



**DISTRICT COUNCIL GOOD RELATIONS  
PROGRAMME**

**2024/25 ACTION PLAN**

**District Council: Belfast City Council**

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**Chief Executive Officer: Mr. John Walsh**

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

## Section 1

### 1.1 Programme information

<b>Number of programmes</b>	9
<b>Name/role/contact details of all staff responsible for programme management</b>	<p>To be appointed:</p> <ul style="list-style-type: none"> <li>- Senior Good Relations Officer*</li> </ul> <p>Godfrey McCartney, Good Relations Manager <a href="mailto:mccartneygodfrey@belfastcity.gov.uk">mccartneygodfrey@belfastcity.gov.uk</a></p> <p>Leish Dolan, Good Relations Officer <a href="mailto:dolanl@belfastcity.gov.uk">dolanl@belfastcity.gov.uk</a> Mobile#: 07825 147712</p> <p>Danny Sweeney, Good Relations Officer <a href="mailto:sweeneyd@belfastcity.gov.uk">sweeneyd@belfastcity.gov.uk</a> Mobile#: 07825 147713</p> <p>David Robinson, Good Relations Officer <a href="mailto:robinsondavid@belfastcity.gov.uk">robinsondavid@belfastcity.gov.uk</a> Mobile#: 07920 187264</p> <p>Mark McCloskey, Partnership Support Officer <a href="mailto:mccloskeym@belfastcity.gov.uk">mccloskeym@belfastcity.gov.uk</a> Telephone#: 02890 320202 x6031</p> <p>Louise Reilly, Monitoring Officer <a href="mailto:reillyl@belfastcity.gov.uk">reillyl@belfastcity.gov.uk</a> Telephone#: 02890 320202 x3430</p> <p>*Leish Dolan and David Robinson are covering the tasks of the Senior Good Relations Officer.</p>

### 1.2 Financial information

<b>Name/contact details for staff responsible for financial management of programme</b>	<p>Mark McCloskey, Partnership Support Officer <a href="mailto:goodrelations@belfastcity.gov.uk">goodrelations@belfastcity.gov.uk</a> 028 90270663</p>
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	100%	75%
<b>Total cost</b>	£757,864.36	£568,398.27
<b>Total programme costs</b>	£495,000.00	£371,250.00
<b>Total staff costs</b>	£262,864.36	£197,148.27
<b>Staff cost breakdown</b>	<u>Senior Good Relations Officer:</u> £56,645.28  <u>Good Relations Officers x 3 – annual salaries</u> £158,063.60: David Robinson £53,209.48 Leish Dolan £51,734.48 Danny Sweeney £53,119.64  <u>Partnership Support Officer: Mark McCloskey</u> £40,605.36  <u>Monitoring &amp; Evaluation Officer:</u> Louise Reilly £33,180.48  <u>Total 6 above roles:</u> £288,494.72	<u>Good Relations Manager, acting Senior Good Relations Officer:</u> Full Time – TEO contribution 68.52% = £38,815.65  <u>Good Relations Officers x 3: Full Time – TEO contribution 68.52%</u> = £108,311.59 David Robinson £36,461.29 Leish Dolan £35,450.57 Danny Sweeney £36,399.73  <u>Partnership Support Officer: Full Time – TEO contribution 68.52%</u> = £27,824.43  <u>Monitoring &amp; Evaluation Officer:</u> Full Time – TEO contribution 68.52% = £22,736.60

### 1.3 Claim deadlines

It is extremely important that all claims for expenditure are made promptly and that full expenditure is claimed for within six weeks of the end of the financial year. The claim deadlines for 24/25 are as follows:

- Quarter 1 to be with TEO no later than end of July 2024
- Quarter 2 to be with TEO no later than end of October 2024
- Quarter 3 to be with TEO no later than the end of January 2025
- Quarter 4 to be with TEO no later than 11<sup>th</sup> June 2025

