in Germany through a pilot project run by Medicines Sans Frontiers (MSF) [60]. The project trained refugees as psychosocial peer counsellors. Through one-to-one or group sessions newly arrived asylum seekers talked about their worries and mental state with people who had similar experiences. The peer counsellors were trained to identify the most troubling cases and to work with asylum seekers to develop coping techniques for stress and anxiety. The successes of the

[57] <http://www.niassembly.gov.uk/globalassets/documents/raise/publications/2017-2022/2017/executive-office/2617.pdf>

[58] <https://www.health-ni.gov.uk/sites/default/files/consultations/health/protect-life-2-consultation.pdf>

[59] http://www.belfasttrust.hscni.net/pdf/BME_Cultural_Awareness_Document_sml.pdf

[60] <https://www.theguardian.com/world/2017/aug/31/germany-turns-refugees-into-mental-health-counsellors-for-their-peers>

programme were two-fold; firstly it countered feelings of boredom and loneliness by employing refugees to deliver mental health services to their peers. Secondly, it was able to break down cultural and language barriers as well as the stigma associated with therapy within the asylum and refugee community. If a similar project to this was implemented in Belfast it would be greatly beneficial and empowering to the whole community of asylum seekers and refugees.

- GP practices remove charges for letters and medical reports for asylum seekers which can cost up to £50. These letters are used as evidence for the person's asylum claim and for support organisations to advocate on their behalf.

Open call to Allies:

- Organisations providing counselling, mental health services, and medical professionals join Housing4All's coalition to develop practical initiatives aimed at addressing some of the root causes of mental ill health experienced by asylum seekers and their families. Housing4All also call on those named above to work with Housing4All to deal with discrimination against asylum seekers and the stigma around mental health within the asylum seeking community

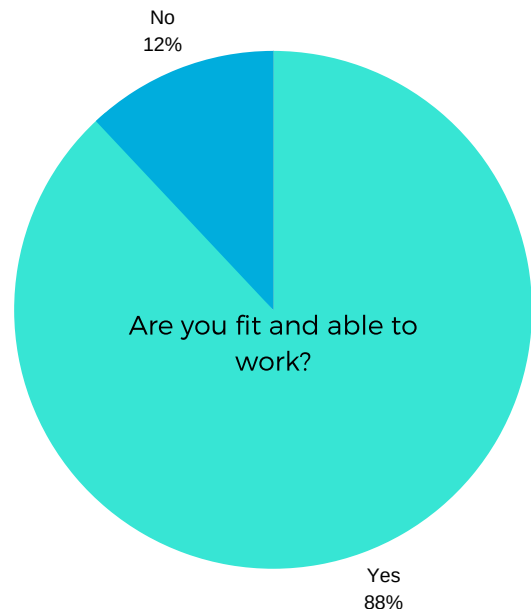
ANALYSIS OF SURVEY RESULTS

RIGHT TO WORK

Indicator: Percentage of asylum seekers excluded from accessing employment.

Baseline: 100% of asylum seekers are excluded from accessing employment.

Benchmark: Reduced to 0% by June 2020



The Asylum and Immigration Act 1996 [61], made it illegal for asylum seekers to work. This was later replaced by the 2006 Immigration, Asylum, and Nationality Act. Further, it is a criminal offence for an asylum seeker to work in the UK. In the North of Ireland this is punishable by a maximum 6 month prison sentence and a fine. This policy was introduced by the Blair Labour Government in 1999 as part of their measures to 'crack down' on immigration. Theresa May is most infamously associated with the Hostile Environment policies, but in fact it was the Blair Government that first introduced indefinite detention and enforced destitution.

One of the reasons the ban on working was introduced was to propagate the myth that employment is a principle pull factor for asylum seekers. However, the Home Office's own research [62] states that there is no evidence to suggest a long term correlation between labour market access and applications for asylum. The research recommended unrestricted labour market access after 6 months.

People who were surveyed by Housing4All included bankers, doctors, mechanics, chefs, pharmacists, teachers, accountants, retail workers, lawyers, fishermen, electricians, computer engineers and farmers in

[61] <https://www.legislation.gov.uk/ukpga/1996/49/contents>

[62] <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.473.3461&rep=rep1&type=pdf>

their home countries. There is such a vast set of skills unused. "Imagine someone who has been working for a long time in his own country providing for himself. Then he comes here and gets £35 per week and he knows if he is working he could give that £35 to 10 people".

Housing4All see the right to work as a solution to many of the problems experienced by asylum seekers. It is explicitly linked to mental ill-health, as denial of working rights leads to isolation and depression as mentioned above. If people seeking asylum were given the right to work they would also be able to afford food and other essential items for their family. They would be able to afford to rent their own houses and would be less likely to fall into destitution.

International Human Rights Law

The International Covenant on Economic, Social, and Cultural Rights, recognises "the right to work, which includes the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts [62]". The Committee on the Elimination of Racial Discrimination, in its General Comment 30, recommends that states "remove obstacles that prevent the enjoyment of economic, social and cultural rights by non-citizens, notably in the areas of education, housing, and employment, and health" [63].

It also states that "people on the move have the right to participate in their own care and support as decision makers and as co-creators of support regimes. Restrictions on their ability to work, obtain an education, or otherwise participate meaningfully and equally in their host communities are incompatible with the right to health and should be eliminated" [64].

Local Policy

Under the Immigration, Asylum and Nationality Act 2006 [65], it is a criminal offence for an asylum seeker to work in the UK. In the North of Ireland it is punishable by a maximum 6 month prison sentence and a fine.

Under the NI Executive Draft Programme for Government, the Department for Economy[66] has responsibility for Indicator 16, 'increase the proportion of people in work'.

The Department for Communities[67] has responsibility for both Indicator 17, 'reduce economic inactivity' and Indicator 32, 'increase economic opportunities for our most deprived communities'.

Recommendations:

- Following the lead of almost every other EU country, Home Office lift the ban on the right to work and allow asylum

[62] <https://www.ohchr.org/en/professionalinterest/pages/cescr.aspx>

[63] <http://hrlibrary.umn.edu/gencomm/genrec30.html>

[64] IBID

[65] <https://www.legislation.gov.uk/ukpga/2006/13/crossheading/employment>

[66] <https://www.northernireland.gov.uk/consultations/draft-programme-government-framework-2016-21-and-questionnaire>

[67] IBID

seekers to work after 6 months of making their claim for asylum. Home Office's own research shows there is no correlation between number of asylum claims and employment access. The blanket employment ban damages the mental health and wellbeing of people seeking asylum and should be ended.

- Belfast City Council, led by the Lord Mayor, seek a meeting with the Home Office to advocate for employment rights for asylum seekers.
- Belfast City Council and Department for Communities establish a sub-committee in the following 2019/2020 term to develop plans for 'Timebanking', which provides non-monetary ways for asylum seekers and non-asylum seekers to exchange goods and services.

Open Call to Allies:

- Trade Unions, third sector organisations and civil society, pledge your support to the Lift the Ban campaign.

CONCLUSION

This report has outlined the rights denied to people seeking asylum in the north of Ireland in relation to destitution, housing conditions, food poverty, children's issues, mental health, and the right to work. It has told the story of a system of seeking asylum which leaves people deliberately homeless. Those who have homes, often live in poor conditions which threaten their health. There is such a culture of fear, that people would rather say nothing and endure these conditions than risk affecting their asylum claim.

This report has shown food poverty to be the norm amongst the asylum seeking community and that families with children particularly suffer. Children from asylum seeking families are excluded from so much because of the conditions imposed upon their parents by the Home Office.

The system of seeking asylum in the UK causes serious damage to the mental health of people who are already suffering because of what they have experienced in the course of their flight. This has further negative impacts on their families and children. Many of the issues raised in this report could be solved by lifting the ban on employment for people seeking asylum. It would allow them to integrate better in their new community, it would enable them to provide for themselves and their families, restoring their dignity and helping them to heal.

It remains the view of Housing4All that the policies which result in the denial of these rights are a deliberate creation of the Home Office, designed to exhaust, frustrate, and punish people who come to the UK seeking sanctuary from persecution and violence.

Housing4All call upon the statutory duty bearers in the north of Ireland to protect the rights of people seeking asylum here by implementing the recommendations of this report. We also invite our allies to lend their support to our campaign.



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Subject:	Update on Decade of Centenaries Programme
Date:	23rd August, 2019
Reporting Officer:	Nigel Grimshaw, Strategic Director, City and Neighbourhoods Services
Contact Officer:	Nicola Lane, Good Relations Manager

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	To update the Committee on the Council's Decade of Centenaries Programme.
2.0	Recommendation
2.1	The Committee is asked to note the update of the progress of the programme and that the Council will not develop its own exhibition for the final phase of the Decade.
3.0	Main Report
	<u>Background</u>
3.1	The Decade of Centenaries Programme marks the anniversaries of key events from 1912 – 1922, one hundred years ago. It aims is to promote a greater understanding of our shared, but complex history, in a way that can promote better relationships and foster reconciliation.

3.2	Prior to the onset of the Decade, the Council sought to take a leadership role. From the very first discussions in City Hall on the Decade of Centenaries, Councillors took a positive approach, agreeing that the marking of these events provided the City with an excellent opportunity to broaden our understanding of the past and to develop respect for the complexity of our inter-woven and shared history.
3.3	<p>In 2011, Members of the then Historic Centenaries Working Group had agreed a three phased approach to the whole Decade in chronological order:</p> <ul style="list-style-type: none"> - 1912 – 1914; - 1914 – 1918; and - 1918 – 1922.
3.4	Members also agreed to a series of principles that would underpin Council activity as well as to guide external events taking place on Council premises, such as City Hall. These principles are attached as appendix 3.
3.5	The first period, 1912-1914, was entitled “Shared History, Different Allegiances” and covered a range of historical events such as the Balmoral Review, the Home Rule crisis, the Ulster Covenant, the Gaelic Revival, the rise of the Suffragette and Labour movements, the formation of the YCV, along with the arming of the UVF and the Irish Volunteers. The Council hosted a large scale exhibition in the City Hall and delivered a range of civic events.
3.6	The second period, 1914-1918, covered the period of World War I, including the Somme and the Easter Rising. The bulk of this activity took place over 2016, under the banner of “Belfast; Reflections on 1916”.
3.7	The third period, 1918-1922, which is currently being delivered, is covering the end of World War I, the 1918 Elections, Women’s Suffrage, the Anglo-Irish war, the treaty negotiations and ultimately the establishment of the two parliaments on the island.
3.8	Major exhibitions were commissioned for the Covenant, the Somme and the Easter Rising and there was a Civic Dinner to mark each of these three events, as had been agreed in 2012. In addition, the Council rolled out an annual programme of events during each year of the Decade, open to the public and free to attend.

3.9	<p>In 2016, at the August meeting of the Diversity Working Group, Members requested that officers develop a programme for the remainder of the Decade, from 2017 until 2022. Central to the programme, Members requested that:</p> <ul style="list-style-type: none"> - Activity being planned would continue with the objective of having a strong Belfast focus, exploring the human stories of lost lives and be respectful. - The current Principles, agreed in 2011, will inform all activity within the final phase of the Decade of Centenaries
3.10	<p>The programme contains a number of themes and a series of events within each theme (see appendices 1 and 2), which were approved by Party Group Leaders and further agreed by the Strategic Policy and Resources meeting on the 20th October 2017.</p>
3.11	<p>Members also confirmed that the Shared City Partnership and the Strategic Policy and Resources Committee would form the governance for the programme, with Party Group Leaders also having a regular input into programme development. Party Group Leaders also requested that officers explore the possibility of delivering an exhibition covering the themes within appendix 2 during this final phase of the Decade.</p>
3.12	<p><u>Exhibition</u></p> <p>The two previous exhibitions undertaken for the first two phases of the Decade cost in the region of £50,000 each, which were very well attended by residents and visitors.</p>
3.13	<p>However, in relation to developing any exhibition for this final phase, Members should be aware that there is no resource set aside for such. More significantly, the public areas within City Hall have been hugely developed since the last exhibition was staged in 2016. With the new permanent exhibition, there is not the space to develop a comparable temporary exhibition in City Hall. The only available space for a temporary exhibition would be in the small foyer area in the entrance of City Hall.</p>
3.14	<p>Officers are aware however that over the course of the next 3 years, other organisations will be developing thematic exhibitions on the Decade of Centenaries. One is the Ulster Museum's temporary exhibition on Partition, which will open in the autumn of 2020. The second exhibition is a mobile exhibition titled Ireland's Global Revolution, which has been commissioned by the Department of Foreign Affairs and Trade. It will be displayed at Irish embassies worldwide but would be made available to other venues as well.</p>

3.15	<p>At its August meeting, Party Group Leaders were of the view that the Council should not resource and develop its own exhibition for this final phase and requested that officers look at other options for engaging with any exhibition that may be in Belfast over the next 3 years relating to Decade of Centenaries.</p>
3.16	<p><u>Community Involvement</u></p> <p>Members may be aware of the wider Centenaries programme contained within the PEACE IV Local Action Plan, titled Belfast and the World, under the Building Positive Relations theme. This programme is an engagement programme within communities, and is now in its second year. It has already delivered over 30 hours of contact learning and engagement work to 80 participants thus far and contains a budget of £190,891. It will run until December 2021.</p>
3.17	<p><u>Notice of Motion on the Centenary of the Foundation of Northern Ireland.</u></p> <p>Members will be aware that a Notice of Motion was proposed by Councillor Dorrian and seconded by Councillor Hutchinson at Council I July 2019. The notice reads:</p> <p><i>“This Council notes the centenary of the foundation of Northern Ireland in 2021, the commitment to celebrate this as part of the Decade of Centenaries programme and the pivotal role that Belfast City Hall played in the establishment of its political institutions.</i></p> <p><i>The Council agrees that a significant programme is developed by the Council to celebrate, to educate and to fully examine the different perspectives on its creation and to recognise the role of the City Hall.”</i></p> <p>The Notice of Motion has been referred to the Strategic Policy and Resources Committee and will be dealt with in a separate paper.</p>
3.18	<p><u>Financial and Resource Implications</u></p> <p>The costs of the activities listed in appendix 2 can be being borne by the District Council's Good Relations Programme, which is 75% funded by the Executive Office.</p> <p>Members are also asked to note that in appendix 2, Officers have been approached to include the musical War's End in its event on October 3rd 2019. This production, would cost in the region of £4,000 to stage and can be covered within existing budgets.</p>

3.19	<p><u>Equality and Good Relations Implications/Rural Needs assessment</u></p> <p>The Decade of Centenaries Programme is part of the Council's District Council's Good Relations Programme, which was screened for equality, good relations and rural needs and was screened out.</p>
4.0	Documents Attached
	<p>Appendix 1 - Themes for the final phase of the Decade of Centenaries</p> <p>Appendix 2 - Activity and progress on programme from 2017 – 2022</p> <p>Appendix 3 - Decade of Centenaries Principles to be used in Council activity</p>

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Themes

It was agreed that significant events within the remainder of the Decade be located within a number of themes, as follows:

1. Politics and Parliaments

The Irish Convention of August 1917 – March 1918. The Convention met in City Hall. General Election of 1918. First meeting of Dáil Eireann in the Mansion House in January 1919.

2. The end of World War I

Post war Belfast, changing roles, injury, trauma and loss. Treaty of Versailles. European Borders redrawn.

3. The politicisation of women

In 1918, women over 30 had the vote for the first time in a General Election. First woman MP elected. Women in the Trade Union movement.

4. Labour must wait

Both in Ulster and in the rest of Ireland, advances in the labour movement had to take second place to the constitutional issues of the day.

5. Violence, conflict, militarisation and displacement

Between July 1920 and September 1922, Belfast experienced a series of outbreaks of rioting, violence and killing, resulting in huge loss of life and displacement of people from neighbourhoods across the City. 450 people died violently during this period. In October 1920, the Ulster Special Constabulary was founded and by 1922, the A, B and C specials numbered 32,000. On the 22nd June 1922, the RUC was founded.

6. The Kings Speech

June 1921, opening of the new Northern Ireland Parliament at City Hall by King George V. In his speech, he called on Irishmen 'to forgive and forget and to seek for the land loved a new era of peace, contentment and good will'.

7. Anglo Irish Treaty. Partition of Ulster; Partition of Ireland

In February 1920, the Partition Bill (4th Home Rule Bill) provided for the setting up of two parliaments on the island. The Kings speech of 1921 was seen as paving the way for the truce on the 11th July 1921 in the Anglo-Irish war, leading directly to the Anglo-Irish Treaty negotiations.

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Activity and Progress on Programme from 2017 – 2022

Politics and Parliaments.

Activity	Date	Progress
An exploration of the Irish Convention of August. (Talk/lecture) Possible re-enactment of the Convention, using drama and use of the Council Chamber as a venue, subject to agreement and approval	October 2017	Delivered
An analysis of the General Election of 1918 and the First meeting of Dáil Eireann in the Mansion House in January 1919. (Talk/Lecture)	January 1918	Delivered

The end of World War I.

Activity	Date	Progress
End of the First World War (Talk/lecture/ candle event)	November 2018	Delivered
Belfast after the First World War (Talk/lecture)	November 2018	Delivered
Europe after the First World War (Talk/lecture)	February 2019	Event planned for 3 rd October 2019 looking at the impact of Spanish Flu on Belfast

The politicisation of women

Activity	Date	Progress
Women and politics in post war Belfast, Representation of the People Act Feb 1918 (Talk and drama evening)	February 2018	Delivered

Labour must wait.

Activity	Date	Progress
Evening event on “Labour must wait”, to explore the interface between the labour movement and the constitutional priorities of the day for Unionism and Nationalism. (Talk and drama evening)	May 2019	Event cancelled and will be rearranged

Violence, conflict, militarisation and displacement.

Activity	Date	Progress
Militarisation. The early years of the RUC. Relocation of personnel. Establishment of the Special constabulary (Talk/lecture)	Oct 2020	To be arranged
Violence, conflict and displacement in Belfast from 1920 – 1922 (Talk/lecture)	April 2021	To be arranged

The Kings Speech

Activity	Date	Progress
Re-enactment of the Official Opening of the Parliament of Northern Ireland, using the Council Chamber	June 2021	To be arranged

Anglo Irish Treaty. Partition of Ulster; Partition of Ireland

Activity	Date	Progress
War, treaty and the Craig Collins Pact (Talk and drama evening)	November 2021	To be arranged
An exploration of the impact of partition on Northern Nationalists and Ulster Unionists within Cavan, Monaghan and Donegal (Talk/lecture)	February 2022	To be arranged
The end of the Decade of Centenaries (Conference)	March 2022	To be arranged

The costs of all of the above listed activities are being borne by the Council's District Council's Good Relations Programme, which is 75% funded by the Executive Office.

Principles to be used in events to be marked in Decade of Centenaries 2012-2022

Agreed by Centenaries Working Group 17 October 2011 and by Strategic Policy and Resources Committee 21 October 2011

The decade in question marks a number of particularly significant dates that have shaped the history of Northern Ireland and Ireland and therefore our own identities and cultures – see list previously circulated.

The marking of these events provides the Council with an excellent opportunity to broaden our understanding of the past and our respect for the complexity of our shared history.

As a shared city in the twenty-first century, we should be able to deal with difference in a positive and constructive manner, demonstrating openness on the basis of shared civic values within a democracy and a mature respect for cultural diversity within our heritage.

- Events supported by the Council should provide opportunities to include a range of different perspectives and ideologies, rather than a single viewpoint, aiming to increase understanding and appreciation of other perspectives and identities
- They should be based on historic accuracy, robust academic expertise and critical analysis – engagement with universities, museums, libraries, PRONI etc is essential to ensure this evidence base
- The interpretation of events should be in a broad historical context and understanding of the national and European setting of the time
- The Council should develop strong links with other institutions – i.e. museums, libraries, PRONI and other relevant organisations, to ensure that there is no duplication and that events and programmes are complementary
- We will provide/support a range of different types of events – from lectures, discussions, debates to films, drama, activities that attract schools and children/families etc – so that events can not only be educational but participative, creative and enjoyable
- We will provide/support events and activities that are not exclusive¹ but are welcoming to all sections of our increasingly diverse community in Belfast

This set of principles, if agreed, should be applied corporately to any key anniversaries being marked by the Council.

¹ The Council, committed both to the promotion of equality of opportunity and good relations in the City, will not support events or activities that could be deemed to be triumphalist, to deepen or harden existing divisions, or belittle or demonise other groups.
(Adapted from the Irish School of Ecumenics, *Moving Beyond Sectarianism* research)

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Subject:	Minutes of Meeting of Shared City Partnership
Date:	23rd August 2019
Reporting Officer:	Nigel Grimshaw, Strategic Director of City & Neighbourhood Services
Contact Officer:	Nicola Lane, Good Relations Manager

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	The purpose of this report is to report to the Committee on the key issues discussed at the Shared City Partnership meeting held on 5th August.
2.0	Recommendations
2.1	<p>The Committee is requested to approve the minutes and the recommendations arising from the Shared City Partnership Meeting held on 5th August, including:</p> <p>PEACE IV Secretariat</p> <ol style="list-style-type: none"> 1. Approve and agree to progress the Supplemental Agreement to the PEACE IV Partnership for new members 2. Approve the amended TSG governance and agree that representatives and advisors should be sought as outlined.

3. Approve the development and revision of the monitoring and evaluation framework in line with SEUPB and PEACE IV Programme requirements

PEACE IV CYP

1. Note the issues affecting Peace IV Projects; and
2. Ratify the revised implementation approach for CYP1 Tech Connects.

PEACE IV SSS

1. Note the delays in planning permission; and
2. Agree the Resource Allocation criteria and process

PEACE IV BPR

1. Note the issues affecting PEACE IV projects
2. Ratify the 3 month extension, revised deliverable timeframe and flexible delivery approach for BPR1 Cross Community Area Networks – Partner Delivery with NIHE.
3. Approve the EU Study Visit criteria and process for BPR4 to enable final submission and formal approval by SEUPB
4. Agree to progress BPR5 Traveller and Roma elements as outlined
5. Agree that a partner approach and/or collaborative partnership should be introduced for BPR5 Traveller and Roma elements, subject to options appraisal and legal opinion
6. Delegate authority to the PEACE IV programme board and Strategic Director of City to approve the identified delivery approach and project proposal for Traveller and Roma elements, ensuring compliance with PEACE IV programme regulations and timescales.

PEACE IV Underspend

1. Utilise the PEACE IV underspend and progress the proposals for final approval – summarised as
 - Extending CYP4 Young Advocates to include a placeshaping element for young people in East Belfast.

- Providing additional connections, landscaping and engineering across the brownfield DfC site from Springfield Road to West Circular Road.
 - Approving addition £26,539 of funding to the Traveller and Roma elements of BPR5.
 - Extending BPR2 Creative Communities project to include an element comprises of a creative project based at St Comgall's comprising of research, design and interpretation of a community exhibition.
2. Agree to commence the development of mini application for submission to SEUPB

Revised Good Relations Strategy

1. Agree the revised Good Relations Strategy, following the public consultation and engagement exercise;
2. Agree to include a foreword to the document, which would be signed by Party Group Leaders prior to the Launch;
3. Agree that the new Strategy would be launched during Community relations Week, in September 2019

Update on the Bonfire and Cultural Expression Programme

1. Note the contents of the report and appendix and recommend to the Strategic Policy and Resources Committee that Mr. J. Byrne is invited to attend the September meeting of the Shared City Partnership to provide an update on his evaluation report of the 2019 Bonfire & Cultural Expression Programme.
2. Agree to retain the previous independent assessor for 2019 as a way to ensure consistency. Officers will then explore a process to appoint an independent assessor and bring this back to the Partnership prior to the commencement of any programme in 2020.

Other Recommendations

1. Agree that £3,000 be allocated to the Northern Ireland Human Rights Consortium towards events during Human rights Week in December 2019 promoting good relations as identified by the TEO and the Council's draft Good Relations Strategy, as well as supporting the provision of a venue through the City Hall for particular events, pending availability and suitability.

	<ol style="list-style-type: none"> 2. Agree that an amount of up to £1500 towards the costs of speakers, AV and lunches be awarded to the Restorative Practices Forum (NI) for the Restorative Practices Forum (NI) International Conference being held on 14th-15th November 2019 3. Agree that the Council would support the research proposal into Adolescent Group Interactions, Attitudes and Behaviour, and that the letter would include a reference to the work of the Community and Voluntary sector as outlined. 4. Agree up to £2,000 be awarded to the Department of Justice for the delivery of a community-led cross-interface festival on 21st September 2019 at Townsend Street, subject to confirmation of similar match-funding from other agencies working with the Forum 5. Note the contents of this report update on District Council Good Relations Programme 2019/20.
3.0	Main Report
3.1	<p><u>Key Issues</u></p> <p>The Shared City Partnership (formerly known as the Good Relations Partnership) is a Working Group of the Strategic Policy and Resources Committee which consists of Elected members and representatives from various sectors across the city. The minutes from the Partnership are brought before the Committee for approval on a monthly basis.</p>
3.2	<p>The key issues on the agenda at the August 2019 meeting were:</p> <ul style="list-style-type: none"> • Presentation on Research on the experiences of People from the Muslim Community in Belfast • Peace IV Update <ol style="list-style-type: none"> (a) Update from Secretariat (b) Update on CYP Theme (c) Update on SSS Theme (d) Update on BPR Theme (e) Update in respect of Under spend • Update on the Review of the Shared City Partnership • Update on progress in respect of the findings from the SCP Planning • Session • Revised Good Relations Strategy (a copy of which is attached as Appendix 2) • Good Relations Audit 2020 - 2023 • Update on the Bonfire Programme • Proposal for support for NI Human Rights Festival

	<ul style="list-style-type: none"> • Request for a contribution towards Restorative Practices Forum (NI) • International Conference • Request for Support for research into Adolescent Group Interactions, Attitudes and Behaviour • Request for event at Townsend Street • Update on District Council Good Relations Programme 2019/20 (See appendix 3 which provides details of grant awards made in Tranche 1) • Update on Good Relations Week - September 2019 <p>More details regarding the above issues and recommendations are included in the minutes of the meeting (appendix 1).</p>
3.3	<p><u>Financial and Resource Implications</u></p> <p>All financial implications are covered through existing budgets</p>
3.4	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p> <p>The recommendations of the Partnership promote the work of the Council in promoting good relations and will enhance equality and good relations impacts.</p>
4.0	Documents Attached
	<p>Appendix 1 - Minutes of the Shared City Partnership of 5th August.</p> <p>Appendix 2 - Copy of Revised Good Relations Strategy</p> <p>Appendix 3 (a) - List of grants awarded under Good Relations Small Grant Scheme Tranche 1 19/20</p> <p>Appendix 3 (b) Planned Intervention 2019</p>

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SHARED CITY PARTNERSHIP

MONDAY 5th AUGUST, 2019

MEETING OF SHARED CITY PARTNERSHIP

Members present: Alderman Rodgers; and
Councillors Smyth and M. Kelly.

External Members: Mrs. B. Arthurs, Community and Voluntary Sector;
Mrs. O. Barron, Belfast Health and Social Care Trust;
Mr. A. Cole, Good Relations, TEO;
Mr. J. Currie, Community and Voluntary Sector;
Miss. G. Duggan, Belfast City Centre Management;
Ms. J. Irwin, Community Relations Council;
Ms. H. McClay, Faith Sector;
Mrs. J. Hawthorne, Northern Ireland Housing Executive; and
Ms. A. M. White, British Red Cross

In attendance: Miss. N. Lane, Good Relations Manager;
Mrs. D. McKinney, Programme Manager;
Mrs. M. Higgins, Senior Good Relations Officer;
Mr. R. Black, Director of Neighbourhood Services; and
Mrs. L. McLornan, Democratic Services Officer.

Apologies

Apologies were recorded on behalf of Councillor Kyle and Mr. P. Mackel, Mr. I. McLaughlin, Supt McMillan, Dr. Y. Hanore, Mr. J. Donnelly, Mr. M. O'Donnell and Mr. J. Unsworth.

Minutes

The minutes of the meeting of 11th March, 2019 were taken as read and signed as correct.

Declarations of Interest

Mrs. B. Arthurs declared an interest in Item 3d, namely Peace IV Programme – Building Positive Relations in that she was associated with bids in respect of projects and took no part in the discussion.

Mr. J. Currie declared an interest in Item 3d, namely Peace IV Programme – Building Positive Relations, in that he was associated with bids in respect of projects and took no part in the discussion.

Mrs. J. Irwin declared an interest in Item 14, namely Good Relations Week, in that she was involved in co-ordinating the week and she took no part in the discussion.

Election of Chairperson and Deputy Chairperson

It was proposed by Alderman Rodgers, seconded by Councillor Kelly and agreed that Councillor Kyle would remain as the Chairperson and that Councillor Smyth would be the Deputy Chairperson for the Shared City Partnership for the year until May 2020.

(In the absence of Councillor Kyle, the Deputy Chairperson, Councillor Smyth, took the Chair)

Presentation on Research Findings of Discrimination towards People from a Muslim Background in Belfast

The Partnership was reminded that, at its meeting in March 2019, a report from the Institute for Conflict Research (ICR) had been considered on the findings and recommendations from research that the Good Relations Unit had commissioned to understand the experiences of people from the Muslim community in Belfast in relation to anti-Muslim hate and discrimination.

The Shared City Partnership had agreed that a further report be submitted to a future meeting regarding potential programmes which supported the research findings.

The Good Relations Manager advised the Partnership that Mr. N. Jarman, representing the ICR, was in attendance and he was welcomed to the meeting.

Mr. Jarman provided the Partnership with the context and the methodology for the research. He explained that interviews had been held with a number of people from a Muslim background, representatives from statutory agencies, the criminal justice system and political party representatives. The Partnership was also advised that the ICR had examined police data on hate crimes and had also reviewed literature and policy during the course of the research.

He explained to the Members that there was a growing and diverse population of people from a Muslim background in the City. He advised the Partnership that some people had articulated that they felt that Northern Ireland was behind the rest of the United Kingdom and the Republic of Ireland in that people in NI struggled to adapt to diversity, the absence of a refugee strategy in NI and the fact that the vast majority of support services were based in the south of Belfast.

The Partnership was advised that the most common form of abuse towards those from a Muslim background was verbal abuse, where women wearing hijabs were often seen as easy targets. Mr. Jarman advised the Members that abuse had been reported in schools and on public transport.

Mr. Jarman advised the Partnership that the research had shown that the perpetrators of abuse towards those from a Muslim background were mainly young and male and that more reports had come from predominantly unionist areas, but not exclusively, and that it would require further exploration. He added that there were some links with paramilitarism and with far-right ideologies.

In conclusion, Mr. Jarman explained that the ICR felt that the Council should continue to build on and extend its existing work with the Muslim community in the City. He advised the Partnership that the Eid celebrations in the City should be promoted similar to those of the Chinese New Year celebrations. He added that the City should seek to move beyond the

south Belfast focus and should continue to support relationship building in communities. The Partnership was also advised that the PSNI should seek to train officers to specifically record anti-Muslim abuse in order that trends could be identified, and that it was important that the PSNI built capacity outside of the south of the City.

The Deputy Chairperson thanked Mr. Jarman for his presentation and he retired from the meeting.

A number of Members explained that they felt it was important that the Council recognised the successes from events such as the community Eid in south Belfast, where over 500 people had attended and enjoyed the celebrations. They added that it had arisen from many years of work, learning and investment within south Belfast and that it would take some time before a similar approach could be taken across the City.

A Member added that it was important to reach out to those who would not usually attend similar events. A further member suggested that area-based approaches might be needed in other areas of the City, particularly in relation to reaching those from areas of high deprivation and a low socio-economic background. It was also suggested that it was important to involve schools and to involve children from a young age.

The Partnership considered the following report of the potential programmes which would support the research findings of the research:

“1.0 Purpose of Report or Summary of main Issues

1.1 Members will recall at their meeting in March 2019, a report was provided on the findings and recommendations from research that the Good Relations Unit commissioned to understand the experiences of people from the Muslim community in Belfast in relation to anti-muslim hate.

1.2 The purpose of this paper is to provide members with an update on actions arising from the research findings.

2.0 Recommendations

2.1 Members are asked to approve actions arising from the research document.

2.2 Independent members are asked to advise the Good Relations Manager if they wish to sit on the subgroup referred to in 3 which will be brought together to look at how civic leadership on this issue can be strengthened.

3.0 Main report

3.1 In March 2018 the Institute for Conflict Research was commissioned to research and provide a report on the following:

- 1) the experiences of people from the Muslim community in Belfast in relation to anti- Muslim hate / discrimination**

- 2) the impact of anti-Muslim hate / discrimination at an individual and community level in Belfast
- 3) how widespread anti-Muslim crimes / incidents / bias / discrimination are, whether there are patterns of perpetration
- 4) the role of online activity in terms of anti-Muslim hate
- 5) clarity on what is known about those who commit anti-Muslim hate crime / incidents, what role if any, is played by organised groups
- 6) recommendations on how people from the Muslim community can be supported to report incidents / crimes / discrimination
- 7) to provide an overview of the completed research to relevant Council committees.

3.2 Early in 2019, the Institute for Conflict Research provided a report to the Council on their findings and these were presented to the Shared City Partnership in March 2019. More information can be found in the report in the conclusions page 51-55. It was agreed that Officers would submit a report to a future meeting of the Partnership regarding potential programmes which supported the research findings of the research into the experiences of the Muslim community in Belfast

3.3 Recommendations and Suggested Actions

An overview of the recommendations within the report is listed below with a corresponding action highlighted underneath.

Recommendation 1: Belfast City Council should consider the benefits of developing a programme to build the confidence and capacity of 'bystanders' to respond to hate crimes by reviewing similar programmes, such as Nottingham's #StandByMe.

- 3.4 Officers are exploring options to commission a training programme which will enable participants to develop the skills to move from by-standers to up-standers and to interrupt the negative attitudes that can lead to hate crime.
- 3.5 The Good Relations Unit is also working with the Education Authority to establish 4 new school's Shared Education Partnerships, that will develop shared education initiatives between eight schools as well as rolling out opportunities for young people to learn about diversity and develop their skills to interrupt hate related behaviour and attitudes.

- 3.6 Recommendation 2: There is little published data on the number of hate crimes against people from a Muslim background. The PSNI should publish a broader sub-categorisation of recorded hate crimes, including annual figures for sub-groups and nationalities who are victims of racist and religiously motivated hate incidents and crimes.
- 3.7 This recommendation will be shared with the PSNI representative on the Shared City Partnership and will also be fed into the Department of Justice's independent review of existing hate crime legislation when it meets with the Migrant Forum in September.
- 3.8 Recommendation 3: Belfast City Council should engage with Belfast Islamic Centre and the PSNI to explore ways to extend their working relationship to other areas of Belfast. This should aim to encourage victims of hate crime to report incidents to the police and to increase cultural competencies and awareness of Muslim culture and traditions among police officers.
- 3.9 Discussions have taken place with the Belfast Islamic Centre regarding the development of a structure, based on the Roma Tension Monitoring Model. The proposed structure, which would include other organisations working with people from the Muslim faith, would bring together inter-agency partners to monitor and take actions to prevent specific tensions and incidences of hate against people from the Muslim Faith.
- 3.10 Recommendation 4: The PSNI should consider re-running their Islamic Awareness Course for police officers on the back of the growing population of people from a Muslim background in Belfast.
- 3.11 Belfast City Council will provide the PSNI with a link to Faith Matters who work on integration, cohesion, hate crime and countering extremism projects. Faith Matters provides specific training for Police Forces on Islamophobia.
- 3.12 Recommendation 5: Belfast City Council should take a lead in monitoring and reporting online hate abuse.
- 3.13 This recommendation falls outside the remit and capacity of Belfast City Council, however officers have established a link with the 'Tell MAMA' project which is the leading service for recording anti-Muslim incidents and supporting victims. Officers have asked to be kept up to date with particular trends emerging in Northern Ireland, particularly Belfast.
- 3.14 Recommendation 6: Belfast City Council should consider ways to encourage and support relationship building and cultural awareness programmes and activities involving local community organisations and groups representing the Muslim community as part of a process of reducing hate crimes and hate speech.