## Section 2

<b>2.01 PROGRAMME NAME</b>		<b>2.02 CODE</b>	
Good Relations Small Grants Programme		BCC1	
<b>2.03 KEY WORDS</b>	DIVERSE, URBAN, SHARED, YOUTH, ADULT		
<b>2.04 Programme Summary</b>	<p>Having a dedicated Good Relations Small Grants programme is an important part of our Action Plan and one that is of value to community and voluntary organisations throughout Belfast. This enables the Council to support local groups who develop local projects to deal with local issues as they see fit. The process is managed by the Council’s Central Grants Unit who manage the online application process. The Good Relations Grants are trawled alongside 11 other small grants, via this link: <a href="https://www.belfastcity-grants.com/">https://www.belfastcity-grants.com/</a></p> <p>An Open call for applications to the Good Relations Small grants programme was made on the 24<sup>th</sup> October 2023. Applications closed on January 12<sup>th</sup> 2024. Following this an assessment process will be undertaken with successful projects being notified in April. This process and timeline is dependent upon a successful allocation of funding from TEO for the DCGRP.</p> <p>In 2023/24, 45 groups were awarded funding, ranging from amounts between £2,000 and £5,000, with the full allocation being awarded. This allocation also included projects that were defined as ‘intervention projects’ which were included in the small grants programme due to budget restrictions which prevented the BCC9 Strategic Intervention Programme proceeding. In 2023/24, the overall allocation for small grants totalled £154,644. A similar amount and process is planned for 2024/25, based on last years figures. We also plan to reinstate the Strategic Intervention programme as well (BCC9)</p>		
<b>2.05 Contact details for programme staff</b>	Leish Dolan: <a href="mailto:dolanl@belfastcity.gov.uk">dolanl@belfastcity.gov.uk</a> Danny Sweeney: <a href="mailto:sweeneyd@belfastcity.gov.uk">sweeneyd@belfastcity.gov.uk</a> David Robinson; <a href="mailto:robinsondavid@belfastcity.gov.uk">robinsondavid@belfastcity.gov.uk</a>		
<b>2.06 Total budgeted cost of programme (100%)</b>	£155,000.00		
<b>2.07 Total target no. of participants</b>	<b>Direct</b>	2,000	<b>Indirect</b> N/A
<b>2.08 Budgeted unit cost of programme</b>	£77.50		
<b>2.09 Targeted participant background analysis</b>	40% CRN, 40% PUL, 20% BME		

<b>2.10 Name and post code of Programme HQ</b>	<b>Location</b>	4-10 Linenhall Street	<b>Postcode</b>	BT2 8BP
<b>2.11 Names and post codes for main areas of programme impact</b>	<b>Location</b>	Newtownards Road	<b>Postcode</b>	BT4 1AF
	<b>Location</b>	Ormeau Road	<b>Postcode</b>	BT7 2EW
	<b>Location</b>	Falls Road /Shankill Road	<b>Postcode</b>	BT12 6FD /BT13 3AA
	<b>Location</b>	Antrim Road	<b>Postcode</b>	BT14 6BP
<b>2.12 T:BUC Key Aim</b>	All 4 T:BUC Priorities			
<b>2.13 Link to good relations audit</b>	<p>Belfast City Council completed its tri-annual Good Relations Audit in 2022/23.</p> <p>In 22/23, the Council agreed to resume a dedicated and specific Good Relations small grants Programme, reversing the approach adopted during COVID restrictions. 45 groups were awarded funding under this programme, following an open call for applications that were then assessed against the pre-agreed scoring criteria. The full compliment of allotted funding of £154,644 was allocated in April, giving groups a full year to deliver their projects.</p> <p>In our current audit, there was a strong recognition of the Council's small grant programme for Good Relations projects and as such, the Audit recommends that the Council maintain a Good Relations small grants programme, to ensure good relations outcomes across all 4 T:BUC Themes. Audit references are found in pp 3-5, 31-33, 35, 37 Appendix C, pp 48-51 of Good Relations Audit.</p>			
<b>2.14 Complementarity</b>	<p>The Good Relations small grant scheme is part of a pool of 10 different grants that are administered by a multidisciplinary team of officers in a central grants team. The Good Relations Officers assess all Good Relations grants, but the benefit of this internal system is that the administration is undertaken centrally, which is a key factor in ensuring that there is no duplication of TEO funding with other small grant funding. Officers from relevant Units sit on the moderation panels for grants assessment for these other small grant programmes and this promotes information sharing and ensures complementarity between projects.</p>			

	<p>In addition, the Council’s PEACEPLUS and Good Relations teams sit within the Good Relations Unit. Good Relations Staff have been involved in the provision of advice, support and guidance in the development of the Council’s PEACEPLUS Plan, ensuring complementarity and cohesion within both Plans. The Good Relations and PEACEPLUS functions are both governed by the Shared City Partnership (a working group of Council).</p> <p>There are also links with the D/PCSPs ensuring that Good Relations staff are aware of the programmes currently being supported there. This ensures there is no duplication but more importantly, opportunities for collaboration on projects which realise mutually beneficial outcomes around issues such as interfaces and hate crime.</p> <p>Officers will also ensure they are made aware of those groups which are funded by the Minority Ethnic Development Fund and BCC has a list of current UV projects which will help to address duplication.</p>
<p><b>2.15 Capacity Building</b></p>	<p>As this is an open call to support local community groups, there will be capacity building elements to all projects, vis a vis planning projects, engagement with partners, financial and monitoring activity as well as improved knowledge of Good Relations issues at a local level. However, TEO should note the inclusion of a specific Capacity Building Programme within this Action Plan, (BCC6) which will be rolled out to groups across Belfast, depending on the level of funding awarded.</p>

<b>2.01 PROGRAMME NAME</b>		<b>2.02 CODE</b>	
St. Patrick's Day Civic Events Programme		BCC2	
<b>2.03 KEY WORDS</b>	DIVERSE, SHARED, URBAN, YOUTH, ADULT, SENIOR		
<b>2.04 Programme Summary</b>	In 2024, the Council will allocate roughly £300,000 towards events around St. Patrick's Day. (In 2022, a number of large scale public events were delivered by 4 community arts groups within the City). The purpose of this programme will be to support the Carnival Parade promoter to deliver an event that is reflective of the make up of our City vis a vis, create a more diverse Carnival Parade. This will involve specific outreach, engagement and work with groups from our migrant and minority ethnic communities and from the broad Unionist Community		
<b>2.05 Contact details for programme staff</b>	David Robinson: <a href="mailto:robinsondavid@belfastcity.gov.uk">robinsondavid@belfastcity.gov.uk</a>		
<b>2.06 Total budgeted cost of programme (100%)</b>	£20,000		
<b>2.07 Total target no. of participants</b>	<b>Direct</b>	500	<b>Indirect</b> N/A
<b>2.08 Budgeted unit cost of programme</b>	£40		
<b>2.09 Targeted participant background analysis</b>	65% CNR, 25% PUL, 10% BME		
<b>2.10 Name and post code of Programme HQ</b>	<b>Location</b>	Belfast City Council	<b>Postcode</b> BT2 8BP
<b>2.11 Names and post codes for main areas of programme impact</b>	<b>Location</b>	City Centre BT1 5GS	<b>Postcode</b> BT1 5GS
<b>2.12 T:BUC Key Aim</b>	Cultural Expression		
<b>2.13 Link to good relations audit</b>	<p>The Audit recognises that promoting positive Cultural expression is still important to people and that work is still required. It also notes that there is significant budget allocated to St Patrick's Day and that this could focus on supporting cultural inclusion and participation. Belfast will celebrate a year-long City of Culture, Imagination and Creativity in 2024.</p> <p>As such, the key element of the Audit for this programme reflects that delivery of cultural expression programmes could be reimaged within the needs identified in the audit. While many people feel their cultural identity is respected, there is still a need to support the building of capacity for</p>		

	<p>communities to engage on cultural issues on a single identity basis while providing pathways for cross-community engagement as a key part of this process.</p> <p>As such, the approach to this programme will be to enhance the Council led civic events by creating greater diversity from all cultural identities in the main flagship St. Patrick's Day Carnival Parade, ensuring that it is able to demonstrate a key role in promoting Good Relations.</p> <p>Audit references are found in pp 29, 31-33, 35, 37 Appendix C 48-51 of Good Relations Audit.</p>
<p><b>2.14 Complementarity</b></p>	<p>This programme seeks to embed Good Relations outcomes into the Council's flagship event around the St. Patrick's Day period. Many local and regional events, led by the Council take place annually, which have a cultural and artistic foundation to their core. However, the most visible and most public event is the annual Carnival Parade. As such, this years' Action Plan seeks to support the participation and inclusion of those communities within the City who may ordinarily not participate in the Parade. This is important from the point of view of promoting positive cultural expression in a diverse City. This programme will therefore complement the Council's civic complement for this period, ensuring that those events are focussed on achieving Good Relations outcomes and promoting positive cultural expression.</p>
<p><b>2.15 Capacity Building</b></p>	<p>This programme will continue to see the Council embedding Good Relations outcomes into its mainstream service delivery. This mainstreaming work will be key to ensuring that Good Relations is a key consideration in all aspects of the work of the Council.</p>