- 3.15 This recommendation will be an important aspect of projects funded under the Peace IV Local Action Plan and in particular the LINCS project which is operating in four areas of Belfast and aims to build relations and familiarity between neighbouring new and host Communities.
- 3.16 Through the Council's Good Relations Programme, the Council will continue to support projects that build relations between the Muslim and host communities.
- 3.17 The Council will tie in with the Belfast Islamic Centre and NI Muslim Family Association as well as other smaller organisations that support people from the Muslim community to open up opportunities for communities to attend Eid and other celebrations and to widen participation in opportunities such as 'Visit my Mosque' day. Good Relations are also working with the Belfast Islamic Centre to develop a specific Muslim living library that will provide another opportunity for promoting contact and understanding between Muslim and Non-Muslim communities.
- 3.18 Through the Race Relations Officer post which is part funded by Council and based in EBCDA in East Belfast, the Council will work with the Officer to identify potential initiatives for promoting programmes between the Muslim and other communities.
- 3.19 Recommendation 7: Belfast City Council should convene a small working group that brings together people working on issues of hate crime in the city to review existing hate crime campaigns and initiatives and explore how such work might be developed and extended in the future.
- 3.20 This action will be taken forward through the Citywide Hate Crime Action Group, which includes representation from the Policing and Community Safety Partnership, Public Prosecution Service, Probation Board, PSNI and Good Relations.
- 3.21 Officers will also explore the possibility of developing recognition for those individuals who work to address hate crime in the City to highlight the importance of good relations being everyone's business.
- 3.22 Recommendation 8: Belfast City Council should review work on the DiverseCity project to ensure it is better tailored to the varied demography of the city.
- 3.23 Work around this is undertaken on an ongoing basis and officers will continue to seek ways to further target communities and participants as well as to widen the scope of events. A booklet containing information on events which have been planned for the year has been widely disseminated to agencies, libraries, community centres etc. A copy of the booklet will be available at the Shared City Partnership meeting.

- 3.24 Recommendation 9: Belfast City Council should discuss with organisations within the Muslim community to explore how it might support and widen participation in the Eid celebrations.
- 3.25 The Council worked with the Belfast Islamic Centre to host the Eid Celebration in City Hall in June 2019 and the Council is also supporting the Islamic Centre to open up the Eid al Adha (Greater Eid) event in August through the DiverseCity Programme. Support was also provided to Forward South to provide opportunities for other communities to attend the Eid celebration in the Holylands area, which was attended by the Lord Mayor.
- 3.26 Recommendation 10: The report noted that Belfast City Council has taken many steps to show leadership and such activity needs to be sustained and expanded through continued participation in public events or by providing Civic Leadership through issuing media statements in response to acts of prejudice and bias.
- 3.27 The Council will continue to seek opportunities for staff and members to engage with people from the Muslim Community and to take actions to ensure that Council services are sensitive to the needs of all communities.
- 3.28 In March 2019, the Partnership had agreed that a subgroup comprising of Elected Members, Independent Members of the Partnership, the Lord Mayor, the Council's Corporate Communications and a representative from the Executive Office should be established to consider how this aspect could be strengthened. Due to the local government elections and change of Lord Mayor in June, this will be convened in due course.
- 3.29 Independent Members are asked to advise the Good Relations Manager if they wish to participate on this subgroup.
- 3.30 Recommendation 11: The report noted that Belfast City Council's Shared City Partnership is one established framework that could consider and promote more effective responses to hate crime against individuals of Muslim background in the city. As a partnership of the main political parties, alongside statutory, voluntary, business, trade-union and faith stakeholders it feeds into the Strategic Policy and Resources committee, and ultimately to the monthly meeting of the full council. It thus provides a vehicle for achieving a co-ordinated response to the challenges identified in this report.
- 3.31 An update on progress of the proposed actions outlined in this report and impact of such interventions will be brought back to the Shared City Partnership on a regular basis.
- 3.32 Recommendation 12: Belfast City Council should expand its participation within European wide networks, such as the Intercultural Cities network. This would be a further statement of

commitment and would expose it to the best practices in the management of cultural diversity which have evolved across Europe in the last decade.

- 3.33 The Council is a member of the EuroCities Network and will use this and contacts in the ICOCO foundation to scope out best practice projects undertaken by other local authorities.

Financial & Resource Implications

Proposals arising from this paper will be covered within the annual Good Relations Action Plan, 75% of which is recouped by the Executive Office under the District Council's Good Relations Programme.

Equality or Good Relations Implications

This report intends to inform members, there are no anticipated negative equality and good relations implications."

After further discussion, the Partnership:

1. noted the actions arising from the research document;
2. agreed that a further report be submitted to a future Partnership meeting, which would address the policy context and best practice
3. noted that the independent members of the Partnership should contact the Good Relations Manager if they wished to sit on the subgroup outlined in the paper which would be brought together to look at how civic leadership on the issue could be strengthened.

Peace IV Programme

Secretariat Update

The Partnership considered the undernoted report:

"1.0 Purpose of Report or Summary of main Issues

To provide the Shared City Partnership (SCP) with a progress report in respect of the PEACE IV Local Action Plan.

2.0 Recommendations

Members are requested to note the contents of the report and to recommend to the Strategic and Policy Resources Committee to:

- approve and agree to progress the Supplemental Agreement to the PEACE IV Partnership for new members
- approve the amended TSG governance and agree that representatives and advisors should be sought as outlined.
- approve the development and revision of the monitoring and evaluation framework in line with SEUPB and PEACE IV Programme requirements

3.0 Main report

Key Issues

- 3.1 Implementation of the programme is continuing, with 12 out of 14 core projects now mobilised. Current participation across the programme is 1,133 participants, with 209 participants having completed projects. An overview of programme implementation is outlined in the Dashboard detailed in Appendix I – PEACE IV Dashboard.**

Governance

3.2 Shared City Partnership (SCP)

In line with PEACE IV Programme Regulations, a PEACE IV Partnership Agreement for the Shared City Partnership (SCP) as oversight body for the implementation of the PEACE IV programme was established in 2017 and signed by SCP members as at May 2018. Following the review of the SCP and the ongoing appointment of new members, a supplemental agreement to the Partnership Agreement is required to be established, as per Appendix II - Supplemental Agreement PEACE IV Partnership - Jul 19.

- 3.3 SCP Members are requested to approve the Supplemental Agreement for new members and progress for signature.**

- 3.4 Members should also note that this supplemental agreement will be used in any future circumstance where new members are appointed to the SCP.**

3.5 Thematic Steering Groups (TSG)

As projects continue to mobilise, a review of the effectiveness of the TSG was considered by the PEACE IV Programme Board in April 2019 –Appendix III - PEACE IV Thematic Steering Groups Update - April 2019 refers. As outlined it is recommended that the responsibilities of the Thematic Steering Group are revised to a more strategic view, added knowledge and also to direct PEACE IV resources.

- 3.6 To enable the TSG fulfil this role, it is proposed that membership of Thematic Steering Group is enhanced by:**

- (i) inviting the Community Safety Coordinator to attend all Thematic Steering Group meeting or nominate an appropriate Community Safety Officer to attend**
- (ii) requesting that the Shared City Partnership nominate two appropriate representatives with relevant expertise to each of the Steering Groups.**

(iii) identifying and inviting a minimum of two advisors from external organisations, with appropriate expertise not represented on the Shared City Partnership and approaches the advisors to sit on the Steering Group.

- 3.7 The Thematic Steering Group for Building Positive Relations (BPR) and Children and Young People (CYP) has identified potential nominees as follows:

BPR - Representative from Community Relations Council and BHSCCT Representatives involved with BME communities and Centenaries, Advisor from Creative Arts

CYP - Representative from Education Authority – Youth Service

- 3.8 Members are requested to approve the amended TSG governance and agree that representatives and advisors should be sought as outlined bearing in mind any potential conflicts of interest.

3.9 Audit

The Audit Authority recently completed an Article 27 audit on the BPR theme. The audit confirmed that the project was implemented in accordance with approvals and conditions and no issues were highlighted.

- 3.10 Audit, Governance and Risk recently undertook an internal audit that examined the adequacy and effectiveness of controls over the PEACE IV governance arrangements, roles and responsibilities, procurement, contract and project management, monitoring and verification, claim processing and financial reporting. This extensive audit identified 5 medium priority issues relating to evidence and operational processes of procurement, monitoring and evaluation and claims procedures. Actions to address all issues are underway and should be completed by September 2019.

3.11 Monitoring and Evaluation

A verification of outputs of the Children and Young People theme was completed by SEUPB in May 2019. SEUPB has indicated they currently have no major concerns resulting from the verification exercise and have advised that a more detailed verification will take place in Autumn 2019.

- 3.12 Following the verification exercise and taking into account our experience of administering and reporting on SEUPB eMS system as well as feedback from project delivery agents (internal, partner and external), the PEACE IV secretariat has reappraised the current electronic system for recording outputs and outcomes and have identified necessary revisions.

3.13 The proposed revisions are to introduce:

- a simplified paper based system;
- focus on project specific attitudinal surveys which are shorter and targeted to the outcomes of individual projects;
- provide a range templates to ensure consistent recording of outputs, targets, unique reference numbers and other information by all delivery agents.

3.14 The revised system is currently being piloted with CYP3 as a new project. The revised monitoring and evaluation system will be fully compliant with PEACE IV monitoring and reporting requirements and is currently with SEUPB for review and approval.

3.15 In collating the information for the verification, the PEACE IV Secretariat identified issues regarding record keeping within CYP5 NIHE Local Area Networks project. We are working closely with NIHE to resolve the issues and through the provision of templates, the revised monitoring and evaluation system will also help address the issues.

3.16 Members are request to approve the development and revision of the monitoring and evaluation framework in line with SEUPB and PEACE IV Programme requirements, which will ensure long term and consistent collection and verification of auditable data across all three PEACE IV themes.

3.17 Financial & Resource Implications

As at 28 May 2019 (Period 18) claims totalling £907,277.01 have been submitted on eMS for reimbursement from SEUPB. To date £564,162.56 has been reimbursed to Council with payment for Claim 17 is being finalised. SEUPB is also verifying claims and progress reports for Period 18 (Feb–Apr 19).

Claims for period 19, (May-Jul 19) is to be submitted by 28 August 2019, forecasted spend for each theme is as follows:

Children and Young People £157,602.16
Building Positive Relations £135,667.96
Shared Space and Services £155,572.44.

3.18 Equality or Good Relations Implications/Rural Needs Assessment

The draft plan has been equality screened and discussed at the Equality Consultative Forum on 13 May 2015.”

A Member requested that the Deputy Chairperson be referenced in Section 6.2 of the Partnership Agreement, as it had been omitted.

The Partnership approved and adopted the recommendations as amended.

Update on Children and Young People (CYP) Theme

The Programme Manager provided the Partnership with a progress report in respect of the Children and Young People's (CYP) theme of the Peace IV Local Action Plan.

She explained that all projects within the CYP theme had now been mobilised. The Partnership was advised that current participation across all projects was 989 participants, with 162 participants having completed projects to date.

The Partnership noted the progress of projects and a map of delivery across the City.

She advised the Members of the key challenges to project delivery, which included recruitment and retention of participants, engaging youth providers and young people from the PUL community and differing levels of capacity of participants.

The Partnership was advised of particular challenges which had adversely affected the implementation and delivery of CYP1Tech Connects which had resulted in a shortfall in outputs and participant issues. The Members were advised that the project delivery agent and the Peace IV Programme Board had proposed a number of remedial measures to address the issues and these were detailed in the report.

The Programme Manager explained that the launch of the CYP1 Tech Connects project would take place on Tuesday, 27th August at 2 p.m. in the Ulster University, where all Members of the Partnership would be welcome to attend.

After discussion, the Partnership:

1. noted the issues affecting Peace IV Projects; and
2. ratified the revised implementation approach for CYP1 Tech Connects.

Update on the Shared Spaces and Services (SSS) Theme

The Programme Manager provided the Partnership with a progress report in respect of the Shared Spaces and Services (SSS) theme of the Peace IV Local Action Plan.

She explained to the Partnership that a phased approach of the capital build had been adopted, with the current focus on Sections 2 and 3, located at Springfield Dam, Springfield Park, Paisley Park and Invest NI sites. She provided the Members with an overview of the emerging proposals of the Reconnecting Open Spaces scheme and explained that they had been subject to community consultation in January 2019 and that ongoing engagement would continue as each stage progressed.

The Programme Manager explained that the final design for the bridge at the Springfield Dam was to be completed in partnership with designers and the contractor. She explained that a formal response from the Department for Infrastructure (DfI) in relation to the planning permission for the Dam section was outstanding and, given that, planning permission was now likely to be delayed to September/October 2019.

She explained that procurement of the contractor for Springfield Dam was underway but that the appointment of the contractor could only be progressed once planning permission had been granted. The Partnership was advised that the procurement exercise included a social value clause in the contract to maximise benefit to the community.

The Partnership was updated in relation the key priorities for the capital aspect of the project. The Programme Manager also provided the Members with an overview of the community engagement as well as engagement with statutory agencies, local schools, political representatives and the wider community.

She advised the Members that the contract for a Youth Civic Education pilot project targeting young people around the Springfield Dam, Innovation Factory and Invest NI site had been awarded to Clonard Monastery Youth Centre in partnership with Forthspring Intercommunity Group.

She also advised that a Resource Allocation was an element within the “Reconnecting Open Spaces” project approved under the rebid in February 2019. The project element provided up to £6,000 per shared space site (for three projects on each site) to enable community led events and activities along the network of Shared Space.

The Resource Allocation would help to embed the learning from the programming element, enabling the volunteers to put into practice what they had learned and to encourage the community to lead on the ongoing development and sustainability of shared space.

She explained that the focus of the activities would be to build positive relations with and between the two main community backgrounds in the target area. The sites were those most directly affected by segregation, in close proximity to a number of interface barriers and where there remained live disputes over open spaces and rights of way.

A condition of the Letter of Offer was that the criteria and process for the Resource Allocation was to be agreed through the PEACE IV governance structure and approved by SEUPB. The Programme Manager outlined the criteria and process which had been agreed by the PEACE IV Programme Board and requested that Members approved the Resource Allocation criteria and process to enable final submission and formal approval by SEUPB.

After discussion, the Partnership:

1. noted the delays in planning permission; and
2. agreed the Resource Allocation criteria and process.

Update on the Building Positive Relations (BPR) Theme

(Mr J. Currie and Mrs. B. Arthurs declared an interest in this item and did not participate in the discussion)

The Partnership considered the undernoted report:

“1.0 Purpose of Report or Summary of main Issues

To provide the Shared City Partnership (SCP) with a progress report in respect of the Building Positive Relations (BPR) theme of the PEACE IV Local Action Plan.

2.0 Recommendations

Members are requested to note the contents of the report and to recommend to the Strategic and Policy Resources Committee to:

- (i) note the issues affecting PEACE IV projects
- (ii) ratify the 3 month extension, revised deliverable timeframe and flexible delivery approach for BPR1 Cross Community Area Networks – Partner Delivery with NIHE.
- (iii) approve the EU Study Visit criteria and process for BPR4 to enable final submission and formal approval by SEUPB
- (iv) agree to progress BPR5 Traveller and Roma elements as outlined
- (v) agree that a partner approach and/or collaborative partnership should be introduced for BPR5 Traveller and Roma elements, subject to options appraisal and legal opinion
- (vi) delegate authority to the PEACE IV programme board and Strategic Director of City to approve the identified delivery approach and project proposal for Traveller and Roma elements, ensuring compliance with PEACE IV programme regulations and timescales.

3.0 Main report

Key Issues

- 3.1 Implementation of projects within the Building Positive Relations theme is continuing with 3 of the key projects and one element of BPR5 now mobilised.

3.2 BPR3 - Contract Award

The contract for delivery of BPR3 Transform for Change Leadership Project has been awarded to NICVA and a consortium of partners comprising of West Belfast Partnership Board, East Belfast Development Agency and Forward South Partnership. Mobilisation of the project is underway.

- 3.3 Current participation across mobilised projects is 144 participants, with 47 participants having completed projects. An overview of projects progress is detailed in Appendix I BPR Project Progress and a stakeholder map of project delivery across the city is outlined in Appendix II – BPR Stakeholder Map.

- 3.4 Key challenges to project delivery, includes

- (i) recruitment and retention of participants
- (ii) commitment to meet the specified contact hours

The Council continues to work closely with all delivery agents to address issues as they arise.

3.5 BPR 1 – Cross Community Area Networks – Partner Delivery with NIHE

A Partner Deliver Agreement was issued to NIHE on 10 April 2019 outlining a phased approach to project delivery over 36 months as

submitted and approved by SEUPB. NIHE subsequently raised concerns regarding the risks of implementation of the targets and deliverables within the reduced project timeline.

NIHE made a formal request in June 2019 to either revise the targets or extend the delivery timeframe before they could commit to the Partner Agreement.

Options for delivery, including reduced contact hours, participant targets and deliverables were explored with NIHE staff and considered by the PEACE IV Secretariat and Programme Board..

Following discussions at a senior level between NIHE and Council in July 2019, the following measures were confirmed as necessary to enable the delivery of the BPR1 project and the achievement of approved participant levels and targets

- 3.6 Given the time critical nature to mobilise the project and the operational risk to programme delivery. The PEACE IV programme board agreed, with legal advice, that the following measures are introduced, subject to final ratification by the SCP:
- (i) Delivery timeframe is extended by 3 months from 31 December 2021 to 31 March 2022. This extended timeframe remains within the SEUPB Letter of Offer timeframe (30 June 2022) and is recommended on the understanding there will be no further extension requests and that assurances are provided from NIHE that the programme is delivered within the extended period; .
 - (ii) Revised deliverable dates for key milestones are agreed with Council, NIHE and SEUPB.
 - (iii) Flexible approach should be applied in relation to the delivery of approved activity. The delivery of the approved level contact hours and participant targets within the allocated budget and staffing level remain unchanged. This will be subject to advice and formal approval from SEUPB.
 - (iv) Re-draft the Partner Agreement and Project Partners Delivery document outlining revised deliverable dates.
 - (v) NIHE to sign acceptance of redrafted Partner Agreement and take steps to mobilise the project over summer period.
- 3.7 As such members are requested to note the issues affecting this project and ratify the 3 month extension, revised deliverable timeframe and flexible delivery approach.

3.8 BPR4 – Belfast and the World (BATW) – EU Study Visits

As part of the rebid application, funding was approved in February 2019 for the EU Study visit element, which had previously been removed by SEUPB. This element provides participants with an opportunity to visit and explore sites of historical interest that have been discussed within the BATW programme and provide added value.

The aim is to develop increased knowledge and understanding of key anniversaries beyond local perspective into a European context. The first study visit is planned for October 2019 in Ypres, Belgium and will focus on visiting various historical sites relating to the legacy of World War I.

A condition of the Letter of Offer is that the criteria and process for the EU Study Visits is to be agreed through the PEACE IV governance structure and approved by SEUPB.

The criteria and process, as agreed by the PEACE IV Programme Board, is outlined in Appendix III. Members are requested to approve the EU Study Visit criteria and process to enable final submission and formal approval by SEUPB.

3.9 BPR5 – Traveller and Roma elements of Supporting Connected Communities

The Traveller and Roma elements of BPR5 Supporting Connected Communities project were approved for delivery via a tendered approach. To date five different procurement exercises, of varying scope and scale, have been conducted with no contracts awarded, primarily due to nil responses to the tender calls. The changing and challenging environment of the target communities also adds a level of complexity to project delivery.

- 3.10** In considering feedback on the procurement exercises, it is the view of the PEACE IV Programme Board that all procurement approaches for these elements have now been fully exhausted and delivery via a tender / quotation approach is no longer a viable option.
- 3.11** Advice has been sought from SEUPB regarding options including changing the delivery method of these elements to either a possible partner delivery (involving one of the partners on the SCP) and/or the Council as Lead Partner establishing a collaborative partnership via a Service Level Agreement with appropriate delivery organisations. It should be noted that amendment of delivery to a partner approach has already been tried and tested with SEUPB by other Councils.
- 3.11** SEUPB has advised that the addition of a new project partner or Council establishing a collaborative partnership would be deemed

as a substantial change and a detailed and robust proposal is required. Any proposal will need to be approved by SEUPB's PEACE IV Steering Committee and the overall process could take up to 3 months. SEUPB also advised that they will endeavour to work with the Council with regards to changes and modifications in order to ensure the effective delivery of the approved project activities and deliverables.

3.12 Given the time critical nature to mobilise these project elements, the PEACE IV Programme Board outline the proposed next steps as:

- (i) ongoing discussions with TEO and DfC regarding support services for Roma
- (ii) determine the most suitable method of delivery for the Traveller element of the project
- (iii) identify possible partner members based on those currently working with target groups
- (iv) scoping and discussions with SCP partner members
- (v) re-shape project activity based on changing needs and within the budget available
- (vi) commence drafting proposal in line with PEACE IV programme requirements
- (vii) delegate authority to the PEACE IV Programme Board and Strategic Director of City to approve the identified delivery approach and project proposal

3.13 To date, discussions have been held with DfC and TEO regarding support for the Roma community and with BHSCT and the Traveller Liaison Officer regarding support for the Traveller community. These discussions were additional to usual business activities and confirmed that PEACE IV is a separate, distinct project, from the support already provided for both these minority communities and will also help ensure a co-ordinated and collaborative approach.

Preliminary discussions are underway with organisations currently working with the target communities, also with a view to identifying a suitable delivery mechanism and project content.

3.14 In order to progress these project elements and avoid any further delays members are requested to

- (i) agree the next steps outlined above
- (ii) agree that a partner approach and/or collaborative partnership should be introduced, subject to options appraisal and legal opinion
- (iii) delegate authority to the PEACE IV programme board and Strategic Director of City to approve the identified delivery approach and project proposal, ensuring compliance with PEACE IV programme regulations and timescale.

Further updates on progressing these project issues will be reported further to the SCP.

3.15 Equality or Good Relations Implications/Rural Needs Assessment

The draft plan has been equality screened and discussed at the Equality Consultative Forum on 13 May 2015.”

The Partnership approved and adopted the recommendations.

Update on Underspend

The Partnership considered the undernoted report:

“1.0 Purpose of Report or Summary of main Issues

- 1.1** To provide the Shared City Partnership (SCP) with an update in respect of the underspend in the PEACE IV Local Action Plan and to seek approval in relation to proposals to utilise the identified underspend to maximise programme spend.

2.0 Recommendations

Members are requested to note the contents of the report and to recommend to the Strategic and Policy Resources Committee to:

1. Utilise the PEACE IV underspend – summarised as

- (i) Extending CYP4 Young Advocates to include a placeshaping element for young people in East Belfast.
- (ii) Providing additional connections, landscaping and engineering across the brownfield DfC site from Springfield Road to West Circular Road.
- (iii) Approving addition £26,539 of funding to the Traveller and Roma elements of BPR5.
- (iv) Extending BPR2 Creative Communities project to include an element comprises of a creative project based at St Comgall’s comprising of research, design and interpretation of a community exhibition.

2. Progress the underspend proposals for final approval.

3. Commence the development of mini application for submission to SEUPB

3.0 Main Report

3.1 Background

The Council has secured PEACE IV funding of approx. £14.56m across three themes as follows

- Children and Young People (CYP) - £3.06 m
- Shared Spaces and Services (SSS) - £5.17 m
- Building Positive Relations (BPR) - £6.33 m

Mobilisation of all projects have been continuing since the initial Letters of Offer (LoO) was received in January 2018 and revised LoO received in February 2019. A recent forecasting exercise has highlighted underspends across the three themes as follows.

- Children and Young People (CYP) - £129,902
- Building Positive Relations (BPR) - £196,489
- Shared Spaces and Services (SSS) - £185,207

The underspends are mainly attributable to reduced salary costs associated with delay in approvals from SEUPB and the appointment of staff to the PEACE IV programme.

Discussions with SEUPB on utilising the underspend advises that any proposed underspend activity should increase the scope of approved projects and should add value to existing approved projects as well as contribute to the objectives of each PEACE IV theme. SEUPB also advised that underspend monies has to be spent within the allocated theme and cannot be transferred to other themes of the programme.

4.0 Underspend Proposals

4.1 Children and Young People Theme (CYP) – Projected underspend current estimate £129,902

CYP4 – Young Advocates – Placeshaping element

The proposal for the CYP theme is to add value to the CYP4 Young Advocates project through the delivery of a place shaping project with a strong focus on good relations. The proposal aims to deliver a cross community place shaping project for young people aged 11-16 on Lower Newtownards Road, Short Stand and Walkway areas. The proposal aligns closely with the regeneration projects in the area including council work at Walkway and also the redevelopment of Sirocco Works.

The aim is to encourage young people to get involved in transforming the area by enabling young people to explore their aspirations and use the facilities in the local area. Key objectives of the project are:

- Breaking down the barriers that limit young people moving around the area
- Encourage cultural understanding and promote good relations
- Enabling young people to use the assets/facilities across the East Belfast area in a safe manner

- **Contribute to creating a more cohesive and shared society through place-shaping**

The project content will include:

- **Good Relations / Diversity training**
- **Design of creative placeshaping projects/activities, designed to encourage the young people to move around the local area. The activities will be co-designed and delivered by the young people and may include activities such as leisure, arts, drama.**
- **Visits to key facilities in the local area and a study visit to other locations for bonding purposes.**
- **Delivery of showcase event on agreed placeshaping project/activity.**

Outcomes:

- **Creates opportunities for young people from different community backgrounds to meet and develop positive relationships;**
- **Enhanced understanding of difference and respect for other traditions;**
- **Improved confidence and social interaction skills**
- **Shared ownership of local assets and investment in the area.**

This proposed underspend activity is proposed as an extension and increase to the scope of the approved CYP3 Young Advocates project. The proposal will add value to this project by enabling young people to develop leadership skills through the design and development of placeshaping activities.

4.2 Shared Spaces and Services (SSS) – Projected underspend current estimate £185,207

The proposal to utilise the underspend is to move funding from the salary budget of the SSS theme to the capital budget to enable capital works as follows:

- (i) replace the connections from the Springfield Rd through the INI site to Woodvale Park with a link from the Springfield Rd to Workman Ave.**
- (ii) provide additional pathway and cycleway connections to Paisley Park, West Circular Rd and the future Braidwater (housing development) site through the current derelict brownfield DfC site.**
- (iii) enable significant landscaping and engineering works by addressing topography and contamination issues at the brownfield DfC site through significant landscaping and engineering works to provide safe access and create a more welcoming shared space.**

The rationale for these additional elements is detailed below:

- (i) Consultation identified the Springfield Rd/Workman Ave as an important link to the INI site, Innovation Factory (IF) and Springfield Rd. The change in connectivity will facilitate the moving of the gate to allow increased access to the IF and closing of gate to secure site, which is currently experiencing significant anti-social behaviour issues. In addition, the linkage will enhance connectivity to the INI site and Springfield Rd for residents. Access will not be restricted by the hours of Woodvale Park opening and closing, which would have been the case in the original proposal connection.
- (ii) The additional connections between Paisley Park, West Circular Road and Braidwater Housing development will allow for higher level of community and resident access through this current brownfield site. This will improve connections between not only the proposed shared spaces sites, but also between communities and key locations such as Springfield Primary School and Belfast Met.
- (iii) The existing condition of the derelict DfC brownfield site includes a ravine and culvert with difficult topography and contamination issues. The additional funding will enable significant engineering and landscaping works to be carried out to ensure the site is safe to access. Simply creating paths and cycleway in isolation is not sufficient, the additional funding is required to transform this brownfield site into a new shared space, with several points of access.

As with all locations along the SSS route, the pathways and cycleways will be continuously branded and include lighting, to integrate with the current live capital project.

Outcomes:

- (i) Creates additional opportunities for the mobility of residents from different community backgrounds between inherently segregated areas (along the longest interface in Belfast)
- (ii) Help reduce spatial segregation because of existing disconnected open spaces, by providing additional opportunities of connectivity, specifically to public, shared spaces.
- (iii) Creation of new shared space

Please refer to Appendix I – Maps 1.1 and 1.2 that outline the extended connections, landscaping and engineering detailed above.

The current estimate for landscaping the site is £180k plus £36k for preliminaries and contingency. This cost includes designs fees, surveys and construction costs for landscaping of the site. The cost of these additional works is greater than the £185K underspend, any shortfall will be met by Council through the approved contingency fund.

4.3 Building Positive Relations (BPR) – Projected underspend current estimate - £196,489

The proposals to utilise the underspend in the BPR theme is to realign funding from the salary budget to two projects as outlined below.

BPR5 – Connected Communities – the Council has undertaken numerous procurement exercises (via tender) for the delivery of projects aimed at the Traveller and Roma communities, all of which have been unsuccessful.

Feedback from potential bidders highlighted there was insufficient budget given targets and timeline to cover the substantial work areas. The PEACE IV Programme Board has deemed that delivery of these project elements are no longer viable in their current format.

The current budget for the Traveller and Roma elements is £298,933.27, it is proposed that a further £26,539 is reallocated from BPR salaries budget to BPR5 to provide an overall budget of £325,472.27.

Delivery of this project will continue to be a significant challenge, this additional funding should enable the project to be rescoped within the available budget and redefined to address the needs of these marginalised communities. Discussions regarding the project elements are ongoing with SEUPB, TEO, DfC and BHSC. Final amendments to the project elements will be approved through the PEACE IV Governance Structure by the SCP.

BPR2 – Creative Communities - A further proposal under the BPR theme is to extend the approved Creative Communities project to include a creative aspect based on translating the history past and present of the St Comgall's site, the conflict and peace process to provide a community based interpretative exhibition.

This creative communities project will comprise of the research, design and interpretation. Targeting participants from Greater Falls, Shankill and surrounding areas, this project will bring groups together to explore the history of St Comgall's under the identified themes of:

- Background and scene setting
- Conflict related
- Life in General

- **Peace Process**

Through a series of workshops, seminars, study visits and the development of an exhibition, participants will work together to create the narrative of the history of the conflict from 1968 up to the second IRA ceasefire in July 1997.

A number of formats including interpretative panels, technology, news clips and archive footage will be used to create an interpretative exhibition that outlines the history of the building and supports the development St Comgall's into a community hub and visitor centre.

This proposed underspend activity aligns with SEUPB requirements of increasing the scope of approved Creative Communities project within the BPR theme. The proposal will also add value to the Shared Space theme by providing another potential connection to the current approved SSS project. In addition, the proposal adds value and aligns to Council's regeneration work at this site to transform the site into a visitor centre.

The proposed budget for the research, design and interpretation elements into an exhibition is approximately £169,950.

4.4 Approvals process

The proposals outlined above require approval through BCC governance structure before submission to SEUPB.

The proposed timeline for approvals is CMT approval in July, SCP/Council approval in August for submission to SEUPB and consideration by the Steering Committee in September 2019.

The proposals have been considered and approved by the Corporate Management Team on 30 July 2019.

SEUPB has indicated that a mini application is required for each proposal. The approval timeline for proposals which are an extension of approved projects may take 6 weeks via written procedure. However any proposal that is deemed outside of approved projects the approval process may take 3-4 months. Any extended approval timeframe may negatively impact on the delivery the proposed projects.

5.0 Resource and Good Relations Implications

5.1 Financial & Resource Implications

Failure to maximise the funding allocated through the PEACE IV programme may result in withdrawal of the underspend amounts from the Council's Letter of Offer, which could negatively impact the 12% staffing costs and corresponding 15% overhead rates.

Equality or Good Relations Implications/Rural Needs Assessment

The draft plan has been equality screened and discussed at the Equality Consultative Forum on 13 May 2015.”

The Partnership approved and adopted the recommendations.

Update on the Review of the Shared City Partnership

The Good Relations Manager provided the Members with an update in respect of the review of the Shared City Partnership, particularly in respect of the new membership.

She explained that, further to the Partnership’s agreement at its March meeting, correspondence had been sent to the PSNI outlining the importance of representation from the PSNI on the Partnership and asking for a nominee. She advised the Members that Superintendent Kellie McMillan had been nominated as the PSNI representative on the Partnership.

The Members were also advised that Ms. M. Greeves was the Belfast Chamber of Trade and Commerce’s nomination to the Shared City Partnership.

The Good Relations Manager explained that the Partnership had 2 representatives from the faith sector, one of which was fulfilled by the Interfaith Forum. In addition, she advised that the following individuals had been selected to represent the sector on a rotational basis, in line with the Council’s four year term, as follows:

- Year 1 – Church of Ireland – Hilary McClay
- Year 2 – Catholic Church – Father Eugene O’Neill
- Year 3 – Presbyterian Church – Karen Jardine
- Year 4 – Methodist Church – Rev. Andrew Irvine

The Partnership was advised that letters had been sent to those members whose term of service had been completed, thanking them for their commitment for good relations within the City.

The Partnership noted the update.

Findings from the Shared City Partnership Planning Day

The Good Relations Manager provided the Partnership with an overview of the feedback and the actions which had arisen from the Planning Day which had been held on 1st February.

She explained that future meetings of the Shared City Partnership would, where possible, be held in 9 Adelaide as it was felt to be a less formal setting to encourage greater discussion and participation.

The Partnership was also reminded that “Presentation Days” had been suggested, where speakers would be invited to present on a day outside of the normal scheduled Partnership meetings, in order to allow more time for discussion.

The Good Relations Manager highlighted the recently published “Review of Sectarianism in Northern Ireland” by Dr Duncan Morrow of Ulster University in conjunction with members of the Sir George Quigley Fund Committee. In addition, she advised the Members that they had already agreed to invite the authors of the fifth Peace Monitoring Report (January 2019) to a meeting to discuss their findings. She therefore advised the Partnership that it might wish to invite the authors of both reports in to speak at a presentation day and then facilitate discussion about how the partnership could assist in any of the recommendations where appropriate.

After discussion, the Partnership:

- agreed that future meetings of the Partnership would meet in 9 Adelaide, where possible;
- agreed to hold a “Presentation Day”, with the authors of Sectarianism in Northern Ireland and the Fifth peace Monitoring Report invited to attend; and
- noted that officers would work with the newly elected Chair and Vice Chair to progress the request to meet with the Senior Management Team and Party Group Leaders to emphasise the strategic importance of the Partnership and good relations work, and to highlight that any work was in partnership with all levels of the Council.