<b>2.01 PROGRAMME NAME</b>	Positive Cultural Expression Programme				<b>2.02 CODE</b>	BCC3	
<b>2.03 KEY WORDS</b>	SIN-ID, URBAN, YOUTH, ADULT, SKILLS						
<b>2.04 Programme Summary</b>	To support the deployment of at least 10 Beacons for July events that are staged as an alternative to traditional 11 <sup>th</sup> July bonfires.						
<b>2.05 Contact details for programme staff</b>	Danny Sweeney: <a href="mailto:sweeneyd@belfastcity.gov.uk">sweeneyd@belfastcity.gov.uk</a>						
<b>2.06 Total budgeted cost of programme (100%)</b>	£20,000						
<b>2.07 Total target no. of participants</b>	<b>Direct</b>	2,000	<b>Indirect</b>	500			
<b>2.08 Budgeted unit cost of programme</b>	£25.00						
<b>2.09 Targeted participant background analysis</b>	100% PUL						
<b>2.10 Name and post code of Programme HQ</b>	<b>Location</b>	4-10 Linenhall Street	<b>Postcode</b>	BT2 8BP			
<b>2.11 Names and post codes for main areas of programme impact</b>	<b>Location</b>	Newtownards Road - Charter N.I	<b>Postcode</b>	BT4 1HG			
	<b>Location</b>	Donegall Road - GVRT	<b>Postcode</b>	BT12 6FQ			
	<b>Location</b>	Shankill Road – Spectrum Centre	<b>Postcode</b>	BT13 3AA			
	<b>Location</b>	Ballysillan Road – North Belfast Alternatives	<b>Postcode</b>	BT14 6SL			
<b>2.12 T:BUC Key Aim</b>	Our Cultural Expression						
<b>2.13 Link to good relations audit</b>	<p>The Audit recognises that promoting positive Cultural expression is still important to people and that work is still required. While many people feel their cultural identity is respected, there is still a need to support the building of capacity for communities to engage on cultural issues on a single identity basis while providing pathways for cross-community engagement as a key part of this process.</p> <p>Therefore, the approach to this programme will be to support people from the broad Unionist community in embedding a sense of confidence and pride and one’s own cultural identity particularly around the</p>						

	<p>most significant period of celebration within this community.</p> <p>The programme therefore will support communities in the positive expression of their cultural heritage and identity through the provision and deployment of up to 10 beacons that will replace a traditional bonfire.</p> <p>Audit references are found in pp 14, 24-25, 29, 32, 35, 37 Appendix C 48-51 of Good Relations Audit.</p>
<p><b>2.14 Complementarity</b></p>	<p>This programme supports the work of the Council's Good Relations, cleansing, community safety and community development goals. It seeks to also support other agencies such as DfI Roads, the NIHE, PSNI and the NIFRS. Through supporting better approaches to traditional bonfire events, there are not only operational benefits to agencies from this programme, but there are also significant cost savings to be made through this approach.</p>
<p><b>2.15 Capacity Building</b></p>	<p>The whole essence of this programme is about building the capacity, confidence, capability and leadership skills of individuals and groups within the broad Unionist community. The goal of this is to support local groups to improve their skills in the development and delivery of projects that support positive cultural expression. TEO should note the inclusion of a specific Capacity Building Programme within this Action Plan, (BCC6) which will be rolled out to groups across Belfast, depending on the level of funding awarded.</p>

<b>2.01 PROGRAMME NAME</b>		<b>2.02 CODE</b>	
Civic Engagement and Learning Programme		BCC4	
<b>2.03 KEY WORDS</b>	DIVERSE, ADULTS, SENIOR		
<b>2.04 Programme Summary</b>	<p>Develop and deliver a programme of events and training on good relations/diversity.</p> <p>This will involve a programme of DiverseCity initiatives to sensitively celebrate and share our city stories of diversity and to provide opportunities to open conversations around inclusion.</p> <p>Events will include: Refugee Awareness Training, Living Library Events, Exploring aspects of the history and culture of faith, language and minority groups within the city. Providing opportunities for residents to visit places and spaces across Belfast that they may not traditionally visit. This will enhance participants understanding of the diversity of our society, contributing to a greater appreciation of diversity and increased use of shared space.</p> <p>This programme will also see the delivery of the now annual Day of Reflection, which aims to provide a space for citizens to reflect on the impact of the conflict in and about Northern Ireland. It will also include events to mark Refugee Week, Black History Month, Eid, Good Relations Week, Holocaust Memorial Day as well as running workshops around addressing Anti-Muslim Sentiment and Anti-Semitism. This programme will involve delivery partners such as UK Pivot, Tell Mama, Faith Matters, Cultural Solutions and ASCONI.</p>		
<b>2.05 Contact details for programme staff</b>	Leish Dolan; <a href="mailto:dolanl@belfastcity.gov.uk">dolanl@belfastcity.gov.uk</a> David Robinson; <a href="mailto:robinsondavid@belfastcity.gov.uk">robinsondavid@belfastcity.gov.uk</a>		
<b>2.06 Total budgeted cost of programme (100%)</b>	£20,000		
<b>2.07 Total target no. of participants</b>	<b>Direct</b>	400	<b>Indirect</b> N/A
<b>2.08 Budgeted unit cost of programme</b>	£50.00		
<b>2.09 Targeted participant background analysis</b>	40% CNR, 40% PUL, 20% BME		
<b>2.10 Name and post code of Programme HQ</b>	<b>Location</b>	Belfast City Council	<b>Postcode</b> BT2 8BP
<b>2.11 Names and post codes for main areas of programme impact</b>	<b>Location</b>	City wide	<b>Postcode</b> All post codes

<b>2.12 T:BUC Key Aim</b>	Shared Community
<b>2.13 Link to good relations audit</b>	<p>The most recent Audit identifies that the Council should maintain programmes on civic engagement and learning that works with staff, the public and elected members including on issues of cultural competence.</p> <p>Building on the feedback from the process undertaken as part of the development of the Audit, it strongly recommends that the inclusive approach around the Day of Reflection should be built on and developed further.</p> <p>Audit references are found in pp 4, 29, 36, 38, Appendix C, 48-51 of Good Relations Audit.</p>
<b>2.14 Complementarity</b>	<p>The proposals in this theme will support efforts within the City to build the knowledge of the diversity that exists within Belfast, with the additional aim of promoting the integration and inclusion of new Communities across Belfast.</p> <p>The proposals also compliment the results of the engagement that was undertaken on the development of the Council’s PEACEPLUS Local Action Plan as well as ongoing work within the Belfast Policing and Community Safety Partnerships to address hate crime. This also relates very strongly to the work on the Inequalities research and the Council’s Racial Equality Strategy.</p>
<b>2.15 Capacity Building</b>	<p>This programme supports the development of knowledge and understanding of the diversity that exists within the City of Belfast. It also affords residents an opportunity to engage in an event to mark those events of the recent conflict through the annual Day of Reflection.</p>

2.01 PROGRAMME NAME	2.02 CODE
Minority Ethnic Equality and Inclusion Programme	BCC5
2.03 KEY WORDS	DIVERSE, ADULT, SENIOR, YOUTH
2.04 Programme Summary	<p>Over the past number of years, the Council has been committed to promoting the integration and inclusion of Minority Ethnic Communities and has developed strong links with these communities.</p> <p>This programme will build on this engagement and continue to support initiatives that seek to support the integration and inclusion of all Communities, through good relations related projects as well as supporting advice giving organisations.</p> <p>The following outlines activity included within this programme:</p> <p><b>Migrant Forum</b> The programme will continue to develop the Migrant Forum that has now existed for over 14 years, providing a platform for organisations across Belfast to share information and network in relation to the integration and inclusion of Minority Ethnic communities facilitating partnership working.</p> <p><b>Integration and Orientation Support</b> The programme will build on recommendations arising from Council commissioned research into the experiences of People from Minority Ethnic backgrounds in Belfast.</p> <p>It will support the delivery of a project to enhance befriending and integration opportunities for Refugees and Asylum Seekers, linking them with local befrienders, developing their leadership potential. This will build on and continue a project delivered by Conway Education as part of the Dispersal Funding.</p> <p>It will support an outreach integration and good relations project in Council Community centres enabling new Communities to access wider programmes and to link locally, delivered by Belfast City of Sanctuary.</p> <p>It will support a good relations related intervention to encourage the inclusion of Belfast’s Roma Community, delivered by Forward South.</p>

	<b>Supporting Community Groups to develop integration initiatives</b> It will also support small localised opportunities to promote positive relations between host and new communities.			
<b>2.05 Contact details for programme staff</b>	Leish Dolan; <a href="mailto:dolanl@belfastcity.gov.uk">dolanl@belfastcity.gov.uk</a>			
<b>2.06 Total budgeted cost of programme (100%)</b>	£80,000			
<b>2.07 Total target no. of participants</b>	<b>Direct</b>	1,000	<b>Indirect</b>	N/A
<b>2.08 Budgeted unit cost of programme</b>	£80.00			
<b>2.09 Targeted participant background analysis</b>	70% BAME, 15%CNR and 15%PUL			
<b>2.10 Name and post code of Programme HQ</b>	<b>Location</b>	Belfast City Council	<b>Postcode</b>	BT2 8BP
<b>2.11 Names and post codes for main areas of programme impact</b>	<b>Location</b>	City wide	<b>Postcode</b>	All post codes
		South Belfast		BT7 1FY
<b>2.12 T:BUC Key Aim</b>	Safe Community			
<b>2.13 Link to good relations audit</b>	<p>The most recent Audit seeks to build on the work undertaken by the Council on supporting the participation and inclusion of minority ethnic residents over the last number of years. In making recommendations on how to progress this work further the Audit highlights the following as being key components for this Action Plan:</p> <ol style="list-style-type: none"> <li>1. Develop initiatives to address anti-Muslim hate.</li> <li>2. Develop a programme focusing on minority ethnic leadership</li> <li>3. Examine and explore the response of Council's and communities in Britain, Ireland and further afield regarding managing diversity and tackling systemic racism.</li> </ol> <p>Audit references are found in pp 4, 10, 11, 13, 16, 23, 27, 29, 31-33, 36 - 38 Appendix C, pp 48-51 of Good Relations Audit.</p>			
<b>2.14 Complementarity</b>	The proposals in this theme will support efforts within the City to promote the integration and inclusion of new Communities across Belfast. The proposals also support the programmes submitted as part of the Council's PEACEPLUS Plan as well as ongoing work within the Belfast Policing and			