Revised Good Relations Strategy

The Good Relations Manager provided the Partnership with the results of the public consultation exercise regarding the draft Good Relations Strategy. She explained that the consultation had been launched on 17th January and closed on 11th April. The Members were advised that the consultation had been advertised across a range of platforms and that the overall process had encompassed a range of times, locations and sectors in order to maximise opportunities for residents and citizens to engage with the draft strategy. She pointed out that 85 people had engaged face-to-face with officers, with an additional 27 responses received online or via email.

The Partnership was advised that the overall feedback had been extremely positive with regards to the content of the draft Strategy with no major changes suggested. The Good Relations Manager explained that the draft Strategy had referenced all of the issues which had been raised during engagement and that she believed it had served to reinforce what had already been included in the draft which had been agreed by Members.

The Members considered the draft foreword to the document which the Good Relations Manager explained was required to be signed off by the Party Group Leaders prior to the publication of the Strategy.

The Partnership was reminded that the Council submitted a Good Relations Action Plan to the Executive office (TEO) annually in order to secure funding for good relations activity through the District Council Good Relations Programme (DCGRP). The Manager explained that the Plan was required to be needs-based, and that there was a requirement on the Council to carry out an audit of good relations need in Belfast every three years.

She explained that the audit would form the first part of the implementation plan for the Strategy. The Members were reminded that the Council had agreed, in April 2019, to undertake the audit this year to inform plans for 2020/2021 and 2021/2022, for which submission would be requested by February 2020 to the TEO. The Partnership was advised

that, following a quotation exercise, Rubicon Consulting had been appointed to carry out the audit between June and October 2019.

After discussion, the Partnership:

1. agreed the revised Good Relations Strategy, following the public consultation and engagement exercise;
2. agreed to include a foreword to the document, which would be signed by Party Group Leaders prior to the Launch;
3. agreed that the new Strategy would be launched during Community relations Week, in September 2019; and
4. noted the information relating to the upcoming Good Relations audit which would be dealt with in more detail in a separate report.

Good Relations Audit 2020 - 2023

The Good Relations Manager provided the Partnership with an update on the progress which Rubicon Consulting had made with the aforementioned Good Relations Audit, covering the period 2020-2023, as required by the Executive Office as a condition of funding.

She explained that the objective of the exercise was to:

- Provide an assessment of the current and emerging good relations needs from both a citywide and neighbourhood level through statistical and qualitative means.
- To examine to what extent the funder (TEO) and partners on the Shared City Partnership can further collaborate through the leadership, development and delivery of the Programme;
- Provide recommendations, where appropriate, to Belfast City Council regarding any amendments or additions to the District Council Good Relations Programme which may be required to best meet good relations outcomes;
- To identify new mechanisms of implementation which could be adopted through the Programme to meet the T:BUC outcomes more effectively;
- To examine how the changing environment at a strategic, policy and political level may impact upon the development of the programme in line with the Governmental T:BUC themes, linking these within the Council's strategic themes with particular reference to the Belfast Agenda, Local Development Plan and draft Good Relations Strategy and area working model.

The Partnership noted the update and agreed that a participatory workshop be held in August/September 2019 in order to seek the views in relation to the audit, and that a roundtable discussion would take place as part of the October meeting to discuss the preliminary findings.

Update on the Bonfire Programme

The Partnership considered the undernoted report:

“1.0 Purpose of Report or Summary of main Issues

- 1.1 **To update members on those groups who participated in the 2019 Bonfire and Cultural Expression Programme.**

2.0 Recommendations

- 2.1** To note the contents of the report and appendix and recommend to the Strategic Policy & Resources committee that Mr. J. Byrne is invited to attend the September meeting of the Shared City Partnership to provide an update on his evaluation report of the 2019 Bonfire & Cultural Expression Programme.

3.0 Main Report

3.1 2019 Bonfire and Cultural Expression Programme

Council approved a draft District Council Good Relations Programme (DCGRP) Action Plan in February 2019. This included a Cultural Expression Programme under which engagement on the issue of bonfires could be delivered. In April 2019 Council approved a model for delivery of the programme that was in line with the 2018 model.

- 3.2** The programme model seeks to promote positive cultural expression through better bonfire management and cultural celebrations. Constituted groups accessed funding for community events and activities that promoted engagement on issues of cultural expression and diversity.
- 3.3** The 2019 programme adopted an incentivised approach to support groups to meet the aims of the framework in relation to positive cultural expression, particularly in relation to the collection of materials, burning of tyres and burning of any items such as flags, emblems, election posters and items of clothing.

Mr. J. Byrne was appointed - through an open quotation exercise – to carry out monitoring and evaluation of the programme which included visits to all participating sites on 10 and 11 July. Members are asked to recommend to SP&R that Mr. J. Byrne attends the September meeting of the Partnership to provide an overview of his evaluation of this year's programme.

- 3.5** This year 35 different events were held as part of the programme and 16 bonfire beacons were provided. The table below shows figures for the last 5 years.

	Number of July Groups	Number of Beacons
2015	44	6
2016	32	10
2017	32	9
2018	28	11
2019	35	16

- 3.6** The evaluation will draw out more detail in relation to the operation of the programme but it is worth noting the significant increase in the number of beacons that were used as an alternative to traditional bonfires this year.

Composition of 2019 Review Panel

- 3.7** For the past number of years a review panel has met to provide the opportunity for groups who have failed to meet the guidelines of the programme to provide further information about the issues that they faced. This panel will consider the information provided and will make recommendations to the Shared City Partnership on whether each group:
- Should receive the final 30% of the first stage payment for activity already undertaken subject to receipt of all relevant documentation.
 - Should be eligible to receive the additional £500 for activities that develop community engagement and awareness on issues of positive cultural expression
 - Should be eligible to take part in a 2020 programme
- 3.8** The review panel is composed of three members of the Shared City Partnership, normally the Chair, vice Chair and one other representative. For the past two years an independent assessor also sat on the panel to provide a challenge function and independent advice to the review panel in relation to the issues that groups face in trying to meet the aims of the programme. The independent assessor makes observations on the decision making process to ensure that it is robust and takes a consistent, fair approach to all sites, they do not have a decision making function.
- 3.9** At the March SCP meeting, it was recommended that Council explore a process to appoint an independent assessor to this panel. Officers recommend that given the change in political representatives on the SCP, and therefore the panel as well as new SCP members, it would be useful to retain the previous independent assessor for 2019 as a way to ensure consistency. Officers will then explore a process to appoint an independent assessor and bring this back to the Partnership prior to the commencement of any programme in 2020.

Finance and Resource Implications

Officers are liaising with a range of partners to secure additional finances for this programme. All activities outlined in this report were delivered in line with available resources.

Equality or Good Relations Implications

All activity is part of the Council's Good Relations Action Plan, which has been screened for Equality, Good Relations and Rural Needs, and has been screened out."

2019 Bonfire and Cultural Expression Programme – List of awards

	Applicant Name	Location/Detail	Detail	Award
1.	Ballynafeigh Unionist Forum	Green area on Annadale embankment	Bonfire	£1,650.00
2.	Ballysillan Youth for Christ	Green space beside Silverstream Road, Silverstream Crescent & Benview Park	Community Event	£1,750.00
3.	Belfast City Mission (Island Street Hall)	Medway Street	Community Event	£1,750.00
4.	Belvoir Area Residents Group	Green space at entrance to Milltown estate	Bonfire	£720
5.	Brown Square Community Association	Melbourne Street	Beacon only	£0
6.	(Charter NI)	Clara Street	Beacon only	£0
7.	Connswater Community & Services Ltd.	N/A	Community Event	£1,250.00
8.	Consensus Restorative Justice	Dover Street	Bonfire	£1,750.00
9.	Consensus Restorative Justice	Boundary Walk	Bonfire	£1,750.00
10.	Consensus Restorative Justice	Lower Oldpark	Bonfire	£1,750.00
11.	Diamond Project (Charter NI)	Haig Street/Lord Street	Beacon	£1,750.00
12.	Dunmurry Community Association	Dunmurry car park, Glenburn Road	Bonfire	£1,250.00
13.	East Belfast Ladies Historical & Cultural Society (Bapaume)	Picardy Avenue	Beacon	£1,250.00

14.	East Belfast Ladies Historical & Cultural Society	Frome Street	Beacon	£1,250.00
15.	Eastside Women's Project (Charter NI)	Tamar Street walkway	Bonfire	£1,250.00
16.	Highfield Residents Association	Field beside c. centre, Highgreen	Beacon	£1,750.00
17.	The Hubb	Shore Crescent	Bonfire	£1,250.00
18.	Lower Oldpark Community Association	LOCA community centre	Community Event	£1,750.00
19.	Mount Vernon Community Development Forum	Mount Vernon Road	Beacon	£1,250
20.		Thistle Court	Beacon only	£0
21.	New Beginnings	Castleton Park	Community Event	£1,250.00
22.	New Beginnings	Premier Drive/Fortwilliam Parade	Community event	£1,750.00
23.	North Belfast Alternatives	Blackmountain Place	Beacon	£1,250.00
24.	Suffolk Events Circle	Kells Avenue	Bonfire	£1,250.00
25.	Sunningdale Bonfire Group	Ballysillan Road- facing Kilcoole Park	Beacon	£1,250.00
26.	Tullycarnet Action Group Initiative Trust (TAGIT)	Kinross Avenue	Bonfire	£1,750.00
27.	Tullycarnet Action Group Initiative Trust (TAGIT)	Granton Heights/Kings Road	Beacon	£1,750.00
28.	Tullycarnet Action Group Initiative Trust (TAGIT)	Ardcarn Green	Beacon	£1,750.00
29.	Twaddell Woodvale Residents Association	Woodvale Park	Bonfire	£1,250.00

30.	West Belfast Athletic & Cultural Society	Northumberland Street	Community Event	£1,250.00
31.	West Belfast Athletic & Cultural Society	Bellevue Street/Mountjoy street – green area	Beacon	£1,250.00
32.	West Belfast Athletic & Cultural Society	Junction of Ainsworth Avenue / Ceylon Street	Beacon	£1,250.00
33.	Westland Community Group	Waste Ground – Westland road	Bonfire	£1,250.00
34.	Wheatfield Action Project	Ballysillan Park - facing Wheatfield Drive	Beacon	£1,250.00
35.	Whitecity Community Development Association	Whitecity Play Park	Beacon	£1,250.00

The Partnership adopted the recommendations within the report and agreed to retain the previous independent assessor for 2019 as a way to ensure consistency. Officers would then explore a process to appoint an independent assessor and bring it back to the Partnership prior to the commencement of any programme in 2020.

Proposal for Support for NI Human Rights Festival

The Good Relations Manager advised the Partnership that a request for funding had been received from the Human Rights Consortium in relation to the annual Northern Ireland (NI) Human Rights Festival, which was scheduled to take place between 8th and 14th December 2019.

She explained that, annually on 10th December, International Human Rights Day was celebrated across the globe, where civil society groups celebrate and mark the importance of human rights. The Members were advised that for the past seven years, a diverse range of organisations from across NI had collaborated in the development of a local programme of events during that week as part of the NI Human Rights Festival.

The Partnership was advised that the Consortium had requested funding from the Partnership of £6,000, which would enable it to ensure that a wide range of events were accessible to communities which may not currently engage in, or have access to, ongoing human rights issues.

The Good Relations Manager reminded the Partnership that funding for the District Council Good Relations Programme was based on the promotion of good relations between persons of different religious belief, political opinion or racial group. She added that actions must be tied to one of the four themes identified in the Together: Building a United Community (T:BUC) Strategy. The Members were advised that, while the programme for the Festival was not finalised yet, the proposal outlined a number of events which would fall within the parameters.

She highlighted that the current DCGRP had made provision for supporting events under a number of themes and that, therefore, the Partnership was asked to consider

allocating £3,000 towards events, as well as providing the City Hall for events, pending availability and suitability.

During discussion, a number of Members suggested that they would like to see outcomes arising from the Festival, with accompanying measures, and to ensure that the events held were promoted amongst typically underrepresented groups.

After discussion, the Partnership agreed to recommend to the Strategic Policy and Resources Committee that £3,000 be allocated towards events promoting good relations as identified by the TEO and the Council's draft Good Relations Strategy, as well as supporting the provision of a venue through the City Hall for particular events, pending availability and suitability. The Partnership noted that specific events were to be agreed with the group and the Good Relations Manager.

Request for a Contribution towards Restorative Practices Forum (NI) International Conference

The Partnership considered the undernoted report:

“1.0 Purpose of Report or Summary of main Issues

- 1.1 To advise members of a request to provide a contribution towards the cost of an international conference “Building a Vision for the Future of Restorative Practices” being organised by Restorative Practices Forum (NI) on 14th -15th November 2019 at the Park Avenue Hotel.**

2.0 Recommendations

- 2.1 That members recommend to the Strategic Policy and Resources Committee that an amount of up to £1500 towards the costs of speakers, AV and lunches be awarded to the Restorative Practices Forum (NI) for the Restorative Practices Forum (NI) International Conference being held on 14th-15th November 2019 and;**
- 2.2 That copies of any documents relating to peace building or emerging recommendations be shared with the Partnership.**

3.0 Main report

Key Issues

- 3.1 The Restorative Practices Forum (NI) began life as the Restorative Justice Working Group which was formed in 1994 following a Restorative Justice Conference that year. The group aimed to establish restorative justice as an integral part of the criminal justice system and not just as an adjunct to it.**
- 3.2 Following the ‘10 Years On’ conference organised by the RJWG in 2004, the group re-established itself as a Forum, reflecting a change in emphasis, acknowledging that the day-to-day work is now being undertaken by a wide range of organisations and sectors.**

- 3.3 The RPF (NI) has brought a wide range of people and organisations together over the past 25 years to promote restorative justice, to offer opportunities to share best practices and to support research. It can claim that it has contributed to the rapid expansion of restorative practices over the past 20 years and to Northern Ireland's international reputation for high quality and innovative restorative approaches in a variety of sectors.**
- 3.4 A 25th Anniversary Conference entitled 'Building a Vision For the Future of Restorative Practices' has been organised at the Park Avenue Hotel on 14th-15th November 2019.**
- 3.5 This conference will provide an opportunity to bring together policy makers, practitioners and researchers from throughout the island of Ireland and visitors from Britain, Europe and beyond.**
- 3.6 The aim of the conference is to take stock of and celebrate what has been achieved; cast a critical eye on what could be improved and generate a vision to maximise the benefits of restorative practices throughout society.**
- 3.7 The conference will have local, regional and international speakers presenting on a number of issues. Keynote speakers will be Professor John Braithwaite, Founder of Regnet, the School of Global Governance & Regulation & the Centre for Restorative Justice at the Australian National University. For the last 15 years, he has concentrated on restorative justice in peacebuilding and in broader issues of governance. Professor Jennifer Llewellyn is currently the Director of the Restorative International Learning Community, an international alliance supporting the development and implementation of restorative justice in Canada, the United States, New Zealand, England and Australia.**
- 3.8 In terms of the potential of restorative practice to impact on peacebuilding, this has not really been highlighted to date; rather it is discussed more in terms of community safety outcomes. The conference would give the opportunity for restorative practice to be examined through this lens, including the impact on intercommunal and intercultural conflict as well as how communities/ neighbourhoods can become more welcoming and inclusive.**
- 3.9 The cost of the project is estimated at £26,700 with approximately £18,850 coming from fees. The group want to ensure that local communities can participate in the conference and have asked for assistance from a range of agencies. To date, the project has received funding of: £1.5k from the Health & Social Care Board; 1k from the Social Change Initiative and £4.8k from the NI Prison Service.**
- 3.10 Members are asked to consider making a contribution of up to £1,500 towards the cost of with a request that speakers expenses,**

AV hire, lunches with the request that copies of any documents relating to peace building or emerging recommendations be shared with the Partnership.”

During discussion, a Member suggested that it seemed as if the group had contacted the Council for funding due to a shortfall.

The Good Relations Manager advised the Partnership that the Council's funding would help free up some of their resources in order to provide a number of free places for those in the community and voluntary sector.

The Partnership adopted the recommendations within the report.

Request for Support for Research into Adolescent Group Interactions, Attitudes and Behaviour

The Good Relations Manager advised the Members that a request for support had been received from Dr S. McKeown Jones from the University of Bristol for a research proposal focusing on youth intergroup contact, attitudes and behaviour.

She explained that Dr McKeown was currently writing up a grant proposal for a new research project to the Economic Social Research Council which aimed to comprehensively understand, for the first time, the ways in which various individual factors and social contexts facilitated or inhibited social mixing amongst adolescents from different ethno-religious groups. The Partnership was advised that other researchers involved in the project included Queens University, Belfast.

The Partnership was advised that Dr. McKeown Jones had asked whether the Council would be interested in partnering with the team in this research. In practice, the Good relations Manager explained that it would mean submitting a letter of support to include in their application and ideally joining stakeholder related events. The letter would state that the Council endorsed the research and that it would potentially make a difference to the context in which we work. She explained that, in addition, the Council could assist in working collaboratively with organisations and work on impact activities.

During discussion, a number of Members expressed concerns that, while the request was not financial, it was important to acknowledge that the Community and Voluntary Sector would inevitably be involved in the research as part of this project and that those working in the sector were already being asked to do more for less.

After discussion, the Partnership agreed to recommend to the Strategic Policy and Resources Committee that the Council would support the research proposal, and that the letter would include a reference to the work of the Community and Voluntary sector as outlined.

Community-Led Cross-Interface Event at Townsend Street

The Good Relations Manager explained to the Members that the Department of Justice (DoJ) had re-convened the Lower Falls/Lower Shankill Forum in 2018 to explore a number of issues relating to the interface gates.

She explained that the Forum comprised of Residents' groups and community associations, a number of residents from either side of the interfaces, representatives from both the Council and the NIHE and that it was chaired by an independent consultant.

The Partnership was advised that, last year, a cross-interface community-led festival had been held on Townsend Street to promote it as a shared space.

The Good Relations Manager outlined that the festival had been held to enable the residents living on either side of the interfaces in the Lower Falls and the Lower Shankill to develop positive relationships before engaging in a conversation around potential barrier transformations in Townsend Street and the surrounding area.

She outlined that a request had been received from the DoJ asking the Council for a contribution towards a fun day event, which would include “a walk down memory lane” exhibition to be held on 21st September, 2019, to coincide with International Peace Day, Good Relations week and the installation of the replacement, see-through gates on Townsend Street.

The Partnership was advised that the gates between the Divis and Shankill areas would be unlocked for the day to bring together people of all ages from both sides of the interface. The event was hoped to be part of a wider push for improved community relations in the area and wider regeneration activity involving other statutory bodies.

The Members were reminded that, under the Shared Space theme in the Good Relations Plan, an allocation had been set aside to bring communities together to engage around interfaces and to impact on the development of shared space.

The Partnership agreed to recommend to the Strategic Policy and Resources Committee that up to £2,000 be awarded for the delivery of a community-led cross-interface festival on 21st September, subject to confirmation of similar match-funding from other agencies working with the Forum, noting that 75% of the costs would be recouped through the District Council’s Good Relations Programme.

Update on District Council Good Relations Programme 2019/20

The Partnership considered the undernoted report:

“1.0 Purpose of Report or Summary of main Issues

- 1.1 To provide an update in relation to the District Council Good Relations Programme 2019/20.**

2.0 Recommendations

- 2.1 That members note the contents of this report and appendices which provide details of grant awards made in Tranche 1.**

3.0 Main report

Key Issues

- 3.1 As part of the TEO good relations strategy; Together: Building a United Community, each council receives support to deliver a District Council Good Relations Programme (DCGRP) that supports local approaches to identified good relations needs. The programme is funded 75% by TEO and 25% by each council area.**

- 3.2 Council submits an annual Good Relations Action Plan for consideration by TEO in February of each year; TEO then issues a Letter of Offer based on identified need in each Council area and the level of resource available. A Letter of Offer was received for approximately £570,000 on 1 April 2019. This will provide a total allocation of £740,860 for the action plan, which was amended, to reflect the level of resource available.
- 3.3 The action plan will deliver 10 projects including good relations grant aid funding. A summary of the programme is provided in Appendix 1 and a summary of awards made through Tranche 1 of Good Relations funding which covers activity from April 2019 until 30 September 2019 is available in Appendix 2.
- 3.4 Members should note that all grants have been awarded under delegated authority by the Strategic Director of City & Neighbourhood Services as customary and as agreed by Council.
- 3.5 Belfast City Council also administers Planned Intervention funding which is 100% funded by TEO and supports activity that reduces the likelihood of young people being involved in conflict over times of heightened tension. In previous years, a separate Letter of Offer was issued for Planned Interventions in the region of £100, 000.
- 3.6 For the first time, this year the Planned Intervention programme was delivered as part of the overall DCGRP Action Plan. This element will be 100% funded by TEO with an allocation of £65,000. This was a lower level of allocation than in previous years and the number of awards under Planned Intervention had to be reduced accordingly. Full details of all Planned Interventions awards can be found in Appendix 3.

Financial & Resource Implications

£205,273 is outlined in the revised action plan to support the Good Relations Small grants programme. Any allocation that substantially exceeds the amount would impact on the delivery of the wider Good Relations programme. The Summer Intervention allocation is £65,000.

In previous years, groups have claimed 90% of the funding award so allocations are based on this level of spend.

Equality or Good Relations Implications

All activity is part of the Council's Good Relations Action Plan, which has been screened for Equality, Good Relations and Rural Needs, and has been screened out."

The Partnership noted the contents of the report.

Good Relations Week – September 2019

The Good Relations Manager advised the Members that Good Relations Week was a well-established annual week of events that was coordinated by the Community Relations Council. It was held annually in September and, this year, it was scheduled from 16th – 22nd September. She advised that, as in previous years, Councils and other organisations had been invited to stage events to highlight and promote the work being done to promote Good Relations.

The officer detailed that, subject to Council approval, the Council would be launching the Good Relations Strategy and PEACE IV Events Programme on Friday, 20th September from 1.30 p.m. – 3.30 p.m. at Crumlin Road Gaol. The process around the Council's Good Relations Strategy would be referred to at this event and she encouraged the Members of the Partnership to attend and to promote it within their various sectors.

As in previous years, the Council had organised a Living Library event on Wednesday, 18th September at the City Hall and the Members were invited to register with the Good Relations Unit if they wished to participate.

In addition, the Partnership noted that the CRC would be hosting a Shared Learning Forum on Tuesday, 17th September in the City Hall.

Noted.

Dates of Future Meetings

The Partnership agreed that it would meet at 1.30pm on the following dates in 2019:

- Monday, 9th September;
- Monday, 7th October;
- Monday, 11th November; and
- Monday, 2nd December.

Chairperson

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Revised Belfast Good Relations Strategy

Good relations is everyone's business

September 2019

Belfast City Council logo

Brand level 2

The Executive Office Logo

Forward by Party Group Leaders on Belfast City Council

We are pleased to endorse this new Good Relations Strategy for Belfast. As a new Council, elected in May this year, the launching of this Strategy is a statement of our intent on how we, as the leaders of the main political parties on Council, wish to lead the City for this forthcoming Council term.

This new Strategy has been carefully put together over the last year and its development is an important milestone for the Council, as we start to deliver on our commitments under the Belfast Agenda.

The development of the Strategy, and the input received through the public consultation exercise, has been very important in reminding all of us involved in service delivery and as elected representatives, of the need to redouble our efforts to ensure that improving good relations is a central element of our duties.

Having Good Relations outcomes front and centre of the future development of our City is essential to truly transforming Belfast for everyone.

We have come a long way as a city over the last 20 years. Various initiatives have helped improve community relations during this time. But there is much more to be done.

This Strategy sets out our vision and values for a shared, peaceful and reconciled Belfast, as well as the outcomes that we want to see through its delivery.

Good Community and Race Relations are essential for a healthy and safe City. This new Strategy seeks to create the environment for continued progress, as we carry on our journey away from the conflict and divisions of the past.

This new Strategy will set the standard for our City to aspire to be a place of welcome and diversity. We know that the most successful cities in the world are those that are the most diverse. We believe that this new Strategy will enable us all to play our part in building a better city for residents and visitors alike, where our different identities can be a strength and our diverse cultural traditions can all be part of our collective cultural wealth; a City where everyone has an equal place and where no-one is left behind.

Party Group Leaders

Executive Summary

Good relations is everyone's business!

Like the Belfast Agenda, this is a Belfast Strategy, where everyone has a stake and role to play in its realisation. It outlines a vision for the promotion of a shared Belfast. It is not intended to be an action plan, but rather a framework to support the delivery of good relations in Belfast. Good relations legislation places a legal duty on all public bodies to “have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group”.

Good relations is a core ingredient in the vision and outcomes of the Belfast Agenda and essential to supporting its top priority of “delivering inclusive growth and leaving no one behind”. It is also a critical component needed to achieve the vision of the Belfast Local Development Plan, which is that “In 2035, Belfast will be a globally successful and smart regional city that is environmentally resilient with a vibrant economic and social heart”. This Strategy aims to position Belfast to be ready for the challenges of a changing world and to engage positively in facing these challenges head on.

Belfast has a population of 338,907, representing 18% of the total population of the region. We are one of the youngest cities in Europe, with young people up to the age of 21 making up nearly a third of our population, while a fifth of the city is under 15 years old. Our older population is growing - today 15% of the population is 65 and older, by 2035 this will grow to nearly a fifth (20%). Belfast has also become a much more diverse city, with many people from overseas making Belfast their home - our ‘new communities’. This growth is projected to continue for many years to come.

This Strategy was funded through the Council’s Good Relations Action Plan, which is part funded by The Executive Office under their District Council’s Good Relations Programme. The new Strategy recognises that following years of conflict, Belfast has become a more normal society. However, despite this, there remain some key issues that continue to manifest themselves in division between communities, with low levels of trust and high levels of residential, educational, physical and social segregation in many areas. It also recognises the persistent issues around expressions of identity, which often result in community tensions and increased polarisation.

There are still around 85 built interface barriers in Belfast. Many people within our society still think in binary terms, in terms of two communities, defined by two religions; protestant and catholic. The binary divide has in many ways created a public service delivery model that has serviced division in the past, compounding those divisions. In the current economic climate, the challenge for civic leadership and public service delivery is to avoid binary decision making. This means shifting the dialogue to delivering on the Belfast Agenda, involving people in an innovative city conversation on how services are delivered in the future.

Our city is at a crossroads.

The Belfast Agenda sets out a framework, vision, values and outcomes for the city by 2035 to support inclusive growth and improve services for residents and businesses. The Local Development Plan, to be delivered alongside the Belfast Agenda, provides the planning framework for the city up to 2035 and will shape the physical future of the city and support economic and social outcomes, while providing the delivery of sustainable development. In 2016, Belfast became the first city in

Ireland and one of five in the UK to join the 100 Resilient Cities Programme, helping the city and its communities and businesses to survive, adapt and grow irrespective of the stresses or shocks it may experience. All of these plans have a crucial role to play in creating good relations in our city.

The long-term vision, values and desired outcomes for good relations in Belfast

As a starting point, this Good Relations Strategy will promote cultural diversity and respect for everyone's cultural identity as well as promoting Belfast as a city for everyone. Collegiate and transformative leadership will add to our ambition of promoting active and engaged communities. Strong positive leadership will enable a challenge to the behaviour and beliefs that create divisions and the ways we currently do business which often create barriers to good relations.

The Council's Shared City Partnership facilitates an integrated approach to the promotion of good relations in the city delivering the outcomes of the Belfast Agenda, resulting in effective urban development and management and more cohesive communities.

This Strategy provides a long-term vision, values and outcomes for good relations in our city. Our vision is for a shared city – "a city re-imagined, connected and resurgent delivering inclusive growth that leaves no-one behind"

The vision is a long-term one which fully complements the Belfast Agenda. It requires the council, elected members, other government agencies, the private sector and residents to work together, to collaborate and make it happen. The core values of good relations namely equality, equity, diversity and interdependence are the planks which drive any good relations strategy and reflect Government's commitment to improving community relations and continuing the journey toward a more united and shared society within its *Together: Building a United Community Strategy*.

This Good Relations Strategy will focus on outcomes for all within the city in line with the Belfast Agenda. Alongside this, collective and individual responsibilities need to be nurtured to help people think differently about the effects of their behaviour on others, be that positive or negative.

Partnerships for collaborative gain should be the driving force behind the Strategy aimed at maximising resources and building on the economies of scale that come from working smartly with others within the Belfast Agenda.

Good relations is everyone's business! This should be driven by a "Systems Thinking" approach recognising and understanding the component parts to building a shared society. The learning from this work and other regeneration and resilience building work should be considered through a process of reflective learning and engagement.

The Belfast Good Relations Strategy has **five outcomes**. These include:

- **Outcome one:** Strong, positive and transformative civic leadership - inclusive governance with community change makers
- **Outcome two:** Shared and connected spaces - a smart, connected city driven by inclusive and transformative place making
- **Outcome three:** Shared Services - focusing on co-design and social innovation
- **Outcome four:** Structured collaboration and partnerships
- **Outcome five:** An intercultural city and respectful cultural expression within the rule of law

Within this Strategy, we aim to set the standard for the emergence of a better future for communities across the city and develop a new enabling environment which supports empathy and respect for all. This will be for the common good of everyone within our society, driven by the knowledge that good relations is everyone's business!

DRAFT

Introduction

Good relations is everyone's business.

That is one of the key messages from the stakeholder engagement in the development of this Belfast Good Relations Strategy. Good relations legislation places a duty on all public bodies "to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group". We generally use the term good relations to describe good community and race relations between people of different religious, ethnic or political backgrounds.

Good relations is a core ingredient of the Belfast Agenda and essential to supporting its top priority of delivering inclusive growth and leaving no one behind. It is also a critical component needed to achieve the vision of the Belfast Local Development Plan; "to build a globally successful and smart regional city that is environmentally resilient with a vibrant economic and social heart".

Belfast is also one of 100 global resilient cities. This is an initiative that will help the city transform into a global player, while learning from others along the way. A successful good relations focus in Belfast means not only resolving the problems of the past, but also being resilient and dealing with new sets of issues in a rapidly changing world.

Promoting equality and good relations is key to improving the quality of life for everyone in the city and these are central to economic regeneration, attracting talent, sustaining inward investment, generating tourism and tackling poverty. Aligned with the NI Executive's *Together: Building a United Community* Strategy, this Belfast Good Relations Strategy will create the conditions for change, highlighting those complex issues that continue to hold the city back.

The aspirations within the Belfast Agenda and the Local Development Plan act as a call to action for all stakeholders to contribute to their successful delivery. Belfast is transforming. This Strategy recognises that the way we have done things in the past needs to adapt to help us reach the ambitions we have set ourselves in the Belfast Agenda. We need social innovation; changing the way we plan, deliver and consume services and how and where we access them, how we travel within the city, how we educate our young people, how we view and use local spaces, and how we interact with one another across the city. These are all critical to achieving these ambitions.

The successful achievement of the vision within the Belfast Agenda will need all residents to be involved in deciding how Belfast should look, feel and work in the future. This will be a game changer for the city and its people, some of whom are currently hampered by economic and social disadvantage, a lack of hope and aspiration or belief in a better future for themselves and their families. Leaving no one behind for good relations means building confidence, self-belief and resilience in all communities, particularly those most in need. This Strategy aims to position Belfast to be ready for the challenges of a changing world and to engage positively in facing these head on.

We developed an Audit of Good Relations issues in January 2017 which identified a range of needs and recommendations for moving forward. This Audit has influenced the development of our annual Good Relations Action Plan and informs this Strategy.

The Shared City Partnership

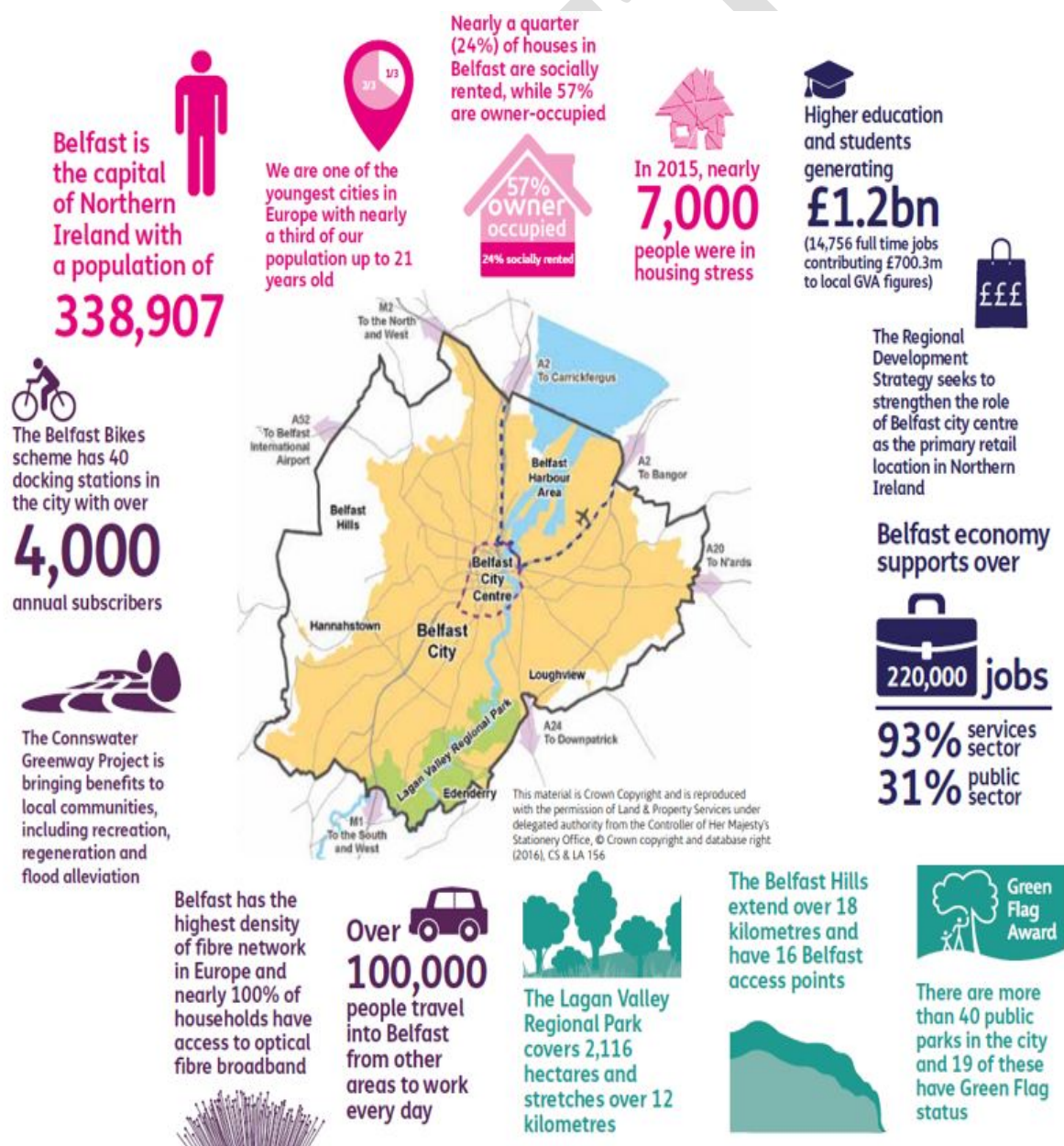
The Good Relations Strategy will be driven forward by the Shared City Partnership, which is a unique body across all local authority areas. The Partnership acts as an example of an integrated approach in mainstreaming good relations into the work of all bodies, including the private sector, across the city.