	<p>Community Safety Partnerships to address hate crime.</p> <p>The Migrant Forum provides a city-wide platform to encourage collaborative working between partners across the City. It has a membership of over 50 organisations and provides networking, information sharing and opportunities for joint projects across the city. It is also used as a means by which the Council can consult and co-design policies with those from Ethnic Minority Communities. This includes the work on the Inequalities research and the Council's Racial Equality Strategy.</p> <p>We are also working with the Council's Equality Officers to ensure the integration and inclusion of new communities supports the delivery of the Belfast Agenda and the Inclusive Growth Strategy.</p> <p>The proposals around the integration and inclusion of new communities fit with the overall themes of the Race Equality Strategy and will complement programmes funded under the Minority Ethnic Development Fund and other funds supporting this inclusion.</p>
<p><b>2.15 Capacity Building</b></p>	<p>This programme specifically seeks to increase the capacity of people from ethnic minority backgrounds to assume leadership roles within community and statutory organisations. Further, it will increase the capacity of organisations, such as the Council, to address issues of inequality and promote inclusion</p>

<b>2.01 PROGRAMME NAME</b>		<b>2.02 CODE</b>	
Embedding Good Relations Programme		BCC6	
<b>2.03 KEY WORDS</b>	DIVERSE, ADULT, SHARED		
<b>2.04 Programme Summary</b>	<p>This programme seeks to develop an awareness of Good Relations and how it can support effective service and programme delivery.</p> <p>This is both an internal Council challenge but is also relevant for communities, civic society, city leaders and other public agencies. The programme will develop and deliver a series of workshops on how to ‘design in’ Good Relations in programme and project planning as well as building the Good Relations capacity of groups and organisations across the City.</p> <p>Further to the above, develop a cross departmental programme with colleagues in Place and Economy to develop a programme to promote Community Wealth Building. This will build the skills and create sustainable partnerships with local Community Organisations who will be able to position themselves to bid for the delivery of elements within the Belfast City Council’s Peace Plus Programme through a “Prepare to Procure Initiative”.</p>		
<b>2.05 Contact details for programme staff</b>	<p>Godfrey McCartney; <a href="mailto:mccartneygodfrey@belfastcity.gov.uk">mccartneygodfrey@belfastcity.gov.uk</a> David Robinson; <a href="mailto:robinsondavid@belfastcity.gov.uk">robinsondavid@belfastcity.gov.uk</a></p>		
<b>2.06 Total budgeted cost of programme (100%)</b>	£30,000		
<b>2.07 Total target no. of participants</b>	<b>Direct</b>	600	<b>Indirect</b> N/A
<b>2.08 Budgeted unit cost of programme</b>	£40.00		
<b>2.09 Targeted participant background analysis</b>	40% CNR, 40% PUL, 20% BME		
<b>2.10 Name and post code of Programme HQ</b>	<b>Location</b>	Belfast City Council	<b>Postcode</b> BT2 8BP
<b>2.11 Names and post codes for main areas of programme impact</b>	<b>Location</b>	Belfast Citywide	<b>Postcode</b> All Postcodes
<b>2.12 T:BUC Key Aim</b>	Shared Community		
<b>2.13 Link to good relations audit</b>	The Council’s most recent Audit highlighted two significant elements that are central to this programme being included in this particular Action Plan (p.36)		