Who we are

While the city has many affluent areas, it is also home to some of the most deprived communities in our society. Belfast has a population of 338,907, representing 18% of the total population of the region. We are one of the youngest cities in Europe, with young people up to the age of 21 making up nearly a third of our population, while a fifth of the city is under 15 years old. Our older population is growing - today 15% of the population is 65 and older, by 2035 this will grow to nearly a fifth (20%). Belfast has also become a much more diverse city, with many people from overseas making Belfast their home; our 'new communities'.

We are the happiest region in the UK for the third consecutive year (based on an ONS Personal Well-being Survey). The Peace Process brought people back into the city and in 2005 our city population grew for the first time in 50 years. This growth is projected to continue for many years to come.

Figure 1: Key City Statistics



What are the big good relations issues in the city?

Our Good Relations Strategy recognises that following years of conflict, our city has made great progress towards normality. However, despite this, there remain some fundamental key issues that continue to manifest themselves in division between communities, with low levels of trust and high levels of residential, educational, physical and social segregation in many areas. It also recognises the persistent issues around expressions of identity, which often result in community tensions and increased polarisation.

Belfast contains the highest number of interface areas in the region where segregation remains high. Inter-community tensions are reducing but continuing. There are around 85 built interface barriers in Belfast and even since 1994, 10 barriers have been erected and 12 have been heightened, lengthened or extended. Recent findings from consultations undertaken as part of the development of our PEACE IV Plan and our Good Relations Audit indicated that residents living near interfaces or 'peace walls' should be a key target group for engagement on good relations and peace building activities.

Three areas of concern were highlighted:

- environmental fears;
- lack of investment, regeneration or employability; and
- disproportionate levels of poor health.

The perceived disparity in investment between the most affluent and most deprived communities continues to inhibit sharing and social cohesion. A lack of connectivity and the continued existence of physical barriers extend division across the city at certain points and gateways. The challenge remains that the most funded areas are still the most disadvantaged.

Belfast (2030) vision (Belfast Agenda conversation)

'Good relations' is a top priority. People said they would like to see issues addressed including removal of interfaces (or peace walls), concerns around symbols and expressing cultural identity and more shared space.

The following GR themes emerged when respondents were asked "what would you like Belfast to be like in 2030?":

- A peaceful and shared city.
- A welcoming, caring and compassionate city.
- A vibrant and culturally diverse city, where everyone is respected and treated equally.
- A clean, healthy and safe city where everyone has access to good housing, quality green spaces, services and facilities that enable them to be happy, safe and active.

Belfast has also become a much more diverse city, with many people from overseas making Belfast their home. This increased diversity has brought with it many opportunities. However, it also presents challenges for organisations and businesses to make sure our new communities are included and participate in the economic, civic, social and cultural life of the city. Equality and good relations are key to improving the quality of life for everyone in the city. Our vision is to shape Belfast so that its infrastructure, spaces and services meet the needs and ambitions of all people who live, work, invest, study and visit the city.

Since our last Strategy we have developed the Belfast Agenda, with a renewed emphasis on joining the dots between agencies and communities and a focus on better outcomes for residents. Politically, the NI Executive is currently not sitting, and Brexit has created uncertainty for many. Meanwhile, everyday life in Belfast continues to change as a result of, among other things, digitisation and globalisation.

However, many people within our society still think of Belfast in binary terms – of a society made up of two communities; catholic and protestant. In many ways this binary view and its influence on public service decision making has accentuated division in our society by duplicating services and hampering the connectivity between people and communities. In the current economic climate, the challenge for civic leadership and public service delivery is the need to avoid binary decision-making

which compounds division. This means shifting the dialogue to delivering on the Belfast Agenda in a way that involves people in an innovative city conversation on how services are delivered in a way that can foster sharing and build good relations.

In this sense, our city is at a cross roads.

Belfast Agenda vision for Belfast in 2035

The Belfast Agenda, Belfast's Community Plan, sets out a vision, values and outcomes for the city to achieve by 2035. This offers a clear direction of travel for our Good Relations Strategy. It joins up conversations, promotes collaborative gain in the pursuance of the future development of the city and represents genuine cooperation on big outcomes. It moves towards greater long-term planning and away from short-term actions with representative and participatory democracy working hand in hand for the common good.

The vision states that "Belfast will be a city re-imagined and resurgent. It will be a great place to live and work for everyone. Beautiful, well connected and culturally vibrant, it will be a sustainable city shared and loved by all its citizens, free from the legacy of conflict. It will be a compassionate city offering opportunities for everyone and a confident and successful city energising a dynamic and prosperous city region. It will be a magnet for talent and business and admired around the world. A city people dream to visit"

Figure 2: Belfast Agenda 2035 Outcomes

Over the next number of years, the focus for the plan is Inclusive growth; Leaving no one behind. The Belfast Agenda believes that, to address the long-term challenges facing people in Belfast such as health and educational inequalities, the need for good relations, ensuring people feel safe and have good living conditions, the city needs to focus on improving our economy and ensuring the benefits are felt by everyone. By addressing the issues of poverty, economic inactivity, unemployment and underemployment we can help improve the wider outcomes for people in Belfast – inclusive growth.

Belfast city outcomes

The Belfast Agenda has five outcomes detailed in Figure 2 which this Strategy must help achieve. These outcomes have been shaped by a set of values which have also been incorporated into the vision for good relations.

Belfast Local Development Plan – Draft Plan Strategy

While the Belfast Agenda sets out the framework to support inclusive growth and improve services for residents and businesses, our Local Development Plan provides the planning framework for the city up to 2035. It will guide investment in Belfast, setting out how the city should develop in the future. The Local Development Plan will be delivered alongside the Belfast Agenda and will shape

**Belfast will
be a city...**



the physical future of the city. It will help deliver the outcomes of the Belfast Agenda providing a 15-year planning framework to support economic and social outcomes in the city, while providing the delivery of sustainable development.

The vision of the Local Development Plan is that “In 2035, Belfast will be a globally successful, smart regional city that is environmentally resilient with a vibrant economic and social heart. As a centre of learning and business, the knowledge economy flourishes where collaboration and innovation attract investment, talent and jobs. We will value and conserve our unique natural and built heritage to enhance and develop tourism. Thriving, socially inclusive, well-connected neighbourhoods that encourage a healthy, active lifestyle with well-designed homes where people love to live. A strong, inclusive local economy will support progressive, safe and vibrant communities. The city will provide a gateway to opportunities locally, nationally and worldwide”.

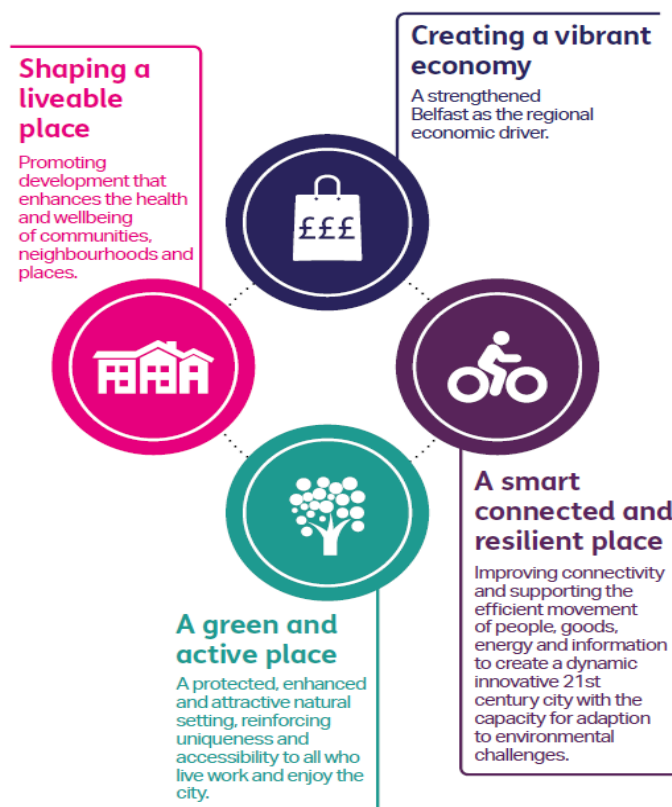
Its aims and objectives are outlined in Figure 3 and complement the Belfast Agenda. It is committed to the concept of community cohesion and good relations. The Local Development Plan’s Policy SP4 – Community cohesion and good relations – states that “The council will support development that maximises opportunities to build strong, cohesive communities and that makes a positive contribution to good relations”. This provides a strong policy context to drive the development of cohesive communities. This strategic policy adopts a core planning principle to create and enhance shared space and to promote social cohesion and good relations in the plan area. Belfast has high levels of neighbourhood segregation, which has constrained development and connectivity to all parts of the city.

The Belfast Agenda is promoting inclusive growth to address social and economic inequalities in disadvantaged neighbourhoods. Increasing diverse neighbourhoods and access to opportunities through the spatial planning process is therefore an integral part of the Local Development Plan.

This means considering how all communities may be affected by development and ensuring that proposals help to improve community cohesion, foster social integration and inclusion, reduce isolation and improve access to opportunities in the city. Providing good quality shared social and community infrastructure is critical for social cohesion and contributes to the creation of lifetime neighbourhoods. Lifetime neighbourhoods are places where diverse groups of people can live and

Figure 3: Belfast Local Development Plan Aims and Objectives 2018

Our aims



work in a safe, healthy and inclusive environment, with good connectivity to the city centre, which is the economic and social hub for shared community activity.

Belfast - one of 100 worldwide cities of resilience

In 2016, Belfast became the first city in Ireland and one of five in the UK to join the 100 Resilient Cities Programme. City or urban resilience describes the capacity of cities to function, so that the people living and working in cities – particularly those from less well-off areas – survive and thrive no matter what stresses or shocks they encounter. The framework for Belfast will provide practical ways of ensuring that the Belfast Agenda and the Local Development Plan can better withstand the unexpected.

These two place shaping and making documents, allied to the city's future resilience plan, demonstrate the importance of good relations and cohesion as prerequisites to a successful and inclusive city that leaves no one behind and the city's strong commitment to it. It also points to the importance of leadership, integrated development and new ways of thinking, planning and collaborating across sectors.

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Embedding good relations at the core of the city's new strategies

In the development of this Strategy, a range of stakeholders shared their views on how they believe it can help achieve the ambitions within the Belfast Agenda. Below is a summary of the key comments and messages from stakeholders.

Key outcomes that good community and race relations can bring to Belfast

- Improved economic vitality
- Improved health and wellbeing
- A shared future for all
- More investment
- Better educated population
- Equality, integration and diversity
- More or greater social and labour mobility
- More inclusive spaces
- A sense of belonging to the city
- More intercultural city
- Cost savings - joined up services
- Confident and outward looking
- Entrepreneurial city population
- Improved image
- More visitors and spend
- Reduced fear of crime
- Less civic disturbance

Biggest issues or barriers that hold us back from building good community and race relations in Belfast

- Lack of integrated education and shared housing
- Poverty and deprivation
- Lack of hope and aspiration
- Spatial segregation
- Legacy of the troubles
- Sectarianism, racism and prejudice
- lack of ambition and personal aspiration
- Physical barriers
- Political leadership
- Ongoing hard good relations issues
- Duplication of service provision - costs
- Legacy issues - multi-dimensional and deep-rooted issues
- Cultural differences, myths and intolerance
- Lack of understanding of what is culturally acceptable
- Connect area-based planning to citywide planning policy
- Negative media coverage
- Polarised Politics
- Legal limitations of Section 75 legislation
- Perceived injustices

Important actions that council could undertake to build good community and race relations in Belfast

- Demonstrate strong political leadership
- Planning policy for shared communities
- Identify and work with agents of reform
- Take a systems-based approach
- Build strong, outward looking, hopeful communities
- Services realigned to needs versus geography
- Evidence, area – based, integrated, preventative, collaborative and challenge focused approach
- Demonstrate the economic case for good relations
- Develop shared spaces
- Drive forward inclusive growth
- Civic conversations
- Youth engagement
- Joined up working - long term funding
- Exploring the diversity of people and identities
- Positive media coverage
- Outcomes approach

How good community and race relations can contribute to the delivery of the Belfast Agenda

- Have a comprehensive Good Relations Strategy
- Promoting a “common good” approach
- A “positive peace and systems thinking” approach
- Work with and upskill communities
- Need critical, evidence focused thinking
- Disrupt old approaches
- Need cross departmental approach
- Collective oversight and a focus on the bigger picture
- Collaborate, collecting and sharing data
- Agree a set of guiding principles
- Embrace change
- Civic conversations and understand differences
- Help with the development of LDP local policies
- Support a shared housing or living agenda
- Define inclusive growth
- Help the social economy to grow and contribute to good relations and inclusive growth

Long-term vision, values and outcomes for good relations in Belfast

Figure 4: Belfast Good Relations Strategy vision, values and outcomes



Our vision - A shared city - a city re-imagined, connected and resurgent delivering inclusive growth that leaves no-one behind

This shared city vision is a long-term one which fully complements the Belfast Agenda. It requires council, elected members, other government agencies, the private sector and residents to work together, collaborate and make it happen. It is in no one's interest to leave people behind. Many communities in Belfast still experience poverty and deprivation and the effects of segregated living, in housing and education. Some of these communities also fear a sense of cultural loss, where they feel that their identity is being left behind. In addition to this, many of the city's new communities are trying to carve out a sense of belonging and inclusion in the city. There is still much to do. By addressing the issues of poverty, economic inactivity, unemployment and underemployment we can help improve the wider outcomes for people in Belfast – inclusive growth. It is also about the creation of an integrated, shared, reconciled and intercultural Belfast and an interdependent, just, equal, open and diverse society.

Values

The following core values drive our Good Relations Strategy. Good relations and equality and promoting equity, diversity and interdependence are the planks of any good relations strategy and reflect Government's agreed *Together: Building and United Community* Strategy and guidance. We must all address issues of inequality, sectarianism, racism and prejudice in all that we do. This includes addressing the physical and community division at interfaces, ensuring and promoting the safety and inclusion of vulnerable groups, tackling public displays of intolerance, sectarianism and racism, addressing hate crime, promoting equality, integration, cultural diversity and an intercultural city, tackling disadvantage and creating and expanding shared spaces and services.

This Strategy focuses on outcomes for all within the city in line with the Belfast Agenda. Planning to address those deep-rooted and complex issues in Belfast should be built on evidence, led by open data, leading to evidence-based decisions. To support this, agencies need to review their current systems to ensure that they support the achievement of good relations outcomes.

This has the potential to disrupt norms and the traditional ways of doing things and start conversations about the economic logic and social segregation implications of parallel service planning. We need to consider how resources could be invested if parallel planning for the two main communities was not the norm. Understanding the dis-economies of division and in turn the economic benefits of sharing can help us all to really think differently about how resources should and could be spent in their local areas. We need to help communities prioritise what's important to their future prosperity and that of their children with a focus and commitment to sharing. We will continue to explore the use of creative, innovative, people-centred design and delivery approaches to shared service planning and the transformation that this can bring to the lives of local communities.

Alongside this, collective and individual responsibilities need to be nurtured to help people think differently about the effects of their behaviour on others, be that positive or negative. It also helps communities to think about how they can work more collaboratively and effectively with others in improving their communities.

This shift in thinking can also help to build resilience in local communities. To achieve this, however, investment is needed to build the skills of leaders at all levels - community, statutory and political so that real progress can be made. Another important aspect of building shared communities and

shared services is the promotion and facilitation of meaningful engagement and respectful dialogue and communicating well with local communities. Promoting better understanding and giving local communities a stake in their future development can help break traditional thinking processes. Introducing collaborative approaches with others can foster high levels of participation and active dialogue in the city's future planning conversation and can build greater trust and respect, among and between communities.

Partnerships for collaborative gain should be the driving force behind this Strategy aimed at maximising resources and building on the economies of scale that come from working together smartly with others within the Belfast Agenda. Good relations work should be developmental, preventative and co-designed within a long-term approach in partnership with local communities.

A great city needs to be accessible for all. To achieve this and given the number of physical and psychological barriers that exist, collaboration and connecting people and places is a primary focus of the Strategy. Young people and those currently in employment should be able to access places of employment and learning without barriers, and should be able to move in, out and across the city safely and free from fear. Connecting people and places matters. It also matters that people can access all areas for recreation and leisure. Sustainable development and respect for our environment are key components in creating a liveable city where people can access services and activities safely.

There are many good relations challenges that hold the city back from achieving its potential. To prepare for other difficulties and unknowns, the city needs to become more resilient. Building urban resilience requires looking at a city holistically: understanding the systems that make up the city and the interdependencies and risks it may face. Some of the stresses which Belfast currently faces are an ageing infrastructure, poverty, on-going community tensions in parts of the city, parallel service delivery, a transport system that needs investment, segregated education and housing, physical structures that segment and divide the city and an over-reliance on the public sector. Much of these stresses stem from the conflict which resulted in disinvestment from these essential projects and initiatives and a diversion of resources to security costs to keep people safe. The cost of division has been high and continues to make building resilience difficult. To rebalance the city, council, other decision makers and fund holders need to be decisive about what they can and cannot fund if their vision is to create a shared city which promotes inclusive growth - and leaves no one behind. This will be achieved through collaborative and sustained intervention programmes.

To move forward with confidence, Belfast needs to have an outward looking focus. Its young people are its future and they should be supported to see themselves as citizens of the world and not just of their local neighbourhood or Belfast. We need to invest in our young people to help them to be creative and innovative, so they can drive our economic prosperity.

At its core, it should be about people and building relationships between everyone in our society. Putting the citizen at the centre of this Strategy will be paramount, as will ensuring that good relations is at the core of the Belfast Agenda. The Strategy should build on the current PEACE IV opportunities which are funding significant activity until December 2021. The learning from this work and other regeneration and resilience building work should be considered through a process of reflective learning and engagement.

Outcome one: Strong, positive and transformative civic leadership - inclusive governance with community change makers

The challenge

The need for strong and positive leadership extends well beyond politics and into the civic sphere, filtering to all levels of our society. All those in positions of leadership in politics, education, media, faith, sport, cultural, voluntary and community, private business, and others, have a role to play in transforming our society into a rich diverse community, in which cultural expression can be celebrated and where communities can start to make informed choices of how they live harmoniously alongside their neighbours, with greater empathy for each other's perspectives.

This transformation will be enhanced by the existence of consensus on the importance of leaving no-one behind as articulated in the Belfast Agenda. As a starting point, the Good Relations Strategy will promote cultural diversity and respect for everyone's cultural identity as well as the concept of a city for everyone. This type of collegiate and transformative leadership will add to our ambition of promoting active and engaged communities. These are communities where people feel they can contribute, they have skills and confidence to work positively with a range of stakeholders, and they are skilled and capable of meeting their own needs.

As referred to previously, the Shared City Partnership facilitates an integrated approach to the promotion of good relations in the city and will continue to support strong and positive leadership within the structures delivering the outcomes of the Belfast Agenda, resulting in effective urban development and management and more inclusive communities.

Strong positive leadership will challenge the behaviours and beliefs that create divisions and the ways we currently do business which create barriers to good relations. These practices often hold people back, perpetuate segregation, limit life opportunities and have the potential to limit the implementation of the Belfast Agenda. Strong positive and transformative civic leadership can support the diversity and inclusion of all people and communities living in the city.

Strong, positive and transformative civic leadership - inclusive governance with local community change makers

What we will do...we will

Build strong transformative leadership skills among civic leaders, local community change agents and statutory, policy makers or service providers

Encourage social innovation in the development of new and evidence-based solutions to problems and contribute collectively to the City, Area and Neighbourhood Regeneration Framework

Promote greater opportunities for open dialogue and conflict resolution within a resilience framework

Challenge the processes and change the structures, formal and informal, which create barriers to good relations

Build intercommunity trust by providing more networking opportunities that increase our level of cohesion – bridging, bonding and linking social capital within and between communities across the city and building empathy

Build the capacity of disengaged and marginalised citizens and communities

Outcome two: Shared and connected spaces - a smart, connected city driven by inclusive and transformative place making

The challenge

Segregation remains high in Belfast resulting in significant costs to those who live in the vicinity of these areas such as the roughly 85 physical barriers that still exist across the city. The impact on relationships, labour markets, the inefficient use of services and facilities, significant urban blight, poverty and educational disadvantage, are all characteristics of divided areas. Physical and psychological barriers between communities make travel around parts of the city difficult and has resulted in people avoiding certain areas perceived to be unsafe. The sense of belonging to Belfast would be enhanced if areas were more permeable, if movement across the city was easier and safer for people and if people perceived public spaces across the city as shared spaces and were confident in their use. We need to reconnect our city to ensure it continues to be recognised as a globally competitive, cohesive, welcoming, outward looking and forward-looking city with opportunities for all.

The persistence of segregation and separation in Belfast has left significant challenges for policy makers. The majority of children are still educated in religiously separated schools and the majority of people in social housing still live in divided communities. Sections of the city are physically divided by high walls, metal barriers and concrete blocks while communities are also kept apart in less obvious ways, where motorways, shopping centres, and vacant and derelict landscapes have been used to define the perimeters of particular communities, often marked by flags, murals and other sectional symbols. This 'conflict related architecture' serves as a physical reminder that the problems of hostility and fear in our society have not yet disappeared.

This separation and segregation has an impact on new communities as they try to carve out a life in Belfast and navigate the visible and invisible barriers in the city.

This Strategy aims to promote sharing over separation and the economic, social and environmental benefits of such. We need to continue to create spaces for communities to interact and make

Shared and connected spaces - a smart, connected city driven by inclusive and transformative place making

What we will do...we will

Promote sharing over separation and the economic, social and environmental benefits of such

Strive to create opportunities for greater connectivity across the city

Help develop more shared spaces across the city in strategic locations with a focus on their ability to regenerate communities

Help address the issues of division and segregation including demarcation of areas by flags, murals and other symbols

Continue to build relationships across communities to increase confidence using and developing shared spaces and shared services.

Support the development of a sustainable, transferable and scalable approach to the management and promotion of shared spaces

Support and incentivise communities working in a shared manner through funding, programming and investment with a presumption in favour of sharing

Use arts, heritage, sports and technologies to animate shared spaces

Support the creation of more virtual shared spaces

Help transform contested spaces in our city

connections with each other, moving from parallel living to meaningful relationships and casual interactions. Through the Belfast Agenda, we need to work effectively with the Department of Justice and others in meeting the needs of those residents living in the vicinity of interface barriers.

What are shared spaces?

The term Shared Space means different things to different people. We have agreed a set of principles around shared space (see box), recognising the importance of this to how public spaces and services are used. We hope that these will help to inform policy and service delivery throughout the city, and the delivery of the Belfast Agenda. We recognise the challenging issues in developing shared spaces. These include those associated with vacant and derelict sites in local areas, underdeveloped sites, congestion, images that make some areas feel less welcome or safe, fractured communities and physical infrastructure constraints. Many physical barriers across the city impact on the connectivity of the city's neighbourhoods, undermine the quality of the local environment and create disjointedness and isolation for many communities. This contributes to a "city centre and its outlying neighbourhoods" rather than a city of connected neighbourhoods where "the city as a whole is every resident's neighbourhood". This Strategy aims to create opportunities for greater connectivity and sharing.

One of the key ambitions of the Belfast Agenda is to address the issues of division and segregation that directly impact on individual life opportunities and the ability of organisations to deliver effective public services in the city. We need to continue to build relationships within and between communities to increase the confidence of people in using and developing shared spaces and services. This Strategy aims to support the development of a sustainable, transferable and scalable approach to the management and promotion of shared spaces - spaces that provide safe access for everyone within the community and have potential to foster greater levels of social integration and inclusion across religious, political and ethnic lines.

Benefits of shared spaces

The promotion and development of shared spaces can bring many benefits. Belfast will be a diverse city that celebrates and respects diversity. It will be a place where everyone can enjoy all public spaces and access high quality goods, facilities and services. Public spaces will enable positive interactions between people and will be inclusive and accessible to all, which will be conducted with respect and will be safe and welcoming. It will also be challenging work and needs to recognise the different communities that exist within the city and the barriers that many of these communities

Shared space principles

The following principles are suggested as underpinning the continued development of Shared Space in Belfast. When we use the term Shared Space we are describing space that is **welcoming, accessible, good quality and safe.**

Welcoming

- Shared Space should be welcoming, where people feel safe to visit and to take part in activity within that space, increasing an overall sense of shared experience and community
- Activities within the public spaces will respect diversity and promote inclusion

Accessible

- There will be equality of opportunity afforded to all those using public spaces and accessing goods, facilities and services
- In a Shared City, public expressions of identity will be respected and respectful
- Shared Spaces should reflect the values of diversity and inclusion

Good Quality

- Shared Space should be good quality, with attractive, high quality services and well-designed buildings and spaces

Safe

- Shared Space should be safe for all

face in the creation of shared spaces. We will encourage conversations between elected members and local communities with a focus on what can be achieved together, leaving no one behind. This Strategy will prioritise the promotion of shared spaces and services and will support and incentivise communities working in a shared manner through funding, programming and investment with a presumption in favour of sharing. This will require courageous leadership and decision making by all agencies. It will need community engagement and buy in where communities are supported to see the value and benefit of sharing to their individual and community well-being. We will recognise the many communities of the city and work with them to build empathy for one another. We will aim to transform vacant and derelict sites and revitalize existing ones and build the capacity of our communities to develop and engage in these spaces.

Technology has a significant role to play, creating opportunities for the creation of greater virtual shared spaces and connectivity between communities. Continuing to use arts, heritage, sports and technologies to animate shared spaces will be a focus of the Strategy. We will encourage virtual shared spaces for innovative learning, networking and relationship building between communities, education providers, trainers and employers.

We need to create a 21st Century learning city that is driven by our young people, encouraging them to be innovative and break down the current physical and psychological barriers that hamper their engagement with one another. We must also help to transform contested spaces in our city. There is still extensive residential segregation with accompanying security concerns, crime and visible displays of sectarianism, racism, intolerance and other forms of territorial marking. Planning has a key role to play in this regard. Promoting good relations is particularly acute within this context.

The Local Development Plan recognises that the early involvement of affected communities can play a significant role in building support for new development schemes and that embedding good relations into the planning process is essential.

Over the last few years Belfast has driven forward new capital projects that promote sharing over separation. Examples include Girdwood Community Hub, the Innovation Factory and new Belfast City Council leisure centre portfolio where each centre aims to attract users from across the city by their unique offering. These key flagship projects demonstrate how shared provision can work and how they can facilitate interaction between communities and support good relations outcomes. A physical space needs to be genuinely shared, for it to achieve its aim. Shared physical spaces need to be a means to an end, rather than an end in themselves.

Good relations outcomes should be fully included in the design and delivery of all future capital projects, planning decisions, environmental improvement schemes, public realm schemes and housing projects being delivered and developed by council and others across the city.

Outcome three: Shared services - focusing on inclusion and social innovation

The challenge

Segregation and division has led to a duplication of services for communities that live side by side but do not integrate or share easily. Improving cohesion and transforming contested space requires communities to create new lines of contact, empathise with one another and develop meaningful engagement and interaction, moving from conflict management to city transformation and fostering and creating the conditions for change. The Peace IV programme is driving programmes forward across many contested areas, with a view to a mainstream approach being bedded down for long-term work on this transformation agenda.

In the same way as people don't live in silos, place making policy and investment needs to break silos and use social innovation to disrupt the "business as usual" approach to doing what we do. We will aim to unlock the parts of the system that do not work and contribute to the intransigent issues that we face, which create division and a lack of cohesion within our city, particularly those communities in interface areas. We need to build on what connects people and use our assets (human, social, physical and capital), that make areas tick, with a focus on the positives rather than the negatives. With ongoing austerity there are growing challenges to the continued duplication of service delivery. The Belfast Agenda recognises the importance of integrated planning and that when it comes to service delivery, one size does not fit all. It also acknowledges the interdependence between good relations and cohesion, land use planning and service delivery. This Good Relations Strategy and the Belfast Agenda and Local Development Plan offers the opportunity to join the dots more creatively than before, to break the status quo and start to work with local communities alongside infrastructure planners and providers and other public service delivery agents to co-design and co-create new solutions to hard issues.

We will encourage the use and development of shared services through different mechanisms and will be cognisant of the need for accompanying programming support and the key role of community organisations in their delivery. We will support projects that build the capacity of organisations and individuals to be able to confidently access services across the city. Through our programmes, we will promote new learning, stimulate debate and challenge thinking, with shared space outcomes as a key driver.

One of the primary tools to help deliver shared services is good data about public services and their customers and the growing use and importance of evidence-based planning in an ever changing environment. It is also about communicating this learning to the residents of the city so that they are informed about key decisions that the council and others need to take in the transformation of the

Shared services - focusing on co-design and social innovation

What we will do...we will

Improve our use of data and evidence-based planning

Evidence and articulate where division exacerbates social and economic issues

Co-design and co-create new solutions to challenging issues

Promote integrated planning

Encourage projects that build the capacity of organisations and communities to be confident to access services throughout the city

Encourage attitudinal and behavioural change

city and the lives of its people. It is about attitudinal and behavioral change and how best this is achieved in a city that is still divided.

Outcome four: Structured collaboration and partnerships

The challenge

Recognising that good relations is a cross cutting issue is an important corner stone of this Strategy. It is not only about improving people's awareness of what it is, but rather it is about enabling service providers, communities, politicians and others to see the importance of good relations as a core part of what they do. It is also about helping them understand how by working with others, they can embed it into the core of their service and infrastructure planning and delivery.

The Belfast Agenda and community planning aim to improve the connection between all the tiers of Government and wider society, through partnership working, to jointly deliver better outcomes for everyone. The Belfast Agenda identifies long-term priorities for improving the social, economic and environmental well-being of the city and the people who live here. Our Shared City Partnership is one of the mechanisms through which we will deliver our plan ensuring that good relations is at the heart of what we do.

This Strategy also recognises that many of the city's services and infrastructure have been shaped by the conflict, from education and housing to public safety and community development. These are often our least shared public services and will only be addressed through structured collaboration.

Likewise, issues such as physical barriers; segregation in schools and housing; flags, emblems, murals; parades; languages; victims and survivors and other legacy issues are still challenges that continue to cause division amongst our people and will only be resolved through partnership approaches. More work needs to be done to acknowledge and deal with the hurt, losses, trauma and suffering caused by the conflict and to increase social and economic investment in areas worst affected. There is also recognition that the continued existence and activities of proscribed organisations blights, controls and destroys many communities, holding people in fear and delaying the transition to a reimagined city where no one is left behind. A range of Executive and Department of Justice initiatives are in place to address these types of tough issues which must be undertaken in partnership with Council and other partners of the Belfast Agenda.

However, Belfast is at a cross roads. We want Belfast to be recognised as an integrated, shared, reconciled and intercultural city. As such we need to move away from a binary view of our society. We need to shift the conversation from a binary political focus of division and segregation to a collegiate approach around the Belfast Agenda that focuses on the longer term, is pragmatic and creates opportunities for sharing. We need to facilitate opportunities for communities to take part in exercises that bring their voices to the fore. We need to examine our decision-making processes to ensure our decisions don't create institutional division and perpetuate and compound segregation. We need to challenge and be challenged. We need to be able to test and trial new

Structured collaboration and partnerships

What we will do...we will

Our Shared City Partnership will oversee the delivery of our Strategy ensuring that good relations is at the heart of what we do

Shift the conversation from a binary political focus of division and segregation to a collegiate approach around the Belfast Agenda that focuses on the longer term, is pragmatic and creates opportunities for sharing

Explore how to better engage with civic society

Consider good relations outcomes in all our policy, planning and financial decisions

integrated and multi-agency approaches to service delivery challenges based on solid evidence, but done in partnership with our city communities, our statutory partners and the private sector using these types of projects as pathways to mainstreaming. We need to examine new ways of funding projects to enable us to be able to take calculated risks, while not reducing the resources that are essential to community well-being, in the process. We need regeneration powers to enable us to drive forward the changes required to make our city great again. We need to use our area-based planning approaches as vehicles for the delivery of our shared city goals - enabling our city neighbourhoods to think strategically about how they benefit from area and city-wide ambitions. We will prioritise sharing over separation in all our policy, planning and financial decisions.

We will continue to develop trust and confidence in the city council to lead on partnership projects with other statutory, private, community and voluntary organisations with a focus on more coordination of policies, programmes and interventions, building on our powers and responsibilities.

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Outcome five: An intercultural city and respectful cultural expression within the rule of law

The challenge

Our cultural and political divisions still pose challenges for the city – manifested in physical barriers, flags, emblems, some murals, parades, protests and territoriality. Developing an environment of peaceful interaction and social stability is crucial to transforming Belfast and sustaining peace and prosperity in the city for our residents. It is essential to attracting new residents, students and investment that will help us prosper and grow and be creative and innovative. As we grow the city and as its population becomes more diverse, the place and value of all cultures and faiths must be affirmed. We recognise that the people of Belfast live out their identity through differing cultural expressions. However, many who live in the city also have a shared identity as residents of Belfast, and we will seek to support activity which promotes this. Diversity is an important aspect of our city's future success and international experience demonstrates that the cities that are most successful are those that have embraced diversity. We will foster strong and positive relations between people from all different cultures, religious belief, political opinions and identities, where no one is left behind.

This Strategy wishes to emphasize that citizens have various rights to engage in cultural activity. Such culturally related rights include the right to a private life, freedom of thought, conscience and religion, freedom of expression, the right to lead one's life in accordance with a cultural identity, the right to choose freely a cultural identity, the right to a religious identity and the freedom of association with a cultural purpose.

Within our recent history, opposing political identities are expressed and manifest through cultural practices. Public expressions of culture are perceived as reflecting those identities and as such they can be contentious, serving to reinforce division in a particularly emotive way. Addressing the impact of the relationship between political identities and public expressions of culture requires positive and strong leadership, in a way that encourages positive cultural identity and its expression.

While this Strategy acknowledges the positive role that cultural activity plays within our society, we also aim to lead the task of transforming Belfast into a successful, shared society, in which good relations and inclusion can flourish and one where cultural expression can be celebrated and undertaken within a culture of lawfulness. The role of all those in positions of leadership is vital in this task.

We must also recognise that the forthcoming commemorations, unless planned and managed well, could create challenges. We will encourage a re-imagining of their significance and from this could come a sense of optimism associated with the positive potential of public and ethical remembering as a way to promote reconciliation between our communities.

Respectful cultural expression within the rule of law

What we will do...we will

Foster strong and positive relations between people from different cultures, religious beliefs, political opinions and identities

Demonstrate leadership in addressing the negative impact of the relationship between political identities and public expressions of culture

Encourage cultural expression to be celebrated and undertaken within a culture of lawfulness

Encourage a re-imagining of the significance of upcoming commemorations

Regarding respectful cultural expression, the Strategy will promote the following:

- The creation of an open, inclusive and mutually respectful society, which seeks to increase and deepen understanding of different and shared cultural identities
- A community in which everyone's public expressions of their cultural identity is respected and respectful
- A shared city where everyone should feel welcome and entitled to express their cultural identity, in a way that respects others and within the rule of law
- A city where the development of each person's cultural identity is seen as contributing to our collective cultural wealth
- To further develop a culture of lawfulness, in which everyone sees the mutual benefits of using public spaces for cultural activity
- Development of the capacity within communities to unlock barriers to participation in cultural activity

Respectful cultural expression within the rule of law

Underpinning respectful cultural expression within the rule of law is a series of values which we will uphold:

- Everyone should be entitled to express their cultural identity in public, and within the rule of law;
- We recognise the importance of good relationships in our communities and institutions, and that our words and actions should impact positively on developing and maintaining those relationships;
- We appreciate the cultural, political and religious diversity that exists within our society;
- We will think and act generously and respectfully when organising and taking part in cultural activity, mindful of the impact that our actions may have on individuals and the community.

Conclusion

The common good

This Strategy seeks to create a vision for the city in which everyone can benefit from there being good relations. The Strategy believes that making progress on improving good relations will be for the common good of all within society, creating the conditions for increased cooperation between and within communities across the city.

In a city seeking to improve good relations, the concept of the common good challenges us all to view ourselves as members of one community, respecting and valuing the identity, culture and traditions of others within the community, for the common good of everyone. Citizenship, collective action, and active participation in the planning of our city and the development of public services can achieve a more inclusive society with a focus on the common good for all. We will prioritise building the capacity of individuals and communities to engage in the creation of a more inclusive society as well as helping people to think about their own roles and responsibilities in this task.

Within this Strategy, we aim to set the standard for the emergence of a better future for communities across the city and develop a new enabling environment which supports empathy and respect.

This will be for the common good of everyone within our society in the knowledge that Good relations is indeed everyone's business.

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Organisation	Project Title
Saints Youth Centre	Learning Together
Cliftonville Community Regeneration Forum	Girdwood United Youth
Conway Education Centre	Learning together 2019
Hannahstown Cultural And Heritage Society	Our Past Our Future. Learning and Sharing together.
Youth Link: NI	Leadership development for a United Community
Cedar Foundation	Project TURN (Trust Your Neighbour)
Forward South Partnership	Creation of a shared space for a diverse and fragmented Wider University Area community
Féile An Phobail	Good Relations Discussions and Debates Youth Engagement Programme- August 2019
Belfast Exposed	Peace Lines, Walls and Interfaces (50th Anniversary)
Ballynaveagh Community Development Association	Lets Explore Our Changing Society - Multicultural Awareness Programme
Colin Neighbourhood Partnership	Remembering our past, shaping our future
Forthspring Inter Community Group	The Found Art of Good Relations.
SUFFOLK COMMUNITY FORUM	History in Action: Traditional Skills and the Story of Linen.
Ligoniel Improvement Association	Can Men Move On ?
Lower Ormeau Residents Action Group (LORAG)	Youth Identity
Whiterock Childrens Centre	Spice for life
Harland And Wolff Welders Football Club	Building relations with the Welders
Ethnic Minority Sports Organisation Northern Ireland EMSONI	Sport - A Tool to Create Opportunities for a Better Understanding between Communities and People
County Antrim Grand Orange Lodge Cultural Committee	Taskforce Report
Apac (associated Photojournalism For Art & Culture)	Belfast Citizens Wallpaper and Divided Cities project
Falls Community Council	Clonard Shankill summer project
Dreamscheme NI	Connect

Footprints Women's Centre	Celebrating Culture, Embracing Diversity
Lower Oldpark Community Association	Reminiscence Programme
ST JAMES'S COMMUNITY FORUM	DOWN ON THE FARM
Beyond Skin	Dealing With Difference Training
Belfast Islamic Centre	Belfast Community Eid Celebrations & Outreach
Market Development Association	Pride Across the Communities
Friends Of Schomberg House	Shared Cultural Outreach
Trans Pride Northern Ireland	Transphobia and Religion
Cliftonville Football Development Centre	North Belfast Understanding Culture Through Football
New Beginnings	JOURNEY THROUGH LIFE - CURSA AN TSAOIL
GREATER SHANKILL SENIOR CITIZENS FORUM & WEST BELFAST 50 PLUS FORUM	Older Together - Building Common Ground
The Crescent Arts Centre	Silver Stars
Breathe Yoga	East Meets West: The Celtic Yogi & Imbolic
Polish Language, Culture, And Affairs	"Helping hand"- support for the victims of domestic violence
Belfast Orangefest	Strengthening Community - Modelling Citizenship
Association Darfur Of NI (ADNI)	Darfur - NI Culture Exchange Project
All Nations Ministries	Traditions of Refuge Enabling Cultural Integration
St Peter Immaculata Youth Centre	SHIVAS Community Relations Programme
Sudanese Community Association Of Northern Ireland (SCANI)	Sudanese / Multicultural communities events in Northern Ireland
Extern N.I.	Foreign Nationals Good Relations Programme

Project Description
Educating youth through work with the PSNI and Polish Community - Bringing together Sally Gardens Dunmurry Community Association & Saints YC. Saints Youth Centre are delivering and supporting an OCN in Good Relations. Overall aim to decrease stigma around Racism hate crimes and learn from historical mistakes.
Through the delivery of detached and drop-in youth sessions, the Girdwood United Youth project will enable the participation of local young people in good relations work at the Girdwood site ensuring the site continues to develop as a key space for peace and reconciliation work in North Belfast and beyond
Multicultural project for refugee families involving local residents, volunteers, English and Arabic language and culture, practical outings to familiarize refugees with local services and build independence and celebrating a sense of community. Programme aim: to promote integration, tolerance of differences and building positive relations.
Hannahstown Cultural and Historical Society have engaged in a series of cross community events over the past number of years. This project would examine events that shaped our shared history such as the famine and the period leading up to partition.
To offer 20 young people (18-24 years), from differing community backgrounds training in youth work, cultural diversity, equality and human rights. The programme will also enable participants to be proactive in building positive, healthy and sustainable community relations within and between communities.
Project TURN will provide an opportunity for 15 young people aged 14-18 years with disabilities, autism or acquired brain injury to challenge their own prejudice around young people from communities, cultural or religious backgrounds other than their own through education, engagement and exploration.
Gather a fragmented community in Wider University Area/Holyland through four safe outdoor events to tackle tension and create a shared space where a diverse community can break down barriers and forge relationships to counter fears, allegations and prejudice, and to start to take ownership and build a cohesive community.
A series of good relations discussions and debates for Feiles August festival, preceded by a series of workshops for young people from different religious, political and ethnic backgrounds to discuss issues of importance to them and to work together to help shape the good relations discussion and debates.
Acknowledging the 50th Anniversary of the first peace line in Belfast, Belfast Exposed will deliver a programme that will engage cross-community participants from the Dunmurray Interface. The project will include high-quality exhibitions with work from artist Frankie Quinn and participants from the community project, a publication, and publically engaged programme.
This is a 18 session Programme in which participants will learn about the changing cultures in Northern Ireland Society, and in particular in the Ballynafeigh ward in South Belfast. It will be comprised of informative awareness sessions, focus groups and outings to explore our changing society.
This project will continue the ongoing Good Relations strategy between Colin and Dunmurry, with an emphasis on our shared past, building understanding and learning to live and work together. Part 2 of this project entails community diversity work, supporting our muslim and eastern european neighbours and informing our youth.
Pieces of art, illustrating Good Relations outcomes and with accompanying social media links, will be created by community groups and abandoned in public places throughout the city for others to find and follow. The project will provide opportunities to grow positive community relations through small acts of creative activism.
Suffolk women in partnership with the Half Moon Lake Men's Shed will create a 'History in Action' programme where the men from the Shed will teach the women traditional woodworking and gardening skills and create a local "Flax to Fabric: the Story of Irish Linen" project
The programme will bring together 20 men from across north Belfast, to participate in 26 facilitated sessions. The sessions will span the period from 1922 to 1968. The period will cover post partition of Ireland up to the civil rights movement, a period of history that is rarely discussed.
The overall aim of the programme is to understand good relations in wider context of historical identity and forge lasting memories and friendships .
We have been involved in work with BME families now for over a decade but through the Syrian resettlement programme the numbers have increased greatly. We aim to help this integration into the local community go as smoothly as possible.
Developing a good relations project alongside Doyle & St.Matts we aim to tackle issues that the club & area has faced with regards to attracting players from both sides of the community as we are historically a predominantly PUL club & we want to be viewed as a cross-community club.
A 8 week football competition of 10 minorities' communities and 2 local teams to use football to enhance active activities, increase participation in sports, to build contacts and using this project to bring people together in a round-table workshop to learn about difference and to share stories.
Pilot action research based Good Relations Audit to produce an audit report on Good Relations issues within the District and to prepare the implementation plan for policy and practice for the 2019-2020 period. It will be facilitated and accompanied by capacity building and consultative activities
An international photojournalism exhibition and workshop about ordinary people from Four Divided Cities together with A Belfast Citizens Wallpaper project, will describe how understanding photojournalism and the means to create visual expressions can assist local communities create representations about themselves and their culture, thus promoting civil and cultural connections.
The project will organise a public history talk and tour to build relationships between residents in the Clonard Shankill area across the Lanark Way, Northumberland Street and Townsend Street interfaces in West Belfast. The project builds on previous community history work and involves six community groups working in partnership.
This project aims to bring together young people from the Roma community and groups of young people from around Belfast in a programme of shared summer experiences that will promote respect, trust and positive relationships.

<p>This project will bring together BME families recently moved into the Colin Neighbourhood with families living in the area to support their integration into the community. The project will celebrate diversity in our community and welcome our new neighbours through our shared love of growing and cooking good food.</p>
<p>This project provides an opportunity for two groups of women to come together from the Lower Oldpark and Marrowbone area. There has been little to no contact between these communities. We would like to bring together the two groups for cross community facilitated sessions exploring shared history and the past.</p>
<p>THROUGH THE SOCIAL INVESTMENT FUND WE WILL BE DEVELOPING OUR LOCAL FARM WHICH IS BASED BETWEEN ST JAMES AND THE VILLAGE AREA. THIS EVENT WILL BE AN EXERCISE IN GOOD RELATIONS AS WE OPEN THE FARM WITH OUR FRIENDS AND NEIGHBOURS IN THE VILLAGE AREA.</p> <p>A FARM OPEN DAY.</p>
<p>Workshop programme at John Paul II Youth Club</p> <p>To recognise, react and respond to: a) discrimination, b) prejudice, c) risk of violence, d) the unique needs and welfare of others, and e) address the responses and concerns of others to help create a social injury free environment.</p>
<p>Belfast Islamic Centre (BIC)</p> <p>We aim to set up a number of events to celebrate Eid and to increase awareness and interaction with the local community.</p>
<p>We will host a talk by prominent LGBT rights campaigners. We will also facilitate a series of youth workshops to examine experiences of LGBT young people across different backgrounds, building solidarity across communities</p>
<p>This project is aimed at hard-to-reach groups from within both the CNR and PUL communities, and an ethnic minority (BME) group, within Belfast with the objective of promoting a greater understanding of the Williamite and Jacobite Wars in Ireland.</p>
<p>Representatives of Changing Attitudes Ireland, the Humanist Association of Northern Ireland and the Humanitarian Charity "Can with Candle", will hold a discussion with members of the LGB and T community, their family and friends, on Transphobia and Religion.</p>
<p>A strategic Good Relations Programme that will look at how both Cliftonville and Crusaders FDC can work together to help to develop better shared spaces and challenge all elements of racism, sectarianism and bigotry across the North Belfast Area through the commonality of football.</p>
<p>To deliver a Good Relations Project to group of 16 men who are all victims of the conflict in Northern Ireland. All of the participants live in North Belfast. The project will explore aspects of Irish History through a set of workshops and a visit to Dublin.</p>
<p>The aim of this project is to build on phase one of the Older Together Project. This project brought together two older people's groups in North and West Belfast. The two groups in question have been working together to identify common ground in order to address issues of diversity.</p>
<p>An older peoples cross community project, bringing together people from different social, faiths & political views, fostering diversity and tolerance, encouraging mutual respect. Silver Stars is a Drama and Dance project using words, dance/movement to tackle current community disconnect, promote community spirit and physical and mental well being.</p>
<p>The Project brings together women from East and West Belfast (Inverary, Bloomfield, Newtownards Road, Beersbridge, Lagmore, twinbrook, Poleglass & Colin) and the Global Kitchen Project South Belfast (refugees & asylees) to explore Eastern & Western Culture, as a way of promoting inter-community engagement and breaking down religious racial and</p>
<p>This project is to provide support group for the females from Polish community, victims of domestic violence</p>
<p>The multi elemental project will consist of a series of modular workshops to explore what as an organisation we can do through a showcase event to promote education through celebration. These workshops will bring participants from across the city together to agree a common purpose.</p>
<p>Learning about different cultures is key to understanding the world around us, we took the opportunity to help identify those elements that make us who we are while learning about other cultures throughout the world.</p>
<p>We are planning to host a series of 6 seminars looking at how "Traditions of Refuge" within refugee communities and ethnic minority backgrounds/cultures, can help newcomers better integrate into NI communities, while at the same time demonstrating to the host culture what they can learn from these traditions.</p>
<p>This project is the extension of our Friends Forever programme that has 16 young people aged 15-18 years of age from Lower Falls and Lower Shankill, both male and female. The young people wish to extend their work beyond the year already completed by examining the lily and the poppy.</p>
<p>The project is to create different activities for the Sudanese and other local communities in NI, (Indian and Afro-Caribbean and Irish..etc) the purpose of these activities to help them integrating and associating with the local community and introduce different cultures to other communities in NI.</p>
<p>The project seeks to improve relations between Extern's service users who are foreign nationals and their local communities through the provision of language skills and translation activities. We have already identified the 79 participants for this project.</p>

Amount Requested	Amount Recommended
£10,000.00	£10,000.00
£9,600.00	£9,600.00
£9,275.00	£7,200.00
£10,000.00	£6,830.00
£9,920.00	£6,500.00
£6,850.50	£5,295.50
£6,695.00	£4,785.00
£7,007.50	£4,757.50
£9,020.00	£4,730.00
£6,775.00	£4,675.00
£4,793.00	£3,975.00
£3,963.00	£3,963.00
£10,000.00	£3,660.00
£3,900.00	£3,410.00
£6,781.00	£3,280.00
£4,320.00	£2,970.00
£9,860.00	£2,880.00
£5,047.50	£2,375.00
£6,240.00	£2,300.00
£2,258.00	£2,258.00
£3,353.00	£2,194.00
£7,400.00	£2,180.00

£5,812.00	£1,930.00
£1,870.00	£1,730.00
£2,710.00	£1,660.00
£2,635.75	£1,520.00
£1,800.00	£1,200.00
£3,480.00	£1,050.00
£2,400.00	£975.00
£500.00	£490.00
£10,000.00	£0.00
£3,820.00	£0.00
£11,365.00	£0.00
£10,000.00	£0.00
£3,390.00	£0.00
£1,200.00	£0.00
£10,000.00	£0.00
£5,330.00	£0.00
£2,380.00	£0.00
£9,400.00	£0.00
£10,265.00	£0.00
£9,954.00	£0.00
£261,370.25	£110,373.00

Ineligible

Ineligible

Organisation	Project Title
Tackling Awareness Of Mental Health Issues	Good News at Girdwood III
Cliftonville Community Regeneration Forum	Fun Together
St Patricks Football Academy	Peace Kicks II
Charter For Norrthen Ireland	Live Life on Natural highs
Market Development Association	Market Summer Intervention Program
North Belfast Play Forum	Weekend intervention activities
Newhill FC	West Belfast United!
Greater Village Regeneration Trust	Switch project
The HUBB Community Resource Centre	intervention summer 19
Mount Eagles Community Association	Midnight Soccer During the Summer Months
Clonard Neighbourhood Development Partnership	Clonard Summer Intervention Project
Gleann ABC	Gleann's Sporting Summer

ST JAMES'S COMMUNITY FORUM	SUMMER INTERVENTION FOR COMMUNITY PEACE
Carrick Hill Resident's Association	Carrick Hill Summer Intervention Project 2019
Blackie River Community Group	Summer Intervention
22nd Old Boys FC	Youth development programme
New Lodge Arts	Don't Duck and Run
Norman Whiteside Sports Facility	Educating Young Mentors
Ligoniel Improvement Association	Empowering Young People
Divis Joint Development Committee, Divis Youth Project	Divis Youth Intervention 2019
Twaddell Woodvale Residents Association	Positive Alternatives
Willowfield Parish Community Association	Willowfield Summer Volunteer Projects
FRIENDS OF CAREERS N KIDS	FRIENDS OF CAREERS N KIDS SUMMER CAMP
ANNADALE HAYWOOD RESIDENTS ASSOCIATION LTD	Annadale & Ballynafeigh Summer Intervention programme

Ardoyne Youth Club	Ardoyne YC Intervention Project ,
Artillery Youth Centre	Artillery Summer Programme
Lower Ormeau Residents Action Group (LORAG)	LORAG Youth Summer Intervention 2019

Project Description
Using sport as a hook we aim to bring between 1501-200 young people to Girdwood; to champion Good Relations; Health and Wellbeing and the centre as Safe and Shared Space during Summer 2019.
This programme will provide diversionary activities to redirect young people away from interface violence into fun & safe activities that promote and encourage trust and mutual understanding. A number of these will be aimed at bringing young people from all backgrounds together to explore the concept of Shared Communities.
3 week Summer Intervention Football/Games focused programme in Girdwood Community Hub Belfast; aimed at deterring young people away from anti-social bonfire and potential anti social behaviour at an interface area in proximity to Lower Old Park. working with young leaders from both main communities to deliver to their peers
The project is an intergenerational programme that will be targeted at bringing together at risk young people within East Belfast and provide a range of activities and workshops alongside local residents to help improve understanding of anti-social behaviour, crime and sectarianism within their local area and the associated negative impact.
The Market Summer Intervention program is aimed at reducing interface violence and community tension over the period of July and August each year. The project aims to lessen community tension by presenting positive alternatives to activities such as bonfire building and interface conflict.
This project will provide provision for young people aged 11-14 years old over the summer months at the weekend to provide an alternative to hanging around the Waterworks Park. The Waterworks park is vulnerable to anti social behaviour during the summer months.
Newhill FC and Springfield Star would like to utilise funding from BCC to organise a diversionary summer scheme for young people aged between 12 and 15. Through football we want to unite young people and divert them away from negative influences at this contentious time of year.
30 young people switching their mind set to encourage them not to engage in ASB and violence within the community and on the interface at Glenmachan Street / M1. We would like to be able to divert young people away from the interface at the M1/Westlink during August.
to bring together young people at risk of negative behaviour during a time of tension to engage them in positives activities
We want to organise a Summer intervention initiative for young people during the summer months- from July through to the end of August. The initiative will be a 3 hour Soccer programme every Saturday evening with the hope of getting young people off the streets.
Clonard Partnership was established in 2004 with the aim of bringing key community groups and organisations together to develop a strategic plan for the local community. We work on projects aimed at addressing the numerous socio-economic inequalities that impact the area. There are contentious parades and bonfires
We have designed a bi-weekly partnership intervention programme with Ormeau Boxing Club for children aged 10-16 years old to engage in sporting opportunities through boxing whilst also incorporating educational workshops and activities.
The programme will take place over the July and August months between 11am-1pm.

WE WILL TAKE 50 YOUTH OUT OF OUR AREA WHICH IS ON AN INTERFACE WITH THE VILLAGE AT A TIME OF HEIGHTENED TENSIONS COMING UP TO THE ORANGE MARCHES AND ANNIVERSARY OF INTERNMENT.

Through outreach, detached, diversionary and structured learning activities, Alternative Summer will engage marginalised and at-risk local youth and develop with them a programme addressing issues of single identity, diversity and personal development throughout the contentious and high-tension summer months.

To provide a fun, safe and positive alternative to the 11th July interface at Broadway and 8th August Bonfire within Beechmount. The project will target 25 young people participate in residential on both nights in the aim in reducing tension.

We wish to run a series of training sessions at night for young people aged 15-19. To help their physical and mental Wellbeing.

The project will provide a range of targeted intervention activities for young people aged 9 to 18 years from the Greater New Lodge from the 10th - 17th July and 7th - 10th August. It will provide an alternative to participation in sectarian violence at interfaces and bonfire.

10 young participants (15-17 years of age) will plan and deliver a summer intervention project as young mentors with the focus on using sport to raise awareness of issues including mental health, healthy heart - healthy minds, cyber bullying, drug and alcohol abuse and basic nutrition.

The ethos of the programme is to engage with young people in order to reflect from contentious periods of time. These periods of time usually consist of violence, anti-social behaviour and underage drug and alcohol abuse. We will use this programme to get these kids out of the area.

The project will provide a wide range of diversionary activities for young people to attend during times of heightened tensions in the local community. Over 6 weeks we will run a series of workshops and activities on community issues such as bonfires and anti-social behaviour.

Twaddell and Woodvale continue to be impacted on by serious tensions that arise throughout the year including during marching season and internment. Our project engages with young people from the area to provide a positive alternative through educational and learning activities which reduce the potential for tensions and violence.

We plan to provide various opportunities throughout the summer period for twenty local 16-20 year-olds to volunteer at programmes aimed at children and younger teenagers. These opportunities will see them removed from our close proximity to an interface between Unionist and Republic areas for 4 weeks during the summer.

FRIENDS OF CAREERS N KIDS SUMMER CAMP WILL PROVIDE FUN FILLED DAYS FOR CHILDREN TO LEARN AND PLAY. THE CHILDREN WILL MEET NEW FRIENDS AND GAIN EXPERIENCES THROUGH PLAY.

The primary need for this project is the urgent need to tackle sectarian and racist attitudes, reduce the prevalence of hate crime and intimidation, build positive relations between the catholic, protestant and ethnic minority communities and increase interaction between young people from different race / religious background.

Our project will provide a number of intervention activities for young people during the severely heightened sectarian disorder throughout these summer months. We will be working with 250+ young people in facilitated group work sessions, recreational activities, out of centre activities, day trips away and residential trips.

The project will provide diversionary programmes and activities for young people from the Greater New Lodge community.

We plan a 7 week summer scheme including the Summer Camp, diversity workshops, residentials and festivals with Donegall pass, markets and BME communities. we plan on developing relationships and making it bigger and better.

Amount Requested	Amount Recommended
£4,705.60	£4,705.60
£5,315.00	£4,820.00
£4,192.00	£4,062.00
£2,625.00	£1,725.00
£5,000.00	£4,500.00
£1,600.00	£1,600.00
£4,738.00	£4,738.00
£4,310.00	£4,310.00
£3,420.00	£3,000.00
£4,999.00	£4,005.00
£5,000.00	£5,000.00
£4,134.00	£3,670.00

£3,420.00	£3,420.00
£4,096.00	£3,050.00
£5,000.00	£4,492.50
£2,920.00	£2,920.00
£5,000.00	£5,000.00
£4,970.00	£3,310.00
£3,686.00	£0.00
£4,982.75	£0.00
£2,525.00	£0.00
£2,000.00	£0.00
£3,300.00	£0.00
£5,000.00	£0.00

Below threshold

Ineligible - did not fit with the award criteria

Below threshold

EA ineligible

Ineligible - did not fit with the award criteria

EA ineligible

£5,000.00	£0.00	EA ineligible
£2,078.00	£0.00	EA ineligible
£5,000.00	£0.00	EA ineligible
£109,016.35	£68,328.10	

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Subject:	Equality and Diversity: Quarter 1 Equality Screening and Rural Needs Outcome Report
Date:	23rd August, 2019
Reporting Officer:	John Walsh, City Solicitor / Director of Legal and Civic Services
Contact Officer:	Lorraine Dennis, Equality and Diversity Officer Lisa McKee, Democratic Services Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	<ul style="list-style-type: none"> To provide the Committee with a summary of equality screenings and rural needs impact assessments for Quarter 1 April to June 2019; and To advise the Committee of the Equality Impact Assessments (EQIAs) being undertaken in conjunction with the Equality and Diversity Unit throughout the Council.
2.0	Recommendation
2.1	The Committee is requested to note the contents of the report.
3.0	Main Report
3.1	<p><u>Key Issues</u></p> <p>One of the main requirements of the Council's Equality Scheme is to carry out the screening of new and revised policies. This allows any impacts related to equality of opportunity and/or good relations to be identified and addressed.</p>

3.2	The Equality Commission for Northern Ireland also recommends that, once a policy has been screened and it has a major potential to impact on equality of opportunity and good relations, then it should be subjected to an EQIA. An EQIA is a thorough and systematic analysis of a policy, whether that policy is formal or informal and, irrespective of the scope of that policy or the size of the public authority. The primary function of an EQIA is to determine the extent of any differential impact of a policy upon the section 75 categories and to determine if the differential impact is adverse. An EQIA can assist in decision-making and improve policy making by adding to the evidence base available.
3.3	In addition, the Council has a statutory duty under the Rural Needs (NI) Act 2016 to consider rural needs in the development of new policies, plans or strategies or in any service design/delivery decisions and is required to ensure that annual reporting returns are submitted to DAERA.
3.4	An equality screening and rural needs impact assessment template is completed by the relevant officer, in collaboration with the Equality and Diversity Unit. On a regular basis, the Unit collates all completed templates into a screening outcome report and publishes onto the Council's website along with the relevant completed templates. The current screening outcome report for April to June 2019 is attached.
	<u>Financial and Resource Implications</u>
3.5	None
	<u>Equality or Good Relations Implications/Rural Needs Assessment</u>
3.6	The actions outlined contribute to our legal compliance regarding the promotion of equality, good relations and rural needs.
4.0	Document Attached
	Quarter 1 Screening Outcome and Rural Needs Impact Assessment Report



Belfast
City Council

**Equality Screening Outcome Report and Rural Needs Impact
Assessment**

April to June 2019

Introduction

Legislation – An Overview

Section 75 Statutory Equality Duties

Section 75 of the Northern Ireland Act 1998 requires the Council, when carrying out its functions in relation to Northern Ireland, to have due regard to the need to promote equality of opportunity between nine categories of persons, namely:

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

Without prejudice to its obligations above, the council must also have regards to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Council's Revised Equality Scheme was formally approved by the Equality Commission in March 2015. The revised Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the council gave a commitment to apply the screening methodology below to all new and revised policies and where necessary and appropriate to subject new policies to further equality impact assessment.

- What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group?

- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the Council's commitments in its Equality Scheme, the Council has applied the above screening criteria to new policies and proposals. Screening identifies policies that are likely to have an impact on equality of opportunity and/or good relations.

Screening identifies the impact of the policy/proposal as major, minor or none.

- If major – an Equality Impact Assessment may be carried out.
- If minor – consider mitigation or alternative policy and screen out.
- If none – screen out and give reasons.
- Ongoing screening – for strategies/policies that are to be put in place through a series of stages – screen at various stages during implementation.

The council also committed within its Revised Equality Scheme to prepare and publish for information regular reports on its screening exercises. This is screening report providing details on all screenings undertaken from the period April to June 2019

Rural Needs Impact Assessments

The Council also has a statutory duty under the Rural Needs (Northern Ireland) Act 2016 to consider rural needs in the development of new policies, plans or strategies or in any service design/delivery decisions. The Council must therefore engage with rural stakeholders in relation to policy development when it is relevant and appropriate. The Equality and Diversity Unit is responsible for reporting to the Strategic, Policy and Resources Committee and for ensuring that annual reporting returns are submitted to DAERA.

To further promote openness and transparency, there is a link to each completed screening and rural needs impact assessment template on the Council's website.

www.belfastcity.gov.uk

The templates detail all policies screened over this period and includes decisions reached.

Consultation

The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved.

Planning for, and delivering safe and cost effective services requires close collaboration at many levels.

If you have any queries about this document, and its availability in alternative formats (including Braille, disk and audio cassette, and in other languages to meet the needs of those who are not fluent in English) then please contact:

Lisa McKee
Equality and Diversity Unit
Belfast City Council
9 Adelaide Street
Belfast
BT2 8DJ

Direct Line 02890 270555
or 028 90 320202 ext 6310
email: equality@belfastcity.gov.uk or McKeeL@belfastcity.gov.uk

Screening Outcome

The screening outcomes are outlined in the table below. Three possible outcomes are recorded:

If **Major** – an Equality Impact Assessment may be carried out. **EQIA** - subject to further scrutiny under Section 75 of the NI Act 1998 to determine the impact upon

those directly affected, which in turn will require informal and formal consultation with a wide range of stakeholders.

If **Minor** – consider mitigation or alternative policy and screen out.

If **None** – screen out and give reasons.

Screening Outcome Options

Major= In

Minor= Out with mitigation

None= Out without mitigation

Equality Impact Assessments (EQIAs)

We have also added for notation purposes details of those EQIAs which are currently being undertaken by the Council.

Rural Needs Impact Assessment Options

Does the policy, plan, strategy or service design/delivery impact on the social and economic needs of people in rural areas?

Belfast City Council Equality Screening Outcome Report and Rural Needs Impact Assessment

This report includes published screenings and Rural Needs Impact Assessments for the period April to June 2019. Copies can be found at:

<http://www.belfastcity.gov.uk/council/equality/eqia.aspx>

Description of Policy/Proposal	Rural Needs Impact Assessment	ECNI Screening Decision and Contact
Planning Application recommendation for office development at Stewart Street, Belfast	Due to the unique circumstances involved a RNIA was not carried out	Screened Out – No EQIA necessary (no impacts) Contact: Aidan Thatcher ext 2300
Corporate CCTV Policy	This is an internal policy and will have no impact on people living in rural areas	Screened Out – No EQIA necessary (no impacts) Contact: Sarah Williams ext 6190

Health and Wellbeing Strategy 2018-2021	This is an internal policy and will have no impact on people living in rural areas	Screened Out – No EQIA necessary (no impacts) Contact: Tracey Cowan McClinton ext 3243
Flying of the Rainbow Flag on Pride Day – Saturday 3 rd August 2019	This decision will have no impact on people living in rural areas	Screened Out - Mitigating Actions (minor impacts) Contact: Lorraine Dennis ext 6027
Cultural Strategy	RNIA is ongoing	Screened In– Necessary to conduct a full EQIA Contact: Eimear Henry ext 3582



Subject:	Opportunities Rock Event
Date:	23rd August, 2019
Reporting Officer:	John Walsh, City Solicitor / Director of Legal and Civic Services
Contact Officer:	Stella Gilmartin, Equality and Diversity Officer

Restricted Reports

Is this report restricted?

Yes ☐ No ☒

If Yes, when will the report become unrestricted?

After Committee Decision

After Council Decision

Some time in the future

Never

☐
☐
☐
☐

Call-in

Is the decision eligible for Call-in?

Yes ☒ No ☐

1.0	Purpose of Report or Summary of Main issues
1.1	The purpose of this report is to request approval to host an internal event at the City Hall, in partnership with the Belfast Health and Social Care Trust and the Education Authority, to promote pathways for people with learning disabilities.
2.0	Recommendation
2.1	The Committee is asked to approve the internal hosting of the 'Opportunities Rock' event at the City Hall on 14 th May, 2020.
3.0	Main Report
3.1	<p><u>Background</u></p> <p>The Belfast Health and Social Care Trust contacted the Equality and Diversity Unit, requesting a partnership with Belfast City Council and the Education Authority NI to host an one day "Opportunities Rock' event to showcase the range of day time opportunities for</p>

	<p>young people and adults with learning disabilities that are offered by community, voluntary and charitable organisations, Belfast City Council, Government Departments etc. across the City.</p>
3.2	<p>The purpose of the event is to welcome people with learning disabilities into the city to claim ownership of it as citizens of Belfast whilst providing them, their parents/carers, teaching staff, other organisations etc., with information on the wide range of life opportunities available that are relevant in the lives of all citizens of the city.</p>
3.3	<p>The "Opportunities Rock" event will cover the following themes; citizenship, equality, inclusiveness, to encourage people with learning disabilities to reclaim their rightful place in their city. This fits directly with the outcomes within the Belfast Agenda and the draft Disability Action Plan.</p>
3.4	<p>The event would take place in the Great Hall and 30 exhibition stands would be set up and facilitated by these organisations representing further education, training, employment, recreation, social, leisure, sports, transport and the everyday aspects of every citizen's life.</p>
3.5	<p>This Opportunities Rock event would provide an opportunity to inform people with learning disabilities, their parents/carers and visitors to the event of what opportunities are available cross the City and how they can be accessed. This would be a celebration of the joint commitment that the organisations, Belfast City Council and Government Departments are making to promote inclusion and to uphold the rights of people with learning disabilities to be treated as equal citizens in their city.</p>
3.6	<p>The format of the event would be likely to include an official address by the Lord Mayor, the CEO of the Belfast Health & Social Trust and the CEO of the Education Authority. This is a "drop-in" event and for those attending will be invited to browse the exhibitions at their leisure. The Trust anticipate that attendances at the event will fluctuate throughout the day.</p>
	<p><u>Financial and Resource Implications</u></p>
3.7	<p>There are no financial implications to the Council. The Belfast Health & Social Care Trust will cover the costs of running this event.</p> <p><u>Equality, good relations or rural needs implications</u></p>
3.8	<p>None associated with this report. An inclusive events plan will be completed to ensure the event is accessible and inclusive.</p>

4.0	Documents Attached
	None

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Subject:	Local Council Equality and Diversity Group: Corporate Response to Draft Strategy and Action Plan 2019-21
Date:	23rd August, 2019
Reporting Officer:	John Walsh, City Solicitor / Director Legal and Civic Services
Contact Officers:	Alison Long, Senior HR/OD Advisor Lisa McKee, Democratic Services Officer

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	The purpose of this report is to seek approval for the submission of a corporate response to the Local Council Equality and Diversity Group's Draft Strategy and Action Plan 2019-2021.
2.0	Recommendations
2.1	<p>The Committee is requested to</p> <ul style="list-style-type: none"> • approve the submission of the corporate response to the Equality and Diversity Group; and • note that the corporate response, if approved by Committee, will be forwarded on a holding basis, subject to ratification by the Council, to meet the submission deadline of Friday, 24th August, 2019.
3.0	Main Report
3.1	<p><u>Background</u></p> <p>The Equality and Diversity Group is made up of stakeholder bodies across the local government sector and includes Chief Executives, Diversity Champions (political and</p>

	officer), Equality and HR Officers, trade union officers and Staff Commission members. The Group was first constituted in 2011 and was re-constituted in 2015 in the light of the reform of local government. A new Chair, who is the Chief Executive of one of the 11 councils, was appointed by SOLACE in 2019.
3.2	Its purpose is to prioritise and influence equality and diversity initiatives across local government. The group attempts to bring together the equality and diversity practices across the sector and, in doing so, seeks to integrate the priorities of the Group within the ongoing work of individual councils.
3.3	The Group is now consulting on its draft Strategy and Action Plan which has been developed to guide its work in the longer term. This response has been prepared jointly by the Equality and Diversity Unit and Corporate HR.
3.4	<u>Key Issues</u> A copy of the draft Strategy and Action Plan for 2019-2021 together with the completed questionnaire is attached at Appendix 1 and 2 .
3.5	<u>Financial and Resource Implications</u> None.
3.6	<u>Equality or Good Relations Implications/Rural Needs Assessment</u> This report contributes to the Council's compliance with section 75 of the Northern Ireland Act 1998 and Rural Needs Act 2016
4.0	Documents Attached
	Appendix 1 – Equality and Diversity Group Draft Strategy and Action Plan 2019-21 Appendix 2 – Consultation Questionnaire Response



Equality & Diversity
in Local Councils

Equality and Diversity Group

Draft Strategy and Action Plan

2019 - 2021

July 2019

1. Background

The purpose of the Equality & Diversity Group is to prioritise and influence equality and diversity initiatives across local government. The Group attempts to bring together the equality and diversity practices across the sector and in so doing, seeks to integrate the priorities of the Group with the ongoing work of individual councils.