	<ol style="list-style-type: none"> <li>1. Communication on good relations work is important, especially in challenging some behaviours or promoting others.</li> <li>2. Further work to engage staff, in a targeted way, on good relations work should be supported. This also may include some recommendations on how to support the political leads and staff.</li> </ol> <p>Furthermore, it specifically recommends embedding good relations in Shared City Partnership research and discussions. The Audit is clear that the implementation of the good relations action plan should be the responsibility of the Shared City Partnership, through delegated authority, and on behalf of the whole Council. As such, Good Relations is Everyone’s Business.</p> <p>As part of this, building the capacity of groups and partner organisations within the City is equally important. Specifically, page 34 of the Audit references the following:</p> <ul style="list-style-type: none"> <li>- Skills development – including civic leadership – training and education initiatives – dialogues, talks, seminars and events;</li> <li>- Sensitive issues – realising the benefit of tackling contentious issues early and associated cost-saving – continuing to include some of the most difficult issues on the good relations agenda;</li> </ul> <p>This programme will seek to achieve these outcomes.</p> <p>Additional audit references can also be found in pp 3, 7, 18, 24, 27-30, 33-36 of Good Relations Audit.</p>
<p><b>2.14 Complementarity</b></p>	<p>This programme complements the corporate direction of the Council. Internally, the goal is to provide advice and guidance to those seeking to ensure that Good Relations considerations are at the heart of their work. This is critical as one of the underpinning themes within the Belfast Agenda states: “BCC will work with the Shared City Partnership to deliver an integrated plan to <b>improve good relations</b>, develop a sustainable, transferable and scalable approach to management and promotion of shared spaces, while creating leadership and networking opportunities”.</p>

	<p>The reality however is that colleagues need the tools and skills to deliver this desired outcome. This programme will seek to do that.</p> <p>Externally, there is a need to support local groups and partner agencies in developing Good Relations considerations and outcomes within their routine service delivery. The Council's Good Relations Strategy seeks to ensure that 'no-one is left behind'. This programme will build the capacity of groups to make Good Relations central to what they do.</p>
<p><b>2.15 Capacity Building</b></p>	<p>This programme is a specific capacity building programme which seeks to embed Good Relations considerations within wider Council service delivery and within communities and partner agencies. Having Good Relations considerations as part of this compliment of service provision will be key to ensuring that Good Relations considerations and outcomes are 'designed in' to all future policies, programmes and initiatives.</p>

<b>2.01 PROGRAMME NAME</b>	<b>2.02 CODE</b>
Interface Engagement and tackling sectarianism & racism	BCC7
<b>2.03 KEY WORDS</b>	WALLS, URBAN, YOUTH, ADULT
<b>2.04 Programme Summary</b>	<p>This programme will contain two distinct elements. We will work with a range of internal and external stakeholders to identify strategic projects that will:</p> <ol style="list-style-type: none"> <li>1. develop and deliver a city-wide initiative on anti-sectarianism and anti-racism to include other agencies and government</li> <li>2. support progress towards the softening, transformation and/or removal of interface barriers through Good Relations engagement.</li> </ol> <p>As an example, below are those groups funded during 2023/24 for delivery of Good Relations projects and it would be envisaged that similar groups will continue to be our partners in ongoing delivery, however Council will want to adopt the common needs plus model; concentrating more on what are the common issues i.e. what combines communities rather than what divides communities: It would be anticipated that programmes could be developed around Cost of Living, Health and Well Being, Employment Opportunities, Education etc. The will result in Good Relations outcomes and improved quality of life.</p> <p>Belfast Interface Project Tackling Awareness on Mental Health Initiative Black Mountain Shared Space Westland FC and St Marys FC Westland FC and St Marys FC City East/Mural Arts engagement programme INTERCOMM/Duncairn Community Partnership Cliftonville Community Regeneration Forum TASCIT/NBIN Colin Neighbourhood Partnership Dunmurry Community Association Suffolk Community Forum Holy Family community centre Finaghy Residents Group Limestone Utd project Lower Oldpark Community Association</p>
<b>2.05 Contact details for programme staff</b>	Danny Sweeney; <a href="mailto:sweeneyd@belfastcity.gov.uk">sweeneyd@belfastcity.gov.uk</a>
<b>2.06 Total budgeted cost of programme (100%)</b>	£80,000

<b>2.07 Total target no. of participants</b>	<b>Direct</b>	1,200	<b>Indirect</b>	5,000
<b>2.08 Budgeted unit cost of programme</b>	£66.66			
<b>2.09 Targeted participant background analysis</b>	45% CNR; 45% PUL; 10% BME			
<b>2.10 Name and post code of Programme HQ</b>	<b>Location</b>	Belfast City Council	<b>Postcode</b>	BT2 8BP
<b>2.11 Names and post codes for main areas of programme impact</b>	<b>Location</b>	Crumlin/Woodvale Road	<b>Postcode</b>	BT14 7EA/BT13 3BU
	<b>Location</b>	White City/Whitewell	<b>Postcode</b>	BT36 7JX
	<b>Location</b>	Falls Road /Shankill Road	<b>Postcode</b>	BT12 6FD /BT13 3AA
	<b>Location</b>	Antrim Road	<b>Postcode</b>	BT14 6BP
	<b>Location</b>	Black Mountain	<b>Postcode</b>	BT13 3TS
	<b>Location</b>	Thistle/Madrid Street	<b>Postcode</b>	BT54EE
	<b>Location</b>	Duncairn Gardens	<b>Postcode</b>	BT152GQ
<b>2.12 T:BUC Key Aim</b>	Safe Community			
<b>2.13 Link to good relations audit</b>	<p>The Audit highlights that much of the work of the good relations team has been successful and should be continued. This includes those projects that are flexible and allow for the Council to be able to respond to local events in developing interventions at some of the most contested interfaces in Northern Ireland.</p> <p>It further highlights interface engagement working to transform or remove peace barriers.</p> <p>The most prominent issue raised during the preparation of the audit was the continued existence of sectarianism and racism within our society. As such, the audit makes a strong recommendation that the Council develop initiatives to challenging sectarianism and racism, the influence of paramilitarism, hate incidents and crimes.</p> <p>Belfast City Council should be leading in delivering anti-sectarianism projects. This was identified as the most significant issue in the audit.</p> <p>Audit references are found in pp 3-5, 9-11, 22-23, 28-29, 31-33, 35-38 Appendix C 48-51 of Good Relations Audit.</p>			