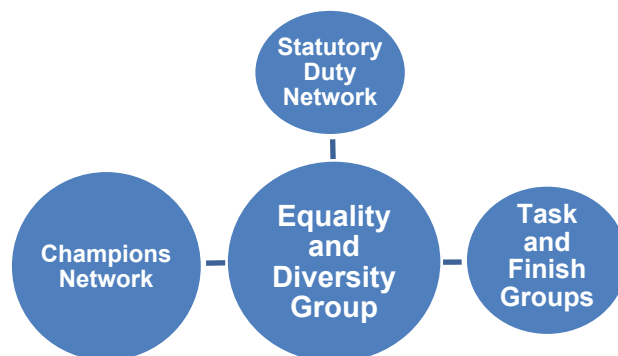
The Group has responsibility for:

- the development of the overall strategic direction for equality and diversity initiatives in local government
- determining priorities and setting objectives
- monitoring progress and reporting to the Local Government Staff Commission on a regular basis

The Group was first constituted in 2011 and was re-constituted in 2015 in the light of the reform of local government. A new Chair, who is the Chief Executive of one of the 11 councils, was appointed by Solace in 2019.

A key feature of the work of the Equality and Diversity Group is the Diversity Champions' Network which is made up of the elected member(s) and officer(s) Champions in each council. The role of the Diversity Champion is to champion equality and diversity in individual councils and to act as first point of contact for enquiries and provide advice, guidance and support on equality and diversity issues within the organisation. The Network provides a forum of support and networking for the Diversity Champions and meets quarterly to provide training and development opportunities for the Champions.

Sub groups such as the Statutory Duty Network continue to meet, together with specific task and finish groups which will be established as required.



2. Membership

The membership of the Equality and Diversity Working Group is drawn from stakeholder bodies across the local government sector and includes Chief Executives, Diversity Champions, Equality Officers and HR Officers in councils, trade union officers and Staff Commission members, as well as representatives from external stakeholder groups.

The current membership comprises:

Chair (Solace)	Anne Donaghy, Chief Executive, Mid and East Antrim BC
LGSC	Lindsay Boal, Commission Member Monica Burns, Commission Member Willie Francey, Commission Member Bernie Kelly, Commission Member Helen Hall, Director of Corporate Services
Disability Action	TBC
Diversity Champions	Cllr Michael Goodman, Antrim and Newtownabbey BC Cllr Cáthal Mallaghan, Mid Ulster DC
Community Relations Council	Jacqueline Irwin, Chief Executive
Equality Commission for NI	Patrice Hardy, Equality Manager Kevin Oakes, Equality Officer
NIPSA	Geraldine Alexander, Assistant Secretary
PPMA NI	Paula Donnelly, Head of HR, Derry City and Strabane DC
Statutory Duty Network	Mary Hanna, Policy & Diversity Officer, Armagh City, Banbridge & Craigavon BC
DemocraShe	Bronagh Hinds
Equality Coalition	Robyn Scott

3. Purpose of the Strategy and Action Plan

This document has been developed to guide the work of the Equality and Diversity Group in the longer term, and to focus on the action plan for 2019 - 2021. It was developed following consultation with members of the Equality and Diversity Group, the groups which the members represent, and other stakeholders.

In focussing on these activities, continuing to work with our stakeholders and responding to their needs, the Equality and Diversity Group aims to support and assist councils to ensure equality of opportunity and good relations as an Employer, a Service Provider and a Civic Leader.

This will be done by working in partnership with councils:

- to address equality and diversity issues
- to ensure continuity of the ongoing equality and diversity activities
- to support cross-sectoral initiatives
- to involve and inform external stakeholders
- to pilot new equality and diversity initiatives
- to provide training and development initiatives
- to showcase best practice

4. Reporting Mechanisms

Progress on meeting the activities detailed in the action plan will be:

- reported to members of the Equality and Diversity Group at their meetings
- a copy of the minutes of the Equality and Diversity Group meetings will be included on the Staff Commission meeting agendas for information
- a copy of the minutes of the Equality and Diversity Group meetings will be included on the Solace meeting agendas for information
- periodic reports will be sent to councils through the Local Government Staff Commission E-zine, including updates from external stakeholders
- members will report back to the stakeholder group they represent:
 - Solace
 - LGSC
 - PPMA NI
 - Statutory Duty Network
 - Diversity Champions' Network
 - Disability Action
 - Community Relations Council
 - ECNI
 - NIPSA
 - Equality Coalition

5. Equality and Diversity Framework

This strategy and action plan supports the Equality and Diversity Framework which details each Council's

- statement of intent
- approach to meeting their equality and diversity obligations
- demonstrates their compliance with them.

The Framework covers everyone who uses council services, facilities and accesses information.

6. Outcomes/Outputs

Our priorities include actions to help achieve some of the Draft Programme for Government 2016 – 2021 targets:

Outcome 3: We have a more equal society

Outcome 8: We care for others and help those in need

Outcome 9: We are a shared society that respects diversity

Outcome 10: We are a confident, welcoming, outward looking society

The Strategy and Action Plan will result in the following benefits for the local government sector:

- officers and members will be well informed on equality and diversity issues
- councils will be representative of the communities which they serve
- local government will be recognised for best practice in equality and diversity
- officers and members will be supported and developed through a coaching and mentoring network
- external stakeholders will have a mechanism to share their views and information with councils
- councils will benefit from cross-sectoral working and initiatives
- councils will be able to demonstrate to their citizens that they are committed to equality and diversity in the development of policy and the delivery of services to the whole community which they serve

Strategy and Action Plan

2019 - 2021

Key Strategic Objective: By working with our stakeholders and responding to their needs, we aim to support and assist councils to ensure equality of opportunity and good relations as an Employer, a Service Provider and a Civic Leader

Equality and Diversity Group

Develop partnerships with other equality groups and networks

Ongoing

Review the membership of the Group to include other equality groups and networks

August 19 and ongoing

Revise the Equality and Diversity Framework and relaunch it at an event for Councils

Sept 19

Establish sub-groups:

- to develop a strategy on data including council statistics, NISRA, community planning and ECNI
- to identify training required to mainstream equality, good relations and DAPs

Oct 19

Jan 20

Diversity Champions

Review the role of Diversity Champion and provide guidance on how the role should be carried out and how it should link with senior leaders in the council

Aug 19

Provide regular training events, for example on the role of Diversity Champions, ethics, dealing with uncomfortable issues/contentious areas

Ongoing – 2 per year

Leadership

Work in partnership with the ECNI to implement the ECNI S75 Demonstrating Effective Leadership Guidance in councils.

Sept 19

Provide a seminar on civic leadership for Diversity Champions and Equality Officers

Feb 20

<p>Disability</p> <p>Build links with the Solace Disability Champion and develop ways to work in partnership</p> <p>Work with the ECNI to implement the Mental Health Charter across local government</p>	<p>Sept 19</p> <p>Ongoing</p>
<p>Good Practice Examples</p> <p>Develop a mechanism to share best practice examples between councils and the wider public sector.</p> <p>Hold an annual seminar to showcase best practice examples</p> <p>Hold an awards event for diversity and inclusion initiatives in councils</p>	<p>Ongoing</p> <p>24 Sept 19 and annually</p> <p>Launch in Sept 19 for event in 2020</p>
<p>Consultation</p> <p>Develop a mechanism to facilitate consultation events across councils.</p>	<p>Feb 2020</p>

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Equality and Diversity Group

Draft Strategy and Action Plan 2019 – 2021

Consultation Questionnaire

Do you have any comments on the Background (page1)?

The circulation of the draft Strategy and Action Plan is useful in providing clarity on the background of the group.

Do you have any comments on the Membership (page 2)? Is there anyone else you think we should invite to join the Group?

The terms of reference and the connections to the Statutory Duty Network, including the terms of appointment and nomination process and their application should, in order to demonstrate transparency and efficient use of the public purse be included. In addition, some thought should be given to wider representation of other section 75 groups ie race, LGBT+ etc

Do you have any comments on the Purpose (page2)?

The purpose of the Group should include the identification of inequalities which, in particular, could assist Council's in the community planning process.

Do you have any comments on the Reporting Mechanisms (page3)?

Should representatives of other section 75 groups be added to the membership of the Equality and Diversity Group as mentioned above, the reporting mechanisms should reflect this.

Do you have any comments on the Framework (page 3)?

The definition of the overall aim of the Equality and Diversity Group "to support and assist Council's to ensure equality of opportunity and good relations as an employer, a service provider and civic leader" is welcome. In addition, it is vital that meaningful outputs and outcomes in each of these areas are achieved.

Do you have any comments on the Outcomes/Outputs (page 4)?

The Council is of the view that alignment to the draft Programme for Government is appropriate. Links to the conditions of wellbeing within the community plans should be considered also.

In relation to the second bullet point contained within the strategy on page 4 which reads "Council's will be representative of the communities which they serve", this should be amended to:

"Diverse communities will benefit from the best practice/activities undertaken by councils" or "Councils will attract a more diverse applicant pool for job opportunities".

It would also be beneficial if local authorities could have access to better data to assist with more informed decision-making.

Do you agree with the actions which have been identified (page 5-6)? Yes/No/Any comments?

- It is not clear from the table included whether the headings in "bold" are themes. If they are themes, other headings related to section 75 groups should be added along with disability.
- Ownership and responsibility for tasks should be included as well as timeframes.
- The inclusion of data strategy action is welcome and will assist with the identification of inequalities going forward as there are significant gaps for S75 groups. Given the importance of this area and the focus on evidence based decision making consideration of a sub-group should be discussed.
- A renewed focus on equality outcomes is welcome, particularly as many councils will now be undertaking reviews of their Equality Schemes and given the time which has elapsed since the review of Local Government.
- The provision of guidance to Councils should consider the work ongoing across key stakeholders in this area, including NILGA and individual local authorities.
- Clarification should also be provided on whether partnership working is being undertaken with NISRA and the Equality Commission

Do you have any other comments you wish to make?

Clarification should be provided on whether Disability has been included as a specific theme due to statutory duties. In addition, the strategy in general could be more reflective of section 75 groups.

Please return to lorna.parsons@lgsc.org.uk by **Friday 24th August 2019**.

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Subject:	Policy on Domestic Violence and Abuse in the Workplace
Date:	23rd August 2019
Reporting Officer:	John Tully, Director of City and Organisational Strategy
Contact Officer:	Christine Sheridan, Head of Human Resources

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	The purpose of this report is to seek approval for the recently revised Workplace Policy on Domestic Violence and Abuse.
2.0	Recommendations
2.1	The Committee is asked to approve the Workplace Policy on Domestic Violence and Abuse.
3.0	Main Report
	<u>Key issues</u>
3.1	The council recognises that domestic abuse is a serious issue which affects all sections of society, and also the lives of many adults and children. It has the potential to affect any employee of the council, whether as victims, survivors or perpetrators of domestic abuse.
3.2	As part of the council's Gender Action Plan, a specific policy for Belfast City Council employees was first developed and implemented in 2012.

3.3	In 2018, the Council was awarded the ONUS (a social enterprise organisation offering best practice advice and specialist training on domestic violence and abuse) Workplace Charter at Platinum level in recognition of the improvements we have made in terms the support structure in place for staff. We will continue to work to maintain this level.
3.4	The attached revised policy and factsheets for both managers and employees have been agreed by both management and trade union sides. The policy has been reviewed based on best practice in other organisations and advice and guidance from organisations including ONUS and Women's Aid. It also reflects recent guidance set out in the government's new Employer Guidelines on dealing with domestic and sexual violence in the workplace.
3.5	Since the implementation of the policy in 2012, the council has set in place a procedure for designating certain staff members to become 'trusted colleagues'. These employees will be available as the first point of contact for employees experiencing domestic violence and abuse. The 'trusted colleagues' receive training relating to the role.
3.6	<p>The revised policy applies to all Council employees (including casual and temporary staff) and its aim is to support and assist employees experiencing domestic violence and abuse as well as provide guidance on managing situations where employees are perpetrators of domestic violence and abuse. The key elements of the policy are:</p> <ul style="list-style-type: none"> • A definition of domestic violence and abuse • How to manage and share relevant information in a confidential way • Information and support for employees who are experiencing domestic abuse • Information on the role of the 'trusted colleague' • Information for managers on how to support employees who are victims of domestic abuse.
3.7	When approved by Members, the policy will be communicated through a comprehensive training and communication exercise in conjunction with the trade unions.
3.8	In addition to the work that we continue to do internally for our staff, the council is continuing to work towards Safe City status with our city partners.

	<u>Financial and Resource Implications</u>
3.9	<p>Financial</p> <p>Any costs associated with the training and communication exercise will be covered by the existing Organisational Development budget.</p> <p>Human Resources</p>
3.10	<p>Departments will be asked to release the relevant staff and trade union representatives for any necessary training.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.11	<p>The policy has been equality screened and there are no adverse equality implications. There are no rural needs implications.</p>
4.0	Document Attached
	Workplace Policy on Domestic Violence and Abuse 2019

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Appendix One

Belfast City Council

Workplace Policy on Domestic Violence and Abuse

Approved Date	[Insert date]
Review Date	As required.
Related Legislation / Applicable Section of Legislation	Health & Safety Regulations At Work (NI) Order 1992
Replaces	Workplace Policy on Domestic Violence and Abuse 2012
Policy Lead (Name, Position, Contact Details)	Christine Sheridan Head of Human Resources Ext 3242
Sponsor Directorate	City and Organisational Strategy Department
Version	v2

Revision record

Date	Version	Revision Description
August 2019	2	General revision and update
July 2012	1	Approval

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1. DEFINITION:

- 1.1. For the purposes of this policy domestic violence and abuse is defined as any “threatening, controlling, coercive behaviour, violence or abuse (psychological, physical, verbal, sexual, financial or emotional) inflicted on anyone (irrespective of age ethnicity, religion, gender, or sexual orientation) by a current or former intimate partner or family member”. (Definition taken from the DOJ & DHSSPS Strategy document: “Stopping Domestic and Sexual Violence” March 2016.)**

2. INTRODUCTION

- 2.1. Domestic and sexual violence and abuse occurs right across our society and it has devastating consequences for the victims and their families. It has no boundaries as regards to age or gender, gender identity, race, religion, ethnicity, sexual orientation, wealth, disability or geography.
- 2.2. Domestic violence and abuse is a pattern of behaviour that is characterised by the exercise of control and the misuse of power by one person over another within an intimate or family relationship, including same sex relationships. It is usually frequent and persistent. While domestic violence and abuse most commonly refers to that perpetrated against a partner, it includes violence and abuse against ex-partners, and violence and abuse by any other person who has a close or family relationship with the victim, including parents, children, and siblings. It also includes honour based violence and abuse.
- 2.3. Domestic violence and abuse does not just refer to physical violence but also to sexual, emotional and psychological, online, financial abuse and coercive control. Coercive control is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse used to harm, punish or frighten their victim. This controlling behaviour is designed to make a person dependent by isolating them from support, exploiting them, depriving them of independence and regulating their everyday behaviour. Domestic violence and abuse is, in many cases, made up of a combination of different forms of abuse. Domestic violence and abuse affects not only adults but may be inflicted on, or witnessed by children. The potential adverse effects on children living with domestic violence and abuse includes poor educational achievement, social exclusion and juvenile crime, substance and alcohol misuse, mental health problems and homelessness.
- 2.4. Belfast City Council strives to create a working environment that promotes the view that violence against people is unacceptable and that such violence will not be condoned and that everyone has a right to live free from fear and abuse.
- 2.5. The Council is committed to raising awareness of domestic violence and abuse in the community through the work of the Policing & Community Safety Partnerships (PCSP), the Belfast area Domestic and Sexual Violence Partnership and with other local organisations in the Belfast area, including PSNI, Women’s Aid and Onus, through its Safe Place initiative.
- 2.6. The Council also recognises that our employees and colleagues (and potentially their family members) may be experiencing domestic violence and abuse, that home and work issues cannot always be separated and that domestic and sexual violence and abuse can impact greatly on the working life of employees and can result in:
- A deterioration in employee performance
 - Increased and unexplained absenteeism
 - Poor timekeeping etc.

These could potentially threaten job security and prospects where the cause of these behaviours is unknown to the employer. The Council is therefore committed to providing appropriate advice and support to affected employees, while they are in work, and in addressing their circumstances outside the workplace. The Council also recognises that employees may be indirectly adversely impacted by a close family member experiencing domestic violence and abuse.

- 2.7. Domestic violence and abuse has a damaging effect on people and can have an adverse impact on their employment, e.g. increased absence levels as a result of physical injuries and/or mental health issues, victims not being allowed out of the house to attend work and performance issues when in work. However, the cause of these effects is often not talked about because victims are frightened of further attack and/or of perceived repercussions on their ability to carry out their job.
- 2.8. This policy demonstrates the Council's commitment to providing guidance for employees and managers to address the occurrence of domestic violence and abuse and its effects on the workplace.

3. PURPOSE

- 3.1. The purpose of this policy is to support employees who are affected by domestic violence and abuse and to establish a framework to assist the Council in providing that support.

4. SCOPE

- 4.1. Belfast City Council acknowledges that while it is mainly women who experience domestic violence and abuse, this policy applies equally to every employee of Belfast City Council, regardless of gender, gender identity, gender expression or sexual orientation. In support of this, it is the Council's policy that anyone who is experiencing or has been affected by domestic violence and abuse can raise the issue, in the knowledge that we will treat the matter effectively, sympathetically and in line with our statutory obligations.
- 4.2. The Council recognises that domestic violence and abuse is not confined to the home and that it is likely that it will impact upon the employee in the workplace. The Council recognises its duty to keep an employee safe within the workplace and would encourage employees to disclose to a line manager or "Trusted Colleague" (see paragraph 8.6) if they have any concerns about their safety in the workplace, or travelling to and from the workplace. Belfast City Council will take all reasonable steps to address these concerns.
- 4.3. The Workplace Policy on Domestic Violence and Abuse applies to all Council employees (including casual workers and temporary staff). The Council will also take all reasonable steps to support all agency assignees who are placed in Belfast City Council.

5. AIMS AND OBJECTIVES

- 5.1. The aim of the policy is to make the workplace a safe and supportive environment for all employees of the Council who are affected by domestic violence and abuse.
- 5.2. The objectives of the policy are to set out how the Council will:

- offer support to our employees in addressing problems arising from domestic violence and abuse sympathetically and in confidence (as far as possible);
- maximise the safety of our employees in the workplace;
- signpost employees to external support agencies who can carry on support beyond the workplace;
- deal effectively with perpetrators of domestic violence and abuse among our workforce, as appropriate and to challenge behaviours and attitudes through our awareness raising campaigns.

6. CONFIDENTIALITY

6.1. Whilst employees experiencing domestic violence and abuse normally have the right to complete confidentiality, in circumstances of child protection or the protection of adults at risk of abuse, there may be a legal obligation on the Council to notify appropriate protection services. It is likely that complete confidentiality cannot be guaranteed in these situations. For example, where a risk to children or to vulnerable adults is identified, then the Council may have a duty to inform social services. Where this arises the employee will be informed.

7. RIGHT TO PRIVACY

7.1. The Council respects an employee's right to keep private the fact that they have experienced domestic violence and abuse within the statutory limitations outlined in paragraph 6.1 above.

8. PROVIDING SUPPORT FOR EMPLOYEES

8.1. The Council will make every effort to assist an employee experiencing domestic violence and abuse and will consider the following actions where applicable and where the work of the Council and services to citizens will not be compromised by their implementation:

- If an employee needs to take leave from work due to domestic violence and abuse, the length of the leave will be determined by the individual's situation through collaboration with the employee and their line manager subject to balancing both service needs and the needs of the individual.
- In this context managers and supervisors are encouraged to provide a sympathetic response to requests for special paid or unpaid leave; flexible working and other work-life balance arrangements as a result of domestic violence and abuse, for example flexibility in working hours or time off when required to enable the employee to seek protection, go to court, look for new housing, enter counselling, arrange childcare etc.
- The Council will consider the requirement for a change of working arrangements on a short-term or long-term basis, as necessary. (For example, moving the employee away from the reception area or from working in a ground-floor office which is visible from the street if required; redeployment or relocation, changing shift patterns, changing hours).
- Changes to arrangements for the payment of salary, if requested (including a salary advance, if needed, e.g. to acquire alternative accommodation).

- 8.2. Belfast City Council recognises that people experiencing domestic and sexual violence and abuse are at increasing risk when they attempt to leave an abusive partner. They may become vulnerable going to and coming from work, or while they are at work as the perpetrator knows where they can be located. This can give rise to health and safety issues including the risk of violence occurring in the workplace.
- 8.3. Employers have a duty of care under the Health and Safety at Work (NI) Order 1978 to ensure, so far as is reasonably practicable, the health, safety and welfare at work of their employees. The Management of Health and Safety at Work Regulations (NI) 1992 also requires employers to assess the risks of violence to employees and make arrangements for their health and safety by effective planning, organisation and control.
- 8.4. The Council will make support available to employees involved in domestic violence and abuse through line managers, Human Resources, Occupational Health, the Council's confidential employee counselling service and the network of "trusted colleagues".
- 8.5. The Council has set in place a procedure for designating certain staff members to be **"trusted colleagues"**. These employees will be available as the first point of contact for employees experiencing domestic violence and abuse. They will receive training in responding to disclosures of domestic violence and abuse, information about relevant agencies that offer support and information on current legislation, reports, publications and events to do with domestic violence and abuse. The trusted colleagues will be drawn from a range of areas/locations within the Council but will include staff from Human Resources and trade union representatives. The names and contact numbers for all trusted colleagues will be displayed on all location noticeboards.
- 8.6. The role of the "trusted colleague" is to:
- Be available and approachable to employees experiencing domestic violence and abuse;
 - Listen, reassure and support individuals;
 - Keep information confidential (subject to the requirements of child and adult protection);
 - Respond in a sensitive and non-judgmental manner;
 - Discuss the specific steps that can be taken to help the employee stay safe in the workplace;
 - Ensure the employee is aware of the options available to them;
 - Encourage the employee to seek the advice of other relevant agencies - see appendices for contact details of support services available.
- 8.7. The Council is aware that victims of domestic violence and abuse may have performance issues such as absenteeism or lower productivity. When addressing performance and safety issues the Council will make reasonable efforts to consider all aspects of the employee's situation and/or safety problems and aim to assist the employee in seeking professional help. The Council will address health and safety concerns in the workplace and will signpost to external agencies to carry on support beyond the remit of the workplace. The Council will commit to collaborative working with external agencies (if

desired by employee) to provide a joined-up approach to supporting the employee, inside and outside the workplace.

8.8. While this policy applies to all employees of the Council, it is line managers, in consultation with “trusted colleagues” and when necessary, Human Resources, who will play a key role in implementing it in practice.

8.9. The role of the line manager can be summarised as follows:

- Be aware that employees who are experiencing domestic violence and abuse may demonstrate poor punctuality, attendance, work performance and productivity and should take steps to try to establish this prior to instigating any formal council procedures. Details of possible signs that someone is experiencing domestic violence and abuse are contained in Appendix 1.
- Do not directly confront an employee. It is for the employee to raise the matter. If you have concerns or suspect signs of domestic violence and abuse please contact a Trusted Colleague, your departmental HR team or Corporate HR - Employee Relations unit.
- Where domestic violence and abuse is known, managers should contact Corporate HR (Employee Relations Unit) for advice before any discussion with the staff member takes place, if it is possible to do so.
- If approached managers need to be prepared to listen and should ensure they are approachable and available.
- Where it is alleged that a member of staff is perpetrating abuse during work time or using work resources, the manager will discuss this as a matter of urgency with Human Resources.
- Managers will review the security of personal information held on members of staff and ensure that it is retained in a lockable filing cabinet or cupboard and disposed of securely when it is no longer required.
- Managers will ensure that a risk assessment is carried out that will provide a plan to address any security concerns in the workplace.
- Managers will keep a confidential record of any discussions and of any action taken. This will be kept with the knowledge and consent of the staff member concerned, who will be able to access it.
- Managers will use discretion to facilitate time off for appointments, counselling, re-housing, court attendances etc.
- Managers will ensure rehabilitative return and support under the Council’s Attendance Policy where appropriate.
- Managers will consider redeployment if necessary in regard to location of work, in liaison with departmental management, business support and Corporate HR.
- Managers will consider changes to working hours, shift patterns or flexible working arrangements.

- Managers will offer support through Occupational Health or Employee Counselling or assist with referrals to specialist agencies for on-going help or support.
- Managers will take advice from Human Resources staff in regard to issues of employment.
- Managers will consider the provision of any relevant training that might provide additional support to employees, e.g. assertiveness training for confidence building.

9. TRAINING MANAGERS AND TRUSTED COLLEAGUES TO IDENTIFY AND RESPOND APPROPRIATELY

9.1. The Council will develop a programme of training for line managers and trusted colleagues to raise awareness of domestic violence and abuse and to ensure a common understanding of this policy and guidance.

9.2. The training will include:

- Signs that an employee may be experiencing difficulties;
- How to provide initial support;
- Referrals to other agencies;
- Ways to help the person stay safe in the workplace;
- The importance of understanding that they are not counsellors (counselling is to be left to trained professionals and no one should attempt to act in place of a domestic violence and abuse expert or counsellor).

10. GENERAL EMPLOYEE RESPONSIBILITIES

10.1. All employees of the Council have a responsibility to:

- Accept primary responsibility for their personal safety and that of their colleagues;
- Familiarise themselves with and follow this policy and bring to the attention of their managers any concerns which they have relating to personal safety;
- Participate in training that has been made available to them on domestic violence and abuse;
- Ensure that no personal information relating to colleagues is passed on to callers.

11. VISIBLE RESOURCES THAT PROVIDE SUPPORT

11.1. The Council will provide contact details for “trusted colleagues” and a range of organisations which can offer support to employees living with domestic violence and abuse. These will be found in highly visible locations as well as in private locations, so that they can be picked up discreetly by employees. Safe Place cards will be left in discrete but accessible locations.

12. PERPETRATORS WHO ARE EMPLOYEES

12.1. With regard to perpetrators of domestic violence and abuse, the Council will undertake to do the following:

- Reserve the right to invoke the disciplinary procedure against any employee who perpetrates violence, including domestic violence and abuse and/or who uses the Council's time, property or other resources to abuse a partner or family member or to aid another to do so. The Council will establish the facts of the case, in line with the requirements of the disciplinary procedure, before considering if disciplinary action is justified.
- Refer to the Council's Criminal Misconduct Guidelines. It may be the case that such an issue is dealt with in the criminal legal system either as an alternative to, or concurrent to, the disciplinary procedure.
- Take action, as appropriate, to minimise the potential for a perpetrator to use his/her position or resources to find out the whereabouts, or other details, of his/her partner or ex-partner.
- Consider requests for time off to attend appropriate interventions, when perpetrators are seeking help to address their abusive behaviour.

12.2. In cases where both the perpetrator of domestic violence and abuse and the victim are employed by the Council, action may need to be taken to ensure that both the victim and the perpetrator do not come into contact in the workplace.

13. COMMUNICATING THE POLICY

13.1. The Council will raise awareness of domestic violence and abuse through a variety of methods, including:

- Preparation and distribution of information to publicise the Council's policy and to raise awareness of the issues of domestic violence and abuse.
- The provision of information about agencies that can offer advice, information and support.
- Whilst it is acknowledged that these steps will be effective in the short term in raising awareness, the Council is committed to continue to communicate and raise awareness of domestic violence and abuse in the longer term using methods deemed to be the most effective and appropriate.

14. REVIEW

14.1. This policy will be reviewed regularly by the Council and, if necessary, revised in consultation with recognised Trade Unions in light of changing legislation and current good practice. Details of the next scheduled review are contained on the front cover of this policy.

ENDS

Appendix 1 - Identifying domestic violence and abuse

Signs that an individual is experiencing domestic violence and abuse can include:

- Poor timekeeping without explanation
- High absenteeism rate without explanation
- Uncharacteristic anxiety, depression or problems with concentration
- Uncharacteristic deterioration in the quality of work performance
- The receipt of repeated upsetting calls/faxes/e-mails/text messages
- Individual being a victim of vandalism or threats
- Obsession with time
- Needing regular time off for appointments
- Inappropriate or excessive clothing
- Repeated injuries, or unexplained bruising or explanations that do not match the injuries displayed
- Increased hours being worked for no apparent reason
- Prevented from seeing children or fear of not seeing children
- Limited money / access to money
- Restricted work / social life

Please note that this is not an exhaustive checklist, some victims may display no signs of domestic violence or abuse. Individuals experiencing domestic violence and abuse suffer a broad range of physical and emotional consequences.

Additionally, it is essential to understand that any of the above may arise from a range of circumstances, of which domestic violence and abuse may or may not be one.

Appendix 2 - Who is affected by domestic violence and abuse?

Whilst women experience and report higher incidences of violence and abusive behaviour within their family and relationships, (PSNI reporting shows an approximate 70% female: 30% male breakdown), other people can be affected and hurt by domestic violence and abuse too.

Anyone, irrespective of gender, gender identity, gender expression, race, sexual orientation, age and disability can be affected by domestic violence and abuse. It is important to consider this when articulating and promoting your support to victims. For example, those who are in a same sex relationship and/or those who are male and those who are transgender (particularly, but not exclusively, transgender women with children) may face multiple barriers to coming forward to report. It is important to be sensitive and supportive in different ways to help all victims feel comfortable speaking to their colleagues and managers about their relationship in the workplace.

Remember that those who are in a same-sex relationship may face a fear of discrimination or actual discrimination and exclusion on a daily basis because of their sexual orientation. They may be reluctant to come out to colleagues and if they do you should be sensitive about who is informed of the details of their relationship.

Often, an abusive same sex partner takes advantage of homophobia to manipulate a partner to keep the abuse a secret and/or threatens to 'out' them to family, friends and work colleagues. Same sex attracted victims may also fear that most support services are designed for heterosexual people. It is important that you have access to appropriate support services for lesbian, gay and bisexual people and can provide this information to all employees to communicate your openness and thoughtfulness in this regard.

For male victims whether heterosexual or same sex attracted, coming forward to talk about abuse in a relationship and ask for help and support is difficult to do. Men access support in very different ways to women and often can be further isolated in an abusive relationship due to the myths about maleness meaning strength and self-sufficiency etc. It is difficult in the workplace to acknowledge you are experiencing abuse. Many men worry that they will be mocked or treated with disbelief.

Transgender individuals, both male and female often face abuse, physically, emotionally and psychologically from family members, siblings and partners. Transgender women, and particularly those with children often face extreme harassment centering around access, education, caregiving and even physical abuse from their ex-partner's new partner. Many transgender women are often too frightened to seek support or intervention when they perceive access to their children is being used as a weapon to deny or halt their transition.

There are support services for heterosexual and same sex attracted men, and for trans people or those in the process of transitioning. It is important that you have access to appropriate support services and can provide this information to all employees to communicate your openness and thoughtfulness in this regard.

It is important that all staff who are trained to support victims of domestic violence and abuse in the workplace have received appropriate guidance and training in issues pertaining to the diversity of people that can be affected by domestic violence and abuse.

Appendix 3 - Employee factsheet and internal contacts

INTRODUCTION

As your employer, Belfast City Council values your health and safety. If you are an employee experiencing domestic violence and abuse, as an organisation we understand that your morale, health, well-being and self-confidence can be affected.

This fact sheet is intended to answer questions and concerns you may have about your employment if you are experiencing domestic violence and abuse.

HOW CAN WE HELP IF YOU EXPERIENCE DOMESTIC VIOLENCE AND ABUSE?

As your employer we can only assist you, if you disclose that you are subject to domestic violence and abuse.

WHO TO ASK FOR HELP?

You can approach your Line Manager, Business Support Officer or Trade Union representative, a Trusted Colleague or another colleague with whom you feel able to discuss your circumstances.

Whoever you approach, your situation will be treated with the utmost confidentiality.

Whoever you approach, you must be prepared to discuss who else may need to be informed e.g. Head of Service, Occupational Health etc.

If you approach a colleague/s you must understand that they may need to involve a third party like HR because they may not have the knowledge or expertise or access to specialist resources to help you.

WHAT ABOUT CONFIDENTIALITY?

Whatever you disclose will be confidential. Any disclosure about you or your circumstances will only be made with your permission.

The Council will only involve other agencies or share information with your consent unless we are required to do so by law or the information is necessary for the protection of children or vulnerable adults. We will inform you if this is necessary.

WILL I BE DISCIPLINED?

You will not be disciplined **because you have experienced** domestic violence and abuse.

However, if you are going through a disciplinary process and your personal circumstances have a bearing on why you are being disciplined it may be in your best interests to disclose your circumstances as soon as possible to ensure that they can be taken into account and the appropriate support provided.

BELFAST CITY COUNCIL CONTACTS LIST

Corporate HR - HR Manager	Catherine Christy Ext. 3226																										
Corporate HR - Employee Relations -	<table> <tr> <td>Corporate</td><td></td></tr> <tr> <td>Andrea Anderson</td><td>Ext. 3737</td></tr> <tr> <td>Helen Devlin</td><td>Ext. 6462</td></tr> <tr> <td>Karen Fennell-Jenkins</td><td>Ext. 3274</td></tr> <tr> <td>Sharon Steele</td><td>Ext. 3253</td></tr> <tr> <td>Patrick Carville</td><td>Ext. 3798</td></tr> </table>	Corporate		Andrea Anderson	Ext. 3737	Helen Devlin	Ext. 6462	Karen Fennell-Jenkins	Ext. 3274	Sharon Steele	Ext. 3253	Patrick Carville	Ext. 3798														
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Patrick Carville	Ext. 3798																										
Departmental HR / Business Support Representatives	<table> <tr> <td>Place and Economy</td><td></td></tr> <tr> <td>Alan Noble</td><td>Ext. 3773</td></tr> <tr> <td>Civic & Legal Services</td><td></td></tr> <tr> <td>Maureen McKearney</td><td>Ext. 6014</td></tr> <tr> <td>Finance & Resources</td><td></td></tr> <tr> <td>Irene Murray</td><td>Ext. 6087</td></tr> <tr> <td>Physical Programmes</td><td></td></tr> <tr> <td>Eamonn Neeson</td><td>Ext. 3264</td></tr> <tr> <td>C&NS</td><td></td></tr> <tr> <td>Sonya McAllister</td><td>Ext. 5310</td></tr> <tr> <td>Claire Rodgers</td><td>Ext. 6207</td></tr> <tr> <td>Shirley Ferran</td><td>Ext. 3523</td></tr> <tr> <td>Julie McNally</td><td>Ext. 3420</td></tr> </table>	Place and Economy		Alan Noble	Ext. 3773	Civic & Legal Services		Maureen McKearney	Ext. 6014	Finance & Resources		Irene Murray	Ext. 6087	Physical Programmes		Eamonn Neeson	Ext. 3264	C&NS		Sonya McAllister	Ext. 5310	Claire Rodgers	Ext. 6207	Shirley Ferran	Ext. 3523	Julie McNally	Ext. 3420
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Shirley Ferran	Ext. 3523																										
Julie McNally	Ext. 3420																										
Employee Counselling	028 9051 7269 07921501299																										
List of Trusted Colleagues	See staff notice boards																										
Trade Union C-coordinators	<table> <tr> <td>TU Coordinators</td><td></td></tr> <tr> <td>Ciaran Morrison</td><td>Ext. 2353</td></tr> <tr> <td>David Cowieson</td><td>Ext. 3569</td></tr> <tr> <td>Francis Shannon</td><td>Ext. 4792</td></tr> </table>	TU Coordinators		Ciaran Morrison	Ext. 2353	David Cowieson	Ext. 3569	Francis Shannon	Ext. 4792																		
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The table below lists the various internal contacts. This table displays information as of August 2019. It will be reviewed every six months and updates made and included on the version available within the policy documents library on interlink.

Appendix 4 – Useful contact details- external

SIPTU - 028 90314000
NIPSA - 028 9066 1831
Unite - 028 2565 6216
GMB - 028 9039 3340
Women's Aid - Lisburn and Belfast – 028 9066 6049 Antrim, Ballymena, Carrickfergus, Larne & Newtownabbey 028 2563 2136
Cookstown & Dungannon Women's Aid - 028 8676 9300
Men's Advisory Project (MAP) - 028 9024 1929
Men to Men - 028 9023 7799
24-hour Domestic and Sexual Violence Helpline - 0808 802 1414
Gay/Lesbian/Bisexual/Transgender Helplines <ul style="list-style-type: none">• Gay Helpline - 028 9032 2023• Lesbian Helpline (Thursday evenings) - 028 9023 8668• Rainbow Project - 028 9031 9030
Other Helplines <ul style="list-style-type: none">• Age NI - 0808 808 7575• Childline – 0800 11 11• NSPCC – 0808 800 5000• Lifeline – 0808 808 8000• Simon Community – 0800 171 222
Police Service of Northern Ireland - Domestic Violence Officers <ul style="list-style-type: none">• In an emergency dial 999 or 18000 for text phone users• For non-urgent matters dial 101. Operators will pass your call to your local police station

Other Useful Numbers

- Rape Crisis & Sexual Abuse Centre 028 9032 9002
- Nexus 028 9032 6803

Appendix 5- Managers' Factsheet

INTRODUCTION

These guidance notes are intended to assist managers and employees when dealing with this very sensitive and personal issue.

Human Resource teams will be able to help and advise managers and employees if that is what the individual wants. It is also recognised that managers and employees may feel a sensitive issue such as domestic violence and abuse is best dealt with at a local level within existing Belfast City Council Policies and Procedures.

This is an information-sharing document and is produced in support of the Belfast City Council Policy on Domestic Violence and Abuse in the Workplace.

WHAT IS DOMESTIC VIOLENCE AND ABUSE?

Domestic violence and abuse is defined as any “threatening, controlling, coercive behaviour, violence or abuse (psychological, physical, verbal, sexual, financial or emotional) inflicted on anyone (irrespective of age, ethnicity, religion, gender, or sexual orientation) by a current or former intimate partner or family member”. (Definition taken from the DOJ & DHSSPS Strategy)

Research shows that the majority of those who experience domestic violence and abuse are women, with the majority of perpetrators being men. However, it is important to note that domestic violence and abuse is not limited to this group and is an issue for all within our society.

We do not currently record incidents of domestic violence and abuse experienced by our own employees. However, BCC is committed to raising awareness about domestic violence and abuse and providing services to support those who experience it.

Managers should understand that domestic violence and abuse is an issue that can impact on the workplace. Domestic violence and abuse can affect the morale, health, wellbeing and self-confidence of an employee, which in turn can impact on their performance at work.

WHAT PRACTICAL SUPPORT CAN MANAGERS GIVE?

- If approached managers need to be prepared to listen and should ensure they are approachable and available.
- Do not directly confront an employee. It is for the employee to raise the matter. If you have concerns or suspect signs of domestic violence and abuse please contact a Trusted Colleague, your departmental HR team or Corporate HR - Employee Relations unit.
- Managers will need to establish “ground rules” for example confidentiality, consent for who else is to be involved, e.g. Business Support Advisor, colleague etc.
- Managers will need to be able to explain to an employee how we as an employer can support them, including the possibility of the following:

Leave

The current special leave scheme provides unpaid time off for employees ‘to cater for special,

individual circumstances’.

For more advice and information please contact departmental Business Support Manager, the Employee Relations Team, Corporate Human Resources, TU representative.

Managers may receive requests for time off from employees who are experiencing domestic violence and abuse to arrange appointments during the normal working day. These requests should be treated sympathetically. These appointments may typically include:

- Appointments with support agencies
- Arranging re-housing
- Meeting with solicitors, police etc.
- Making alternative childcare arrangements, including schooling.
- Attending court in relation to seeking an injunction or order in cases of violence and abuse or harassment.

Management will agree with the individual (in conjunction with Corporate HR) how leave can be facilitated based on an individual's circumstances and service delivery. This may include special paid leave, unpaid leave, flexi time (including flexi time outside normal provision if required), or changes to start and finishing times of work or a combination of council leave provisions.

Additionally, Management will implement, as appropriate, workplace adjustments necessary to increase an employee's safety at work e.g. in the event that a perpetrator attempts to make unwanted contact with an employee experiencing domestic violence and abuse whilst the employee is in their workplace, or in the event that the employee works in the community, and this is known to the perpetrator. Managers may consider a change in working pattern or hours if necessary or a change of duties or reallocation of duties.

Referral to Occupational Health

The Occupational Health Team can assist with dealing with absences and medical advice relating to specific injuries and referrals can also be made to Employee Counselling. You can choose to refer an employee to an agency or counsellor without the support of Occupational Health. Departments will consider on recommendation from Occupational Health the provision of additional specialist counselling or support services.

Both male and female employees can also be referred to a Women's Aid Advisor who can provide specialist advice and guidance. This is a free service.

Police Involvement

Any consideration of involving the police must be discussed with the employee.

SAFETY AT WORK?

Managers have a duty to ensure that all employees have a safe working environment. Ensuring an employee, who is experiencing domestic violence and abuse, is safe at work can be difficult and in some cases may involve obtaining the consent of the employee to inform colleagues to avoid disclosure of the employee's whereabouts to alleged perpetrators, other family members or their representatives. However, the need for confidentiality is paramount and a manager

should not divulge information of a private nature without the express permission of the employee, unless required to do so by law.

Managers may also need to assess the risk to other employees from the perpetrator.

CONFIDENTIALITY?

Once an employee has confided to their manager that they are experiencing domestic violence and abuse, the manager should assure the employee that they will keep this information confidential and within the boundaries they have already agreed. An exception to this is where child protection issues could arise. In these circumstances the manager must advise the employee that they will be seeking further advice from an appropriate agency.

ATTENDANCE POLICY

An employee's circumstances or disclosure of being subject to domestic violence and abuse may come to the attention of a manager through the application of the absence procedure.

The attendance policy still needs to be followed and allows for the possibility of discretion being applied. However, information relating only to the specific illness or injury needs to be recorded. The issue of domestic violence and abuse should not be recorded locally and the issue should be dealt with separately if the employee wishes.

Depending on the circumstances and what course of action the employee wishes to take will depend on how much we as an employer need to support an employee.

WHAT IF AN EMPLOYEE OF BELFAST CITY COUNCIL IS A PERPETRATOR OF DOMESTIC VIOLENCE AND ABUSE?

We all must be aware that domestic violence and abuse is a serious matter that can lead to criminal convictions.

Conduct of an employee outside of work can lead to disciplinary action. (Refer to Code of Conduct).

A manager will need to assess each case on its merits and consider the implications carefully. If you are made aware that an employee is a perpetrator of domestic violence and abuse contact your Departmental Business Support Manager or the Corporate HR Employee Relations team for advice and support.

DEALING WITH A VICTIM OF DOMESTIC VIOLENCE AND ABUSE AND POTENTIAL WORKPLACE ADJUSTMENTS.

The following are practical key points to bear in mind when dealing with possible domestic violence and abuse situations, to encourage disclosure and/or discussion of domestic violence and abuse:

- Create an environment where employees feel safe to talk about what they are experiencing. Be a good listener and believe what they are saying. Although total confidentiality might not be possible in all cases, try to respect the confidentiality of the individual concerned.
- Provide a sensitive non-judgemental response and reassure the employee that they are not to blame, there is no justification for this treatment of them and that there is help and support available, both through the organisation and links with specialist agencies.
- Be aware that an individual can be subject to domestic violence and abuse from more than one perpetrator within their particular personal circumstances.
- Be well informed about the support options that are available and discuss these with the employee, including how to contact local domestic violence and abuse support and information services and specialist confidential counselling services. If requested by the employee, assist them to make contact.
- Respect the choices and decisions the employee may make about their situation. Often it is difficult for them to leave for many reasons, for example, financial, losing their home, childcare responsibilities, fear of loss of contact with their children, false counter-allegations and threats of violence. Also, be aware that the decision to leave an abusive relationship can be a very dangerous time for the person experiencing the abuse.
- Be aware that a victim may make many attempts before they finally leave their violent partner.
- If you are a manager, seek to accommodate insofar as possible, requests for adjustments to working hours, workloads and time off (within the parameters of other current Council policies and procedures) to make arrangements, for example meetings with solicitors, making financial arrangements, making alternative arrangements for childcare, appointments with schools, social work and housing agencies, and attendance at court.
- People experiencing domestic violence and abuse are especially vulnerable once they attempt to leave abusive partners and may become vulnerable going to or coming from work or while they are at work as the perpetrator knows where they can be located. This can give rise to health and safety issues and an increased risk of workplace abuse. If you are a manager, consider carrying out a workplace risk assessment for both the victim and other employees.
- Keep in touch with the employee during any period of absence, maintaining confidentiality of their whereabouts at all times.
- If the employee's duties require work outside their place of work, consider how the risks can be minimised.
- Checking that staff have arrangements for safely getting to and from home.
- Diverting / screening telephone calls / obtaining new telephone number.

- Providing alternative email addresses.
- If consent is given, alerting reception and security staff if the perpetrator / alleged perpetrator is known to attend or come to the workplace.
- With consent, advising colleagues of the situation on a need-to-know basis and agreeing what the response should be if the perpetrator / alleged perpetrator contacts the office.
- Consider financial assistance by way of a directly paid advance in pay. Any such payment would be agreed by the relevant director and the employee would agree how and when any such payment would be paid back to the council.

Further advice should be sought from Departmental HR or the Corporate Human Resources Employee Relations team if you are considering any of the above.



Subject:	Diversity Action Plans
Date:	23rd August, 2019
Reporting Officer:	John Tully, Director of City and Organisational Strategy
Contact Officer:	Christine Sheridan, Head of Human Resources

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	To agree the proposed activity within the Gender Action Plan (GAP) and LGBT+ Action Plan for 2019-2020 and agree resources to deliver the plans.
2.0	Recommendation
2.1	The Committee is asked to agree the GAP Year 2 (2019-20) and LGBT+ Action Plan (2019-20) and agree the necessary resource to deliver the plans.
3.0	Main report
	<u>Key issues</u>
3.1	Our Equality and Diversity Framework runs from April 2017 to March 2021 and outlines how we will tackle inequalities and promote diversity in our city. It is built around four key priorities:

	<p>A. Leadership, partnership and organisational commitment</p> <p>B. Understanding our communities through data and consultation</p> <p>C. Delivering services accessible to all</p> <p>D. Developing a skilled and diverse workforce</p>
3.2	<p>The Framework includes a series of actions to be delivered to help achieve these priorities and under Priority A, Leadership, Partnership and Organisational Commitment, the Council has committed to developing and delivering a Gender Action Plan, LGBT+ Action Plan and a Race Action Plan.</p>
3.3	<p>In May 2018, the Women’s Steering Group agreed a three year GAP for delivery between April 2018 to March 2021. Year 2 of the current GAP has been costed and is being presented to Strategic Policy and Resources Committee for approval. HR has developed an LGBT+ Action Plan for 2019/20, in collaboration with the LGBT+ staff network and this is also being presented, with costs, for approval. A Race Action Plan has still to be developed.</p> <p>Gender Action Plan (GAP)</p>
3.4	<p>The GAP, developed by our Women’s Steering Group (WSG), is divided into four key themes :</p> <ul style="list-style-type: none"> • Women in the council • Women in the community • Women in the economy • Women in the city
3.5	<p>Many of the actions, in particular those with a focus on women in the community, the economy and the city are aligned to delivery of the Belfast Agenda. WSG has successfully delivered a number of gender initiatives via its GAP in 2018/19 including delivery of a pilot Women’s Community Leadership Programme - “Grow, Lead, Change” and hosting of a regional gender budgeting conference. We have also submitted our assessment for the Gender Diversity Chartermark NI. In addition, the wider Women’s Network Group delivered an impressive schedule of personal development events and activities.</p>
3.6	<p>Included for year 2 is a proposed event to bring together both male and female employees to discuss gender issues in the workplace jointly and how these might be addressed. Year 2 actions and the resources required to deliver them are set out in Appendix 1. Some</p>

	<p>actions from the 18/19 plan not yet delivered, have been carried forward into year 2, most notably the joint senior officer and elected member leadership development programme, which was postponed until after the elections.</p> <p>LGBT+ Action Plan</p>
3.7	<p>This plan sets out our proposed activity for 2019/20 and has been developed jointly between HR and the LGBT+ staff network which has grown considerably in size and visibility in the last year. Actions include our first participation in the Stonewall Workplace Equality Index, a national benchmarking exercise that will assess our commitment as an organisation to LGBT+ equality and show us where we need to improve; more LBGT+ awareness raising training and activity and increased community activity in particular, the staff network's presence in Belfast Pride 2019. The proposed plan is attached at Appendix 2.</p> <p>Disability Action Plan</p>
3.8	<p>SP&R should also note that, under Section 49 of the Disability Discrimination (NI) Order 2006, we are required develop and submit a Disability Action Plan (DAP) to the Equality Commission for Northern Ireland (ECNI). Development of the plan is led by the Equality & Diversity Unit within Legal and Civic Services and this will be finalised in due course.</p> <p>The People Strategy</p>
3.9	<p>One of the key themes in the emerging People Strategy will be Diversity and Inclusion and it is hoped that a more strategic approach to the management of our people and workforce development planning will ensure that our diversity and inclusion activity is fully aligned to our corporate priorities and delivery of the Belfast Agenda, in particular our Inclusive Growth Strategy.</p> <p><u>Financial and Resource Implications</u></p>
3.10	<p>The cost of delivery of the proposed Gender Action Plan actions is estimated at £40,500. Please note this includes £16 000 of approved activity carried over from 2018/19.</p> <p>The cost of delivery of the LGBT+ Action Plan is £9,300. Both plans will be met from the existing Organisational Development budget.</p>

3.11	<p>The plan also identifies the role that individual business units and departments have in delivery of the plan.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.12	<p>The delivery of the Gender and the LGBT+ Action Plans will result in positive outcomes. The promotion of equality and diversity entails more than the elimination of discrimination, it requires proactive action. The actions contained within both plans will not only impact on internal operations but also have a positive impact externally on women and the LGBT+ community in our city.</p>
4.0	Documents Attached
	<p>Appendix 1 – GAP Year 2 (2019-20)</p> <p>Appendix 2 - LGBT+ Action Plan (2019-20)</p>

Appendix 1

GENDER ACTION PLAN 2018 – 2021 (Year 2019-20)

WOMEN IN THE COUNCIL -to ensure that BCC organisational culture, policies and practices empower talent development at all levels, for elected members and officers and remove any form of discrimination			
Action	Who	Cost	Year
Hold annual IWD event for staff	HR IWD working group WNG	£6000	2
Deliver 2 nd mentoring programme (men and women)	HR	£3000	2
Deliver Women Leaders Programme (members and officers)	WSG HR External facilitator	£12000	2 (postponed from 18/19)
Deliver 2 nd work shadowing initiative with CX (linked to mentoring programme)	HR CX office	Staff resources	2
Deliver short modular personal development sessions for WNG members	HR	£3000	2 (c/f from Year 1)
Provide Lord Mayor and Deputy Lord Mayor work shadowing opportunities to youth forum members	Lord Mayors Unit Youth Forum	Staff resources	2 (c/f from Year 1.
Participate in NI Gender Diversity Charter assessment against annual targets and activities	CX HR	£2500	2
Commission and start delivery of unconscious bias training - to start with CMT	HR	£1000	2
Continue to facilitate WNG, including Belfast Women in Tec Group	Digital Services/ WNG	Staff Resources	2
Develop/ agree transgender guidance document for staff	HR LGB&T Network	Staff resources	2

Ensure effective promotion of BCC as an employer that values and supports equality and diversity (external website, job info to potential applicants, press releases etc.)	HR MarComms Staff network	Staff Resources	2
Hold event/ workshop for both male and female staff to jointly explore/ discuss gender issues and identify any issues to be addressed	HR Staff networks	£1000	2
WOMEN IN THE COMMUNITY -with the purpose of increasing the representation of women in leadership positions throughout communities across Belfast by ensuring that processes are in place to increase women's involvement in decision making in communities			
Fund annual external IWD event.	Equality Unit	£6000	2
Finalise baseline assessment of current engagement and activity in relation to gender	WNG Departments	Staff resources	2 (c/f from Year 1)
Hold Transgender remembrance event	Head of HR LGB&T network	LBGT+ budget	2
Consider use of new exhibition space to further promote/ tell stories of female role models Explore the potential for City Hall tours based around women in the city	Director of Legal Services WSG WNG	Staff Resources TBC	2
WOMEN IN THE ECONOMY -to ensure all council policies and strategies influence and facilitate the active and fair participation of both women and men in the economy			
Hold a gender capacity building event for community planning partners	WSG HR Policy Unit	£1000	2 (c/f from Year 1)
Develop 'gender lens' ('equality lens') to build into future policy development – in conjunction with wider equality and diversity work to develop a diversity lens as part of Belfast Agenda Action Plan	EEDO HR Policy Unit	£3000	2

Identify employability partners to deliver employability/ outreach initiatives for women. (Link to City Deal proposals)	HR/OD Economic Initiatives	Staff resources	Ongoing as opportunities arise
Identify opportunities for pre-recruitment programmes targeted at females furthest removed from the labour market	HR	Staff resources	Ongoing as opportunities arise
<p>The Northern Ireland Female Enterprise Challenge - A collaborative programme between the 11 Local Councils, Invest NI, and Women in Business NI (WIB) to promote and support female enterprise. . This programme also includes sponsorship for the WIB conference.</p> <p>Enterprise and Employability support for underrepresented groups – Belfast City Council programme of support to enable underrepresented groups (including females) to overcome the barriers to starting a business or accessing employment opportunities.</p>	<p>Economic Development</p> <p>Economic Development</p>	<p>£6,200</p> <p>£90,000</p>	<p>2</p> <p>2</p>

WOMEN IN THE CITY -to ensure that the needs of women across the city are identified and used to influence and impact upon the regeneration of the city including social infrastructure design and community facilities provision			
As part of the ongoing baseline audit of all Council assets determine if Council assets are 'fit for purpose' in terms of the needs of all genders and that gender needs are looked at as part of the development of any new council asset	Property and Projects Department C&NS Place & Economy Dept	Staff resources Potential cost if additional works required	2
As part of the ongoing area working /place shaping work and the Physical Investment Programme look at opportunities of how the needs of women can be better met across the city	Property & Projects Department Place and Economy C&NS A Strategic Hub External stakeholders	Staff resources Potential associated costs for GAP 19/20 & 21/22	2
Work with City Partners on achievement of Safe City status and retain ' platinum level' status	BCC ONUS External partners	£2000	2

TOTAL APPROXIMATE COSTS - £ 40,500k for year 2 (excl ED funded initiatives)

Appendix 2

LGBT+ Action Plan 2019-2020

Theme - Training and Development				
Outcomes	Actions required	Timing	Lead	Indicative costs
Increased awareness of LGBT+ bias	Source and deliver awareness training	2019-20	HR/ Network Chair	£700 total For 2 sessions
LGBT employees feel comfortable to be their whole selves Line managers understand key issues and their responsibilities	Review diversity training to ensure LGBT+ issues covered	2019-20	HR	Staff Resource
Better mental health	Source and deliver the Mental Health First Aider course for up to 10 network members	2019-20	HR	£1000

Theme – Promoting positive attitudes				
Outcomes	Actions required	Timing	Lead	Indicative costs
<p>All relevant policies are inclusive and use gender neutral language where possible</p> <p>Clear processes in place for staff to raise issues around discrimination/bullying/harassment based on gender and sexual orientation</p>	Review staff policies.	2019-20	HR	Staff Resource
Guidance available for trans employees and their managers and for staff delivering services to the trans community	Develop Transgender policy / guidance	2019-20	HR	Staff Resource

Theme – Promotion and ensure visibility of Network including senior champions				
Outcomes	Actions required	Timing	Lead	Indicative costs
Increased awareness of and participation in network	Promote via Interlink/ Email	2019-20	Network Chair	Staff Resource/ Comms
Increased awareness about staff network and senior support	Articles profiling senior champion and allies	2019-20	Chair / Network	Staff Resource/ Comms
	Source promotional material	2019-20	Network	£1000 Staff Resource/ Comms
Confirmed network identity	Agree name for network and promote as appropriate	2019-20	Network	
Potential applicants aware BCC is an employer that values and supports equality and diversity	Ensure relevant info on external website , job info to potential applicants , press releases etc.)	2019-20	HR MarComms Staff network	

Theme – Community Engagement				
Outcomes	Actions required	Timing	Lead	Indicative costs
Bigger and better participation in Pride and more visibility of BCC support for LGBT+ community Visible support for LGBT Community	Participate in Pride	2019-20	Network	£2500
	Build participation with network members and staff	2019-20	Network	Staff Resource
Increased awareness of issues faced by Trans community and awareness of need for remembrance	Hold annual Transgender Day of Remembrance event	2019-20	Network/HR	£800
Theme – Social Networking				
Outcomes	Actions required	Timing	Lead	Indicative costs
Improved visibility, learning and positive outcomes	Facilitate an event between NI Stonewall organisations	2019-20	Network	£800

Theme – Employee Lifecycle / Organisational Analysis				
Outcomes	Actions required	Timing	Lead	Indicative costs
Feedback from staff re LGBT issues	Circulate Stonewall survey online for at least 4 weeks	2019-20	HR /Marketing and Comms	Staff Resource/ Comms
Position in national benchmarking exercise	Membership of Diversity Champions Programme and participation in Stonewall Equality Index	2019-20	HR and Staff network	£2500
Areas for improvement identified	Consider diversity survey results to identify improvements that are need going forward	2019-20	HR	Staff Resource/ Comms
Ensuring comprehensive info on staff is available and up to date.	Carry out voluntary staff monitoring exercise	2019-20	HR	Staff Resource
	Update application monitoring forms	2019-20	HR	Staff resource

Theme – Inclusive Workplace				
Outcomes	Actions required	Timing	Lead	Indicative costs
Gender neutral facilities for staff	Consider feasibility of gender neutral toilet in City Hall and city centre offices.	2019/20	HR/Facilities Mgt	Corporate Maintenance Budget approval if work necessary
			Total	£9300



Belfast
City Council

Subject:	Requests for the use of the City Hall and the provision of Hospitality
Date:	23rd August 2019
Reporting Officer:	John Walsh, City Solicitor
Contact Officer:	Aisling Milliken, Functions and Exhibition Manager

Restricted Reports

Is this report restricted?

Yes

☐

No

☒

If Yes, when will the report become unrestricted?

After Committee Decision

After Council Decision

Some time in the future

Never

☐
☐
☐
☐

Call-in

Is the decision eligible for Call-in?

Yes

☒

No

☐

1.0	Purpose of Report
1.1	This report, together with the attached appendix, contains the recommended approach in respect of each of the requests by external organisations for access to the City Hall function rooms received up to 6th August 2019 which appear to the Civic HQ Unit to comply with the criteria previously established by the Committee and are recommended for approval.
2.0	Recommendations
2.1	The Committee is requested to approve the recommendations made in respect of applications received up to 6th August, as set out in the attached appendix.
3.0	Main Report
	<u>Background Information</u>
3.1	Members will be aware that the Committee, at its meeting of 6th January 2017, agreed to

	modify the criteria governing access to the City Hall function rooms for external organisations.
3.2	<p>The Committee also agreed to the implementation of room-hire charges for some categories of function, and also revised the approach to the provision of civic hospitality for functions on foot of the agreed efficiency programme. Some further modifications to this approach were agreed at the Committee's meetings of 24th March 2017, 23rd June 2017 and 23rd June 2019.</p> <p><u>Key Issues</u></p>
3.3	The existing revised criteria and scale of charges have been applied to the various requests received and the recommendations herein are offered to the Committee on this basis for approval.
3.4	The attached schedule covers a number of applications for functions, which are scheduled for 2019 and 2020 are included in order to permit the organisers to commence their event planning and communications activity as early as possible.
3.5	It should be noted that 1 of the applications received have been dealt with by means of the authority delegated by the Committee to the City Solicitor because of the very short timescale involved, and is included in the schedule for information only.
3.6	<p>There are <u>no</u> functions being recommended for use of the once-in-three-years rule in respect of the applications referred to in this report and the appendix.</p> <p><u>Financial and Resource Implications</u></p>
3.7	<p>The implementation of charging for external functions has commenced, in line with the Committee's decisions in the matter.</p> <p><u>Equality or Good Relations Implications</u></p>
3.8	There are no direct good relations or equality implications arising from this report.
4.0	Document Attached
	Schedule of Function requests received up to 6 August 2019.

AUGUST 2019 CITY HALL FUNCTION APPLICATIONS

NAME OF ORGANISATION	FUNCTION DATE	FUNCTION DESCRIPTION	CRITERIA MET	ROOM CHARGE	HOSPITALITY OFFERED	CIVIC HQ RECOMMEND
2019 EVENTS						
Equality Commission	25 September 2019	Launch of Programme for people with disabilities Showcasing the support on offer to assist them to participate in public life. Numbers attending – 30	C	Yes - £115	No hospitality	<i>Approved by Delegated Authority</i> Approve Charge £115 No Hospitality
World Mycotoxin Forum (WMF)	13 October 2019	Welcome Reception Welcome reception as part of 3 day conference taking place at ICC Belfast and Titanic Belfast. Numbers attending – 250	A & B	No <i>£300 waived due to links with Visit Belfast</i>	Yes, Wine Reception <i>(linked to Visit Belfast)</i>	Approve No Charge Wine Reception
BDO	7 November 2019 or 6 December 2019	30th Anniversary Celebration Drinks reception to celebrate the 30 th anniversary of BDO' work in Belfast. Numbers attending – 250 - 500	C	Yes - £825 (commercial)	Yes, Wine reception as 30 th anniversary	Approve Charge £825 Wine Reception
2020 EVENTS						
Ciste Infheistiochta Gaeilge	14 March 2020	10th Anniversary Celebration Drinks reception and dinner to celebrate 10 years of work across Northern Ireland, including partnerships with Belfast City Council. Numbers attending – 350-400	C & D	No (Charity)	Yes, Wine reception as 10 th anniversary	Approve No Charge Wine Reception
The National Deaf Children's Society	24 March 2020	Young Authors and Artists Prize Day 2020 Prize-giving ceremony to celebrate artistic achievements of deaf children and young people across Northern Ireland. Numbers attending – 160	C & D	No (Charity)	Yes, Tea Coffee and Biscuits	Approve No Charge Tea and Coffee Reception

AUGUST 2019 CITY HALL FUNCTION APPLICATIONS

Belfast Health and Social Care Trust	27 March 2020	2020 Year of the Nurse and Midwife - Celebration Event Celebration event to recognise achievements of nurses and midwives working in Belfast and showcase their skills. Numbers attending – 250 - 500	C	Yes, £300	No, government organisation	Approve Charge £300 No hospitality
Young Enterprise NI	2 April 2020	YEA NI Awards 2020 Drinks reception, dinner and Awards Ceremony to celebrate the achievements of people across NI who completed YE Programmes. Numbers attending – 350	Yes A & B	No (Charity)	Yes, Wine Reception	Approve No charge Wine Reception
Leonard Cheshire	22 April 2020	ARBI Launch Celebration of a new services offering specialist support to people in NI with alcohol related brain injury. Numbers attending –100	C& D	No (Charity)	Yes, Tea, Coffee & Biscuits	Approve No charge Tea and coffee reception
Queen's University, Belfast	29 April 2020	Global Agent Fam Trip – Dinner with drinks reception to promote Belfast as an International study choice. Numbers attending - 100	A & B	No (Charity)	No – government body	Approve No Charge No Hospitality
Odyssey International	8 May 2020	Welcome to Ireland Dinner for R+V Versicherung. Destination showcase event for German Insurance Company. Dinner and entertainment for incentive showcase of Northern Ireland. Numbers attending – 250	A&B	Yes, £825 (commercial)	No	Approve Charge £825 No hospitality
SCONUL	11 June 2020	Conference Dinner– Welcome reception and dinner as part of 3 day conference taking place in Belfast. Numbers attending – 150	A & B	No <i>£300 waived due to links with Visit Belfast</i>	Yes, Wine Reception <i>(linked to Visit Belfast)</i>	Approve No Charge Wine Reception

AUGUST 2019 CITY HALL FUNCTION APPLICATIONS

British Association of Forensic Medicine	26 June 2020	Summer meeting of BAFM – Conference dinner as part of 3 day conference taking place in Titanic Belfast. Numbers attending – 100	A & B	No <i>£300 waived due to links with Visit Belfast</i>	Yes, Wine Reception <i>(linked to Visit Belfast)</i>	Approve No Charge Wine Reception

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Minutes of Party Group Leaders Consultative Forum 15 August 2019

Attendance

Members:

Alderman Brian Kingston (Chair)
Councillor Ciaran Beattie
Councillor George Dorrian
Councillor Billy Hutchinson
Councillor Donal Lyons
Councillor Nuala McAllister (for Cllr Long)
Councillor Mal O'Hara
Alderman Jim Rodgers (for Cllr Copeland)

Apologies: Alderman Copeland, Councillor Long, Councillor Ferguson

Officers:

Suzanne Wylie, Chief Executive
Ronan Cregan, Deputy Chief Executive and Director of Finance and Resources
John Walsh, City Solicitor
Nigel Grimshaw, Director of City and Neighbourhood Services
Christine Robinson, Head of Strategy, Policy and Partnerships
Emer Husbands, Strategic Performance Manager (secretariat)

1. Inclusive Growth Framework

A draft summary document outlining the proposed Inclusive Growth Framework and overarching committee report were circulated. The Head of Strategy, Policy and Partnerships took the members through the priority areas and emerging actions. Members made a number of comments on the proposed actions and welcomed the opportunity to feed into the more comprehensive document and action plan via party group briefings in advance of the September Committee meeting where the Strategy would be brought to Committee for approval. The document would then go out to public consultation. The CX reminded members that this was an evolving document and would be added to as the council term progressed.

2. Finance

Quarter 1 Finance 2019 / 20

The Director of Finance and Resources outlined the 2019 / 20 quarter 1 financial position for the Council including a forecast of the year end outturn. He highlighted a number of factors which impacted on the forecast, in particular the LPS district rate forecast and recommended that this was discussed with their officials at a pre –arranged meeting on rating policy. He also outlined the recommendation to the August SP&R committee that no reallocations or cash flow payments are considered until the Quarter 2 position is presented to the Committee in November 2019.

Medium Term Financial Plan and Efficiencies

The Director of Finance and Resources circulated a report on the council's medium term financial plan and efficiency programme which would be presented to the August SP&R committee . He outlined the key financial factors which influence the development of the Council's Medium Term Financial Plan for 2020/21 - 2022/23 and the rate setting process for 2020/21, together with an overview of the priorities and work in progress to establish the 2020/21 - 2022/23 Efficiency Programme. Party Group Briefings and further reports to committee will be held over the coming months to set the revenue estimates and to agree the efficiency programme.

3. Bonfire Framework

Following the decision of the SP&R committee in June 2019, the Director of City and Neighbourhood Services outlined the proposed terms of reference for an All-Party Working Group which would be set up to put in place a framework to achieve more effective management of bonfires on Council-owned sites/facilities. The members agreed that this should be consider by the August SP&R Committee.

Members were then updated on ongoing issues in relation to Lisnasharragh Leisure Centre which are impacting on the overall development of the site. Further information will be brought to the next SP&R committee.

4. Update on Call - Ins

The City Solicitor provided a summary of counsel's advice on two call-ins relating to Statues and Flags and Banners. Both of these responses will be considered at the next council meeting. Members were asked to consider meeting informally to bring a resolution to the Statues issue.

5. Belfast Region City Growth Deal

An update paper on the city deal was circulated to members and the Chief Executive outlined recommendations for the establishment of a Joint Member Forum with the five other councils in the city region partnership. This will be presented to the August SP&R committee.

6. City Growth Commission

The Chief Executive informed the Forum that an update report on the establishment of a City Growth Commission will be presented to the SP&R committee at their meeting in August. The report provides details on the membership, resources and proposed programme of work, including the work on the Belfast/Dublin Economic Corridor.

7. Planning Update

The Chief Executive updated the panel on the live planning applications and informed the panel of the applications that were being presented to the Planning Committee this month.

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ACTIVE BELFAST LIMITED BOARD

Monday, 5th August, 2019

MEETING OF ACTIVE BELFAST LIMITED BOARD

(Held in the Conor Room, City Hall)

Attendees

- Directors:** Councillor Carson
Councillor Corr
Councillor McLaughlin
Councillor Newton
Mr. J. Higgins
Mr. C. Kirkwood
Mrs. K. McCullough
Mr. R. Stewart and
Mr. G. Walls.
- Officers:** Mr. R. Black, Director of Neighbourhood Services;
Mr. N. Munnis, Partnership Manager; and
Mr. H. Downey, Democratic Services Officer.
- GLL:** Mr. G. Kirk, Regional Director;
Mr. R. McKenna, Regional Community Sports Manager;
and
Ms. J. Pope, Head of Service.

Apologies

Apologies were reported on behalf of the Chairperson (Mr. McGuigan), Mr. M. Keenan and Mr. K. O'Doherty.

Welcome

Councillors Carson, McLaughlin and Newton, together with the Director of Neighbourhood Services, were welcomed to their first meeting of the Board.

Chairing of Meeting

In the absence of the Chairperson, Councillor Carson agreed to chair the meeting.

(Councillor Carson in the Chair.)

Minutes

The minutes of the meeting of 8th April were approved.

Matters Arising

Lessons Learned

The Board noted that, in light of the number of items on the agenda for this meeting, that the report which was to have been presented by GLL on lessons learned, in the context of the Leisure Transformation Programme, had been deferred until September.

Declarations of Interest

Mr. Walls informed the Board that he had officially raised with the Council concerns around disability access to amenities and services within the Ormeau Park, in which the Ozone Centre was situated.

However, as the Ormeau Park/Ozone Centre did not become the subject of discussion, he was not required to leave the meeting.

Director Attendance Statement

The Board noted that this would be addressed later in the meeting, under a separate agenda item.

Future Agenda Items

No agenda items were identified by Directors for future meetings.

Advance Discussion on Agenda Items

The Board agreed to raise with GLL a number of issues relating to the reports being presented on Quarter 4 Performance and Compliance, Tier 2 Performance - Group Exercise Programme Innovation and Development and Tier 2 Performance – 3G Pitch Utilisation and Business Performance.

(Mr. Kirk, Mr. McKenna and Ms. Pope joined the meeting at this point.)

Prior to presenting GLL's reports, Mr. Kirk drew the Board's attention to the following information:

- Olympia Leisure Centre had been selected as the 'UK Active regional leisure centre for the year for Wales and Northern Ireland' at the recent UK Active Awards event;
- GLL's Belfast regional team had been shortlisted for an award at the 2019 UK Business Awards being held in London in November;
- the mobilisation phase for the new leisure centres at Andersonstown, Brook and Lisnasharragh had commenced and site visits would be arranged in due course; and
- General Managers had now been recruited for each of the aforementioned centres.

Quarter 4 2018/19 Performance and Contract Compliance

Mr. McKenna reported that the current service contract required GLL to provide the Board with written service performance reports on a quarterly basis. Accordingly, he submitted for its consideration the Key Performance Indicators and supporting narrative, on an overall and centre-by-centre basis, for the fourth quarter of 2018/19, under the four themes of Business, Innovation and Learning, Customer and Operations.

In terms of the overall service, he pointed to a number of Key Performance Indicators for the quarter, which had revealed net gains in income, Pre-Paid memberships, Swim School memberships and Play and Play memberships, alongside reductions in the cost per visit to centres and in staff absence.

In response to issues which had been raised by Directors around the consistent under-performance of some centres, Mr. Kirk explained that GLL audited performance on an ongoing basis and continually engaged with centre managers and staff.

The Director of Neighbourhood Services added that a strategy focusing upon the re-energisation of facilities would be considered as part of the new business planning process.

The Board acknowledged receipt of the Performance and Contract Compliance report for the fourth quarter of 2018/19 and noted the information which had been provided.

Tier 2 Performance – Group Exercise Programme **Innovation and Development**

Mr. Kirk submitted for the Board's consideration the following report:

“1.0 Purpose of Report

1.1 To provide the Board with an update on the group exercise performance for Quarters 3 and 4 (October 2018 – March 2019).

2.0 Recommendation

The Board is requested to note:

- **Q3 and Q4 performance;**
- **that performance monitoring is in place both locally and nationally; and**
- **the proposed improvements to Citywide Class Programme**

3.0 Main Report

3.1 Introduction:

3.1.1 Fitness class access is included as part of the better membership package

3.1.2 Approx. 240+ live group exercise classes are delivered every week across the city.

3.1.3 There are now 26 health focused class sessions held per week comprising Cardiac Rehab (11), Healthwise (9) and Move More (6)

- 3.1.4 Citywide studio provision has increased from 11 in 2015 to 17 in 2018. New centre openings in 2019 /20 will add an additional 7 studios to the estate.
- 3.1.5 Group exercise classes are recognised as a key tool in attracting and retaining members/customers.
- 3.1.6 Group exercise classes are particularly popular with female users, with females representing 3 in every 4 attendees.
- 3.1.7 Industry wide, group exercise classes are a key tool in increasing female participation. Considerably more females engage in group exercise as a core activity at 76% compared to 24% for males (Active Leisure Trends Report 2019).
- 3.1.8 The current citywide group exercise programme continues to evolve and change to increase usage figures, provide choice for the consumer and ensure quality across all centres
- 3.1.9 We currently offer 54 virtual classes in Belfast with 34 at Better Gym Belfast and 20 virtual classes offered in Better Gym Connswater.
- 3.1.10 Summary of additional studio provision planned within Phase 1B of the LTP for Andersonstown, Brook and Lisnasharragh is attached.
- 3.2 Performance Update
 - 3.2.1 The overall strategic aim remains to get More People More Active More Often through an effective citywide group exercise programme
 - 3.2.2 Attendance figures are
 - 3.2.2.1 Average attendance;
 - 3.2.2.1 36,607 for Q3/Q4
 - 3.2.2.2 Slight decrease in attendance for Q3, with 32,919. This includes the traditionally quieter period of December and reduced programme at Christmas
 - 3.2.2.3 Significant increase in attendance and classes offered over Q4, with 40,294 attendance recorded. This is due to traditional busy period at start of year
 - 3.2.3 In Q4 243 classes are running citywide with an average of 13 members attending per class, compared to an average of 11 per class in Q3

- 3.2.3.1 To note that Better Gym Belfast Virtual Classes were included in Net Tracker data for Q4
- 3.2.4 The top 3 most popular classes for Q3 and Q4 were:
 - Group Cycle- 24% of bookings
 - Total Body Conditioning- 12% of bookings
 - Yoga- 11% of bookings
- 3.2.5 These remain the top 3 classes in Belfast, with the top 2 classes predominantly led by internal centre Fitness Teams.
- 3.2.6 Health Focused classes continue to increase moving from 25 in Q2 to 26 classes per week Q4
- 3.2.6.1 To note that there are now 10 drop-in Health classes in place across the city
- 3.2.7 There are still a number of classes with a low uptake (fewer than 60% occupancy)
- 3.3 Improvements to Fitness Class Programme:
 - 3.3.1 Citywide class improvement is a focus area and to help improve class attendance and utilisation, the following actions will be taken forward:
 - 3.3.1.1 Citywide Fitness Class Lead (10 hours per week) to be recruitments to manage the development and delivery of class programme- by September 2019
 - 3.3.1.2 Citywide Online table- showcasing the citywide offer on one URL. Working with digital team to test feasibility
 - 3.3.1.3 12 Month Action Plan to be implemented upon successful recruitment of Fitness Class Lead
 - 3.3.2 Group Cycle Software has been purchased for August 2019 at Olympia. The Group Cycle connect will allow full utilisation of the existing bikes, allowing the customer and instructor the ability to manage and track class performance
 - 3.3.3 As part of 2019 Capital Investment programme, Better Gym Connswater will enhance studio provision through:
 - 3.3.3.1 Replacement of existing Group Cycle Bikes (10+ years old) with 30 new TG Connect Group Cycle Bikes
 - 3.3.3.2 Group Cycle Software and display for studio
- 3.4 Olympia as a best in practice case study

- 3.4.1** As noted in previous update, Olympia Leisure Centre's Group Exercise Programme was reviewed in July and August 2018 with improvements implemented for September 2018.
- 3.4.2** Following the success in Q2, the programme expanded with an additional 4 classes bringing it to 32 classes per week.
- 3.4.3** The programme has expanded due to Fitness Team lead classes on shift, therefore with no additional cost. The programme operates with 16 external instructor led classes per week, the same as 2018
- 3.4.4** Out of 32, 21 classes are at 95% capacity. This has been achieved by breaking down the timetable fit to operate around the strength's of the fitness team at Olympia
- 3.4.5** Overall classes' percentage remains above 80% for Q4 with an all time high recorded in January 2019 of 95%.
- 3.4.6** Class Promotion- Olympia fitness team are tasked with member retention calls, with a daily target set of 15 calls. These are focused on class promotion/programmes and inductions to help exercise adherence
- 3.4.7** Each month the team have hosted a 'Member Appreciation' class with the support of our Coffee Corner supplying them with protein smoothies
- 3.4.8** The programme performance at Olympia provides a solid
- 3.5** Challenges identified:
- 3.5.1** Traditional programmes have not diversified and need updating- Olympia is now used as a case study to boost and underperforming class/programme and will be the benchmark for new studio programmes at LTP centres
- 3.5.2** Staff resources – new staff have come into the business, with the recruitment of four new FM positions at Better Gym Belfast (2) and Better Gym Connswater
- Within this period, FM at Better Gym Belfast has been promoted to GM position at Better Gym Connswater
 - New staff will always need time to settle and acclimatise to the business and new environments
 - There will be movement around the city with LTP recruitment upcoming that may impact continuity in centres

3.5.3 Fitness Training to enhance the programme has been organised for all Fitness Teams over the upcoming 6 months as highlighted in table A below:

3.5.4 Monthly Fitness workshops are also in place to allow fitness staff across the city to workshop new class ideas and structures

Table A:

Course	Month	Venue
Boxercise	July	Grove
Lets Target	July	Grove
Fitness Instructor Course	August	Olympia
Interaction on the gym floor	August	Olympia
Maximise small group training	September	Olympia
Member journey to member success	October	Olympia
Advanced Group Cycle	Sept and Dec	Connswater”

During discussion, Ms. Pope confirmed that the imminent recruitment by GLL of a ‘Fitness Class Lead’ to oversee the Group Exercise Programme across the City would address issues which had been raised by Directors around the need to expand the programmes offered and to extend outreach work.

The Board noted the information which had been provided and welcomed the aforementioned appointment.

Tier 2 Performance – Olympia Leisure Centre USP Spa

Mr. Kirk submitted for the Board’s consideration the following report:

“1.0 Purpose of Report

1.1 To update the Board on the progress of Spa Experience at Olympia Leisure Centre. This update will cover Quarter 3 and 4 (October – March) of the 2018/19 financial year

2.0 Recommendation

2.1 The Board is requested to note the update on the Olympia LC USP Spa

3.0 Main Report

3.1 Introduction

Summary Of Key Facts	
Opening Hours	Monday – Friday 11.00 am – 8.00 pm Saturday and Sunday 10.00 am – 5.00 pm
Facilities	<ul style="list-style-type: none">• Three treatment rooms• Sauna & Steam Room• Jacuzzi• Ice Room & Sanarium• 6 x hamann heated beds
Detail	<ul style="list-style-type: none">• The Olympia Spa Experience opened in late January 2017 and is staffed by locally recruited GLL team members.• The Thermal Suite is available as a membership option for £53.00 per month. Thermal suite sessions are booked in advance and last for up to 3 hours.• The Spa is available to guests on a bookable basis and offers beauty and massage treatments.• Promotional offers are scheduled throughout the year targeting different treatments and client groups.
Pricing	<ul style="list-style-type: none">• Suburban pricing range• Thermal Suite half day ticket £15 full or £12 concession rate.• Thermal Suite off peak half day ticket £10 full or £7.50 concession rate
Comment	<ul style="list-style-type: none">• The Spa generated £99,575 income during quarter 3 & 4 2018/19. This figure has risen from £75,291 during quarter 1 & 2 2018/19. Total expenditure for quarter 3 & 4 was recorded at £96,777 which is a slight reduction against the quarter 1&2 expenditure of £98,809 in 2018/19.

3.2 Product and Pricing Overview

3.2.1 Income Areas

- Thermal Suite - Thermal suite allows for access to the thermal area only for up to 3 hours use and is priced at £15 although a range of concession and off peak options are available.
- Spa Membership - The spa memberships are based upon the £53.00 (Belfast resident) or £55.50 (non

resident) direct debit rates and include daily access to the thermal suite. Membership also entitles the members to unlimited access to the gym, pool and classes in all fourteen Better centres. There are presently 80 prepaid Spa memberships (as at 31st March 2019)

- Spa Treatments – There are a number of treatments available ranging from £12 - £70. Treatments are tailored for male and female and the team also provide pre-natal massage. The product range used is Elemis. The top Spa Treatment is once again the Elemis freestyle deep tissue massage. The combination of massages on offer contributed to over 400 of the 2000 treatments provided during quarter 3 and 4.
- Product Goods For Resale (GFR) – To help drive income generation and in line with standard industry practice the Better Spa Experience team sell Elemis, La Sultane De Saba and their own in house product called 'Signature'.

3.2.2 Performance Analysis

People - Three full time equivalent staff employed in the spa and are supported by casual colleagues.

Training – In house signature treatment 'Crown to Soul' – team trained by Supervisor Christine McCleave. Elemis product training – also lead by Christine McCleave. 3 new team members all product trained internally by supervisor (and trainer) Christine McCleave. Additional Elemis product training is presently being arranged to assist with the upsell of aspects of the elemis range

Promotion - Olympia Spa enjoyed a positive first full year in 2017/18 and established a strong client base with the majority of clients booking repeat treatments. As such, further growth has been evident during 2018/19.

The customer journey from the completed car park to the centre is shorter and a much more pleasant experience. Internal awareness has been strengthened with window vinyl advertising for directional and promotional purposes. A similar external vinyl has recently been signed off by partners and artwork for completion has been agreed.

Performance - £174,867 income was generated by Better Spa Experience in 2018/19. This is inclusive of Spa DD membership payments. This is an increase against the 2017/2018 figure which was recorded at £139,483. Expenditure for 2018/2019 was recorded at £195,586 which resulted in an

overall deficit of £20,719. This was largely in line with the estimated year end position for 2018-2019.

Usage - 6 month usage (1st October 2018- 31st March 2019) 6240 users including a range of treatments and thermal Spa usage. This has risen from 4100 during quarters 1 and 2.

3.2.3 Expenditure Areas:

- **Staffing:** Three full time equivalent staff employed in the spa and are supported by casual colleagues
- **Operations costs:** These include repairs and maintenance (R&M), service contracts, equipment purchase and utilities.
- **R and M** – As a new facility a small budget has been allocated for repairs and maintenance.
- **Service contracts** – the laundry provision, including supply and cleaning of towels, robes and flip flops
- **Utilities** – the spa is housed within the main leisure centre and consumption calculations were calculated on 20% of the total annual Olympia utility expenditure, the spa portion amounting to £46,500.
- **Publicity / Marketing** – campaigns and advertising are used to maximise awareness. This was also profiled in accordance with peak months in the spa industry.

3.2.4 Expenditure Analysis

Financial position 2017-2020:

Year	Income	Expenditure	Variance
2017-18	£139,483	£180,438	-£40,955
2018-19	£174,869	£195,586	-£20,719
2019-20	£192,548	£198,124	-£5,576

The overall financial position is forecast to improve by £15K in 2019/20 and to move towards a surplus by 2020/21.

3.3 Business Development:

Following completion of the boulevard in June 2018 the business development opportunities of Spa Experience are being enhanced and capitalised upon with external vinyl installed onto the Spa windows to support the already installed vinyl installed onto the internal office windows. Partner permissions have recently been secured to support the installation completion.

A number of targeted marketing campaigns promoted by social media and online awareness are focused on increasing income remain ongoing. These will focus on the popular quarterly promotions which are presently in place and include 'Treat Tuesday' which was launched to increase business on the traditionally quietest day of the week for Spa Experience.

Recruitment of additional therapists has recently been completed and this has increased overall treatment room utilisation at peak times from 2 to 3 rooms. The resulting rise in spa treatment income has supported this expansion in provision.

Spa membership levels have increased by 10% during quarter 3 and 4 2018/2019. Inclusion in global membership offers is intended to further grow this key area of business."

The Board noted the information which had been provided.

GLL Annual Service Plan 2020

The Board noted an update on the Annual Service Plan for 2019/20 and moving forward into 2020/21, which had been formulated in the context of the Active Belfast Limited Business Plan, the Belfast Agenda and GLL's Corporate Plan.

Tier 2 Performance – 3G Pitch Utilisation and Business Performance

Mr. McKenna submitted for the Board's consideration the following report:

"1.0 Purpose of Report

- 1.1 To provide the Board with a Q3 and Q4 progress update on the 3G pitch utilisation and business performance managed by GLL in Belfast.**

2.0 Recommendation

- 2.1 The Board is requested to note the information provided below. GLL officers will attend to provide any additional information or clarification requested by members of the Board.**

3.0 Main Report

- 3.1 Occupancy and income figures for each individual centre 3G pitch managed by GLL in Belfast are presented below along with overall citywide service figures:**

3.2 Ballysillan KPI – 23.3% Occupancy

	Oct	Nov	Dec	Q3 Total	YTD
Synthetic pitch capacity	719	690	597	2005	5935
Synthetic pitch occupancy	223	214	227	664	1522
Synthetic pitch income	£4,116	£2,746	£2,594	£9,456	£19,184
Comment: Income in November and December quite low compared to occupancy close to same as October.					
	Jan	Feb	Mar	Q4 Total	YTD
Synthetic pitch capacity	686	634	682	2002	7936
Synthetic pitch occupancy	178	184	198	560	2082
Synthetic pitch income	£2,425	£4,046	£4,289	£10,760	£10,760
Comment: Income low in January compared to occupancy being almost same as February and March.					

3.3 Brook KPI –26.8% Occupancy

	Oct	Nov	Dec	Q3 Total	YTD
Synthetic pitch capacity	654	628	446	1728	5290
Synthetic pitch occupancy	280	275	260	815	2145
Synthetic pitch income	£2,324	£3,462	£1,735	£7,521	£19,638
Comment: December and October income low compared to close occupancy as November.					

	Jan	Feb	Mar	Q4 Total	YTD
Synthetic pitch capacity	628	576	616	1820	7110
Synthetic pitch occupancy	240	234	234	708	2853
Synthetic pitch income	£2,023	£1,780	£3,427	£7,230	£7,230
Comment: February and March had same occupancy but a big difference in income.					

3.4 Girdwood KPI – 47.4% Occupancy

	Oct	Nov	Dec	Q3 Total	YTD
Synthetic pitch capacity	648	624	576	1848	5604
Synthetic pitch occupancy	259	243	202	704	2652
Synthetic pitch income	£6,998	£3,979	£3,497	£14,474	£27,723
Comment:					

	Jan	Feb	Mar	Q4 Total	YTD
Synthetic pitch capacity	624	576	624	1824	7428
Synthetic pitch occupancy	175	184	187	546	3198
Synthetic pitch income	£3,489	£4,118	£6,332	£13,939	£13,939
Comment: January and February low income compared to almost same occupancy as March.					

3.5 Olympia KPI – 30.9% Occupancy

	Oct	Nov	Dec	Q3 Total	YTD
Synthetic pitch capacity	1320	1272	1230	3822	8505
Synthetic pitch occupancy	458	495	439	1392	2794
Synthetic pitch income	£1,676	£2,145	£2,007	£5,828	£17,737
Comment: Quite high occupancy and very low income rate across the three months.					
	Jan	Feb	Mar	Q4 Total	YTD
Synthetic pitch capacity	1272	1176	1278	3726	12231
Synthetic pitch occupancy	441	430	499	1370	4164
Synthetic pitch income	£2,674	£1,853	£2,165	£6,692	£6,692
Comment: Again, quite high occupants rate and very low income.					

3.6 Ozone KPI –25.3% Occupancy

	Oct	Nov	Dec	Q3 Total	YTD
Synthetic pitch capacity	726	700	628	2054	6084
Synthetic pitch occupancy	266	282	182	730	1757
Synthetic pitch income	£4,615	£4,801	£4,032	£13,448	£32,958
Comment: All looks good and consistent.					

	Jan	Feb	Mar	Q4 Total	YTD
Synthetic pitch capacity	700	648	690	2038	8122
Synthetic pitch occupancy	247	227	250	724	2481
Synthetic pitch income	£4,994	£5,445	£7,332	£17,771	£17,771
Comment: January and February have less income than March and around same occupancy					

3.7 Whiterock KPI – 21.1% Occupancy

	Oct	Nov	Dec	Q3 Total	YTD
Synthetic pitch capacity	753	723	666	2142	6347
Synthetic pitch occupancy	211	196	173	580	1333
Synthetic pitch income	£2,591	£2,592	£1,139	£6,322	£14,209
Comment: All looks good and consistent					
	Jan	Feb	Mar	Q4 Total	YTD
Synthetic pitch capacity	721	667	710	2098	8445
Synthetic pitch occupancy	209	203	235	647	1980
Synthetic pitch income	£2,010	£2,438	£3,262	£7,710	£7,710
Comment: All looks good and consistent					

3.8 Overall Service KPI – 28.9% Occupancy

	Oct	Nov	Dec	Q3 Total	YTD
Synthetic pitch capacity	4820	4637	4142	13599	37765
Synthetic pitch occupancy	1697	1705	1483	4885	12202
Synthetic pitch income	£22,320	£19,725	£15,004	£57,049	£131,357
Comment: December income very low compared to rest of quarter					
	Jan	Feb	Mar	Q4 Total	YTD
Synthetic pitch capacity	4631	4277	4599	13507	51272
Synthetic pitch occupancy	1490	1462	1603	4555	16757
Synthetic pitch income	£17,615	£19,680	£26,807	£64,102	£64,102
Comment: March income way higher than rest of quarter					

3.9 Peak/Off peak flows

3.9.1 Belfast City Council reduced the hire charge by 25% and the resulting drop in income with no additional occupancy uptake.

3.9.2 3G pitch utilisation is seasonal based on demands from sports clubs.

3.9.3 Soccer is the main sport utilising 3G pitch services, through clubs, leagues, schools and casual usage. Gaelic Sports and Rugby are also played on 3G pitches but not with the same demand as soccer.

3.9.4 Peak usage is from 6 - 9pm across all pitches.

3.9.5 Daytime usage is dependent on centre location as well as school and business links and proximity.

3.10 User Groups

Our user groups are represented through the following categories:

- Sports Clubs**
- Leagues**
- National Governing Bodies**
- Casual**
- Schools**
- Community groups,**
- Casuals**
- Belfast City Council**

3.11 Action to maximise occupancy

- 3.11.1 All centres have built their 2019 budget books and have developed action and outreach plans, to drive utilisation and income to help mitigate against the 25% reduced the hire the resulting impact on income with no additional occupancy uptake.**
- 3.11.2 Monthly meetings with Irish Football Association have been ongoing since February 2018. Outcome has resulted in Summer camps and increased usage at Olympia & Shankill (Indoor hall – Futsal) as well as programmed coach education programmes in 2018/19.**
- 3.11.3 GLL now represented on Belfast City Council and Irish Football Association Stadium benefits working group linked to the National Stadium at Windsor Park.**
- 3.11.4 Targets for each centre have been developed to increase occupancy and income in line with 2019 business planning process.**
- 3.11.5 Target markets include local schools and businesses to drive daytime occupancy and off peak usage.**
- 3.11.6 A citywide and local centre promotional plan has been developed to complement the developed action plans**
- 3.11.7 Adult casual participation leagues (5 & 7 aside) have been successfully delivered in other partnerships operated by GLL through 'Play Football' who run and manage the leagues through an agreed contract. A similar model and business plan is to be explored for Belfast in line with the Leisure Transformation programme.**
- 3.11.8 Further development meetings with other NGB's such as GAA and Ulster Rugby to develop partnership programmes."**

After discussion, during which Mr. McKenna, in addressing a suggestion by a Director that pitches should be made available to, for example, schools and youth groups when not in use, pointed to the success of the pilot “Kids for a Quid” Pay as you Play initiative, the Board noted the contents of the report.

(Mr. Kirk, Mr. McKenna and Ms. Pope left the meeting at this point.)

Active Belfast Limited Business Plan

2017 – 2020 Business Plan Action Update

The Partnership Manager reminded the Board that, at its meeting on 21st March, 2017, it had adopted the Active Belfast Business Plan for 2017 – 2020. The Plan had included an action plan, which set out key activities and completion deadlines under six themes, namely, facility development and management, customer services and programming, business performance and operating efficiencies, partnerships and pathways, More Than Activity and Sport and, finally, Good Governance.

He explained that, although a review schedule had not been formally established, it was accepted that the Board should evaluate progress against the action plan on an annual basis. Accordingly, he submitted for the Board’s consideration the action plan, together with an update on progress for each of the aforementioned themes.

The Board noted the information which had been provided.

Business Plan Review Working Group

The Board was reminded that the Active Belfast Business Plan was due to expire on 31st March, 2020. The Partnership Manager explained that there was a broad understanding that a working group would be established to review the current plan and to formulate a new document to cover the period from 2020 till 2025. In keeping with the process employed previously, it was proposed that volunteers be sought from Directors to join the working group. It was hoped that an initial meeting would take place prior to the Board meeting on 9th September, with a more detailed progress report to be provided in October. The revised Business Plan would, subject to completion, be submitted to the Board in January for endorsement, which would allow sufficient time for it to secure Committee/Council approval before April 2020.

The Board noted the proposal to establish the working group and that the Partnership Manager would begin the process of seeking volunteers immediately, with the intention of holding an initial meeting before the end of August.

Strategic Planning Workshop

The Board was reminded that the Active Belfast Limited Business Plan for 2017 – 2020 had, within its action plan, included a requirement for a strategic planning workshop to be held on an annual basis.

The Board agreed that the workshop be held in the week commencing on 11th November and noted that the Partnership Manager would circulate potential dates.

Policy and Procedure Alignment **(Health and Safety)**

The Board was reminded that, in 2017, it had agreed a programme for the evaluation and reporting of key compliance and policy alignment assurance statements for a number of policy areas, with a view to ensuring that GLL's operating policies and procedures were aligned to those of the Council.

The Partnership Manager explained that one of those policy areas related to health and safety, which had been categorised by the Council as being a 'corporate risk', and which in terms of non-compliance with legislation and industry best practice, would have severe consequences, including potential financial loss, reputational damage and legal action.

He reported that an assessment of GLL's health and safety procedures had been undertaken, which had included 112 inspections of centres in 2018/19, as well as a desktop review of written policies and procedures. The assessment had taken into account also the report on the outcome of the 2017 independent review of leisure, which had concluded that "no evidence was found to suggest that GLL was operating the service outside of health and safety legislation and relevant guidance". He added that the Council had, in March 2019, appointed Quadra Consulting Limited to undertake a health and safety compliance audit in each centre, with the level of assurance being rated as low, moderate, high or excellent. The first such audit had been conducted on 28th June in the Olympia Leisure Centre, where the compliance assurance had been deemed to be high. The remaining centres would, he pointed out, be audited on a rolling programme basis over the next two years.

He informed the Board that the assessment had demonstrated that GLL and the Council were working effectively and that their respective policies and operating procedures were substantially aligned. Accordingly, the following statement could be supported:

"At 5th August, 2019, Belfast City Council's and GLL's policies and operational procedures in relation to Health and Safety are closely aligned, with no significant variances or areas of concern to address."

The Board noted the receipt of the report and the information contained therein.

Director Attendance and Protocol Compliance

The Board was reminded that, at its meeting on 11th March, it had approved a protocol for the future monitoring and management of Directors' attendance at Board meetings. Under the protocol, Directors would receive a letter requesting confirmation of their intention to remain on the Board, in the event that they fail to attend three consecutive meetings, without providing notice, or five consecutive meetings, either with or without providing notice.

The Partnership Manager submitted for the Board's consideration a record of Directors' attendances since June, 2017. He confirmed that a letter had, on 29th July, been forwarded to a current Director who had been absent, without providing notice, from the last five Board meetings. It had since been established that his absence had been due primarily to difficulties in securing formal notification of a nominated replacement and that he would now be remaining on the Board. He added that four other Directors had

also fallen into one of the aforementioned two attendance categories, however, they had since either resigned or been replaced on the Board.

The Board noted the information which had been provided and agreed that there was no requirement for action to be taken against the Director at this time. It noted also that it would, at its meeting in September, consider a proposal to extend the tenure of those Directors whose three-year term had now expired.

Director Changes and Companies House Returns

The Partnership Manager reported that Mr. N. Mitchell had, on 2nd June, formally resigned as a Director of the Board. In line with agreed procedures, the Chairperson had written to Mr. Mitchell accepting his resignation and thanking him for the contribution which he had made to the work of the Board since being appointed in December, 2015.

He reported further that, following the recent Local Government Elections and the subsequent nomination process, Councillors Carson, McLaughlin and Newton had replaced Councillors McCusker and McReynolds and former Councillor Craig on the Board.

He explained that Mr. Mitchell's resignation had reduced the number of Directors on the Board to thirteen, which was two less than the maximum number permitted and, importantly, one more than was required to trigger a recruitment campaign. He confirmed that registration and resignation details for new Directors would be forwarded to Companies House over the coming weeks and that Advance Accounting, Active Belfast Limited's company accountants, was actively preparing for the introduction of work on the preparation of digital tax/accounts submissions.

The Board noted the information which had been provided.

Schedule of Meetings 2019

The Board noted the following schedule of meetings for the remainder of 2019, with meetings to commence at 4.30 p.m.:

- Monday 9th September;
- Monday 7th October; and
- Monday 9th December.

Other Business

No additional items of business were raised by Directors.

Chairperson

Working Group on the Climate Crisis

Monday, 12th August, 2019

Meeting of the Working Group on the Climate Crisis

Members present: The Deputy Lord Mayor, Councillor McReynolds; and Councillors de Faoite, Ferguson, Hutchinson and Smyth.

In attendance: Ms. G. Long, Commissioner for Resilience;
Ms. C. McKeown, Sustainable Development Manager;
Ms. C. Shortt, Policy and Data Analyst; and
Mrs. S. Steele, Democratic Services Officer.

Apologies

An apology was reported on behalf of Councillor Baker.

Declaration of Interest

No declarations of interest were declared.

Election of Chairperson

After discussion, it was:

Moved by Councillor Smyth,
Seconded by Councillor Ferguson,

Resolved - That Councillor de Faoite be appointed to the position of Chairperson of the Working Group for the period ending in May, 2020

Councillor de Faoite took the chair and thanked the Members for his appointment.

Agreement of Terms of Reference

The Commissioner for Resilience drew the Members' attention to the Terms of Reference for the all-party Working Group on the Climate Crisis that had been agreed by the Strategic Policy and Resources Committee at its meeting on 21st June.

She advised that the Working Group on the Climate Crisis would be responsible for researching, monitoring and considering the potential implications of climate change for the city of Belfast and for making recommendations to the Council on a strategy or series of interventions to build Belfast's climate resilience and she then detailed its specific functions, as follows:

- to identify specific challenges and risks to the city which may emerge as a result of projected climate change;

- to monitoring the particular implications of climate change for vulnerable and disadvantaged communities across the city;
- to understand the economic risks to the city associated with climate change –including how it might impact the ability of Belfast to continue to attract and retain investment and grow the rate base;
- to understand how risks associated with climate change may impact on the Belfast Agenda priorities and strategies and programmes in place across the city;
- to influence and contribute to regional considerations of the implications of climate change on both the work of the Council and on the city;
- to collate and consider good practice from other cities and local authorities from the UK, Ireland and internationally;
- to consider actions, interventions or programmes on climate adaptation which the Council may wish to take to build the city's climate resilience;
- to consider actions, interventions or programmes on climate mitigation which the Council may wish to take to build the city's climate resilience;
- to consider public campaigns/public education programmes which the Council may wish to deliver to change behaviour among residents and businesses;
- to take account of the Council's statutory responsibilities on sustainable development and relevant Programme for Government commitments; and
- to hear evidence from other parties.

Membership of the Working Group would consist of one Member from each of the eight Political Parties represented on the Council and it would meet monthly.

It was suggested by a Member that an addition be made to bullet point two and that it therefore be amended to read “ to Monitor the particular implications of climate change for vulnerable and disadvantaged communities across the city and to actively plan with them under the principles of a Just Transition’.

The Working Group recommended to the Strategic Policy and Resources Committee that the aforementioned addition would be made under bullet point two to the Terms of Reference.

Introduction Presentation

The Commissioner for Resilience commenced by referring the Members to information highlighted in the Global Risk Report 2018 which included statistics in respect of global warming, the risks associated with it and how Governments', including the UK Government, could arrive at a net zero carbon position by 2050.

She then proceeded to detail the specific risks for Belfast and outlined the need to work with other stakeholders and partners to build a comprehensive resilience strategy which included consideration of resilience within the context of the Belfast Agenda, the Local Development Plan and the Council's Corporate Plan.

The officer suggested that the Working Group could potentially look at some of the following areas of focus to commence its work:

- Air Quality;
- Energy Efficiency. Both across the city and within the Council's assets;
- Energy Transition;
- Greening the city;
- Use of plastics;
- Resilient infrastructure;

- Data analysis to inform long term carbon reduction;
- Sustainable transport – how we travel around the city;
- Building standards – existing and new; and
- Public behavior change;

The Working Group thanked the Commissioner for Resilience for her comprehensive presentation, available [here](#).

Noted.

Discussion on Draft Programme of Work

The Working Group undertook to pursue the following work streams/future agenda items:

- to investigate tidal and surface flooding to include discussions with the Rivers Agency and NI Water;
- to investigate the preparedness of Belfast for Climate Change from an Emergency Planning prospective and to request that the Programme Manager attend a future meeting to provide an update;
- to consider further the circular economy and how it could boost jobs and tackle climate change;
- to hold discussions with Invest NI and existing local businesses in the city to consider future sustainability;
- to undertake a site visit to the North Foreshore;
- to meet with the Department for Infrastructure and Translink to discuss how Belfast's high car dependency could be reduced;
- to consider offshore wind generation;
- to consider fossil fuel drilling and how it could be banned;
- to consider fuel poverty to include discussion with the Northern Ireland Housing Executive (NIHE) and local universities;
- to be updated in respect of the 26th Conference of the Parties (COP26);
- to consider adding Sustainability Impact as a decision making element to all future Committee Reports; and
- to consider the Local Development Plan (LDP) and Climate Resilience.

Correspondence from Derry City and Strabane District Council – Climate Change

The Members were asked to note that correspondence had been received from Derry and Strabane District Council in regard to a Motion that it had passed in relation to the Climate Crisis.

As the specific request to Belfast City Council was unclear, the Working Group agreed that the Commissioner for Resilience would liaise with officers from Derry City and Strabane District Council to seek clarification and she would update the Working Group further at its next meeting.

Verbal Update on the Place-based Climate Action Network (PCAN) and Belfast Climate Commission

The Commissioner for Resilience provided the Members with an overview of the PCAN Network and the creation of the Belfast Climate Commission. She advised that the Network aimed to help the local delivery of the UK's climate change objectives by supporting the actions in cities through a partnership made up of the private, public and civic sectors.

The Belfast Climate Commission would be led by researchers from Queen's University Belfast who would aim to increase engagement with the numerous stakeholders to essentially create a shared vision and plan for the city to help make it climate resilient and map effective low carbon transition pathways, which would be driven by the specific needs for Belfast. One of the main roles of the Belfast Climate Commission would be to ensure that any low carbon energy transitions would create more and better jobs and to ensure that any benefits would be fairly distributed.

The Working Group noted the update provided.

Dates of Future Meetings

The Working Group agreed that it would meet on the following dates and times in 2019:

- Monday, 16th September at 12.00 noon;
- Monday, 21st October at 4.30pm;
- Monday, 18th November at 4.30pm.; and
- Monday, 9th December at 4.30pm.

Low Carbon Emission Vehicles

The Working Group noted that work was currently ongoing in respect of examining how the electric vehicle charging point infrastructure could be expanded throughout Belfast and the Commissioner for Resilience undertook to keep the Members informed as the work progressed.

Noted.

Chairperson