<p><b>2.14 Complementarity</b></p>	<p>The Council’s approach to working on interface issues is built on developing a Good Relations approach which in essence centres on building relationships within and between communities living at interface areas. In the 2022/23 Action Plan, the Council supported 17 such local initiatives which included youth engagement, local events, cross community activity on interfaces as well as sporting activities with young people. This approach complements other NI Executive and T:BUC initiatives on interfaces, which includes transformation, removal and security issues.</p> <p>BCC also sits on the Interface Programme Board overseen by the Department of Justice and reports significant initiatives into this Board.</p> <p>A GRO sits on 5 of the 6 x IFI PBP funded Project Review groups as well as the over-arching IFI PBP Programme Review Board as the Council representative for interface working.</p> <p>This programme of activity also complements the current Peace IV capital shared space projects at both Black Mountain and Shankill Women’s Centre (Lanark Way).</p> <p>Officers work closely with statutory partners on this programme, including DoJ, NIHE and DfC and is continuing to develop relationships with community-based organisations.</p>
<p><b>2.15 Capacity Building</b></p>	<p>The significance of this programme will be in participants and wider residents, developing an increased awareness of the impact of sectarianism and racism on individuals and communities.</p>

<b>2.01 PROGRAMME NAME</b>		<b>2.02 CODE</b>	
Shared Education Schools Programme		BCC8	
<b>2.03 KEY WORDS</b>	YOUTH, URBAN, DIVERSE		
<b>2.04 Programme Summary</b>	<p>This initiative is delivered in partnership with Education Authority and has received funding from Stena Line for the last 4 years. This Stena Line contribution has now ended. However, the programme will continue until the end of June 2024, to coincide with the academic year. As such, the programme will continue to support the engagement of 9 schools in 4 shared education partnerships across Belfast.</p> <p>The project will cement relationships between pupils and staff in schools from different sectors and also support cross community engagement between parents.</p> <p>Participating schools are:</p> <ol style="list-style-type: none"> <li>1. Malvern Primary School (BT13 1HW) and St Peters Primary School (BT12 4JD).</li> <li>2. Donegall Rd Primary School (BT12 6HE) and St Brides' Primary School (BT9 6FP). (St. Bride's replaced St. Malachy's in 2022).</li> <li>3. Springhill Primary School (BT13 3NH), St Clare's Primary School (BT13 2SE) and Springfield Primary School (BT12 7DJ).</li> <li>4. Finaghy Primary School (BT10 0EF) and St John the Baptist Primary School (BT11 9EH).</li> </ol> <p>The programme will continue to deliver pupil to pupil activities on Good Relations issues and will also continue to support the development of the teaching and wider school staff, for Shared Education delivery.</p>		
<b>2.05 Contact details for programme staff</b>	David Robinson: <a href="mailto:robinsondavid@belfastcity.gov.uk">robinsondavid@belfastcity.gov.uk</a>		
<b>2.06 Total budgeted cost of programme (100%)</b>	£30,000		
<b>2.07 Total target no. of participants</b>	<b>Direct</b>	220	<b>Indirect</b> N/A
<b>2.08 Budgeted unit cost of programme</b>	£45.45		
<b>2.09 Targeted participant background analysis</b>	PUL – 45%, CNR – 45%, BME – 10%		
<b>2.10 Name and post code of Programme HQ</b>	<b>Location</b>	Council Offices	<b>Postcode</b> BT2 1FP

<b>2.11 Names and post codes for main areas of programme impact</b>	<b>Location</b>	West Belfast	<b>Postcode</b>	BT13 1HW BT12 4JD
	<b>Location</b>	West/South Belfast	<b>Postcode</b>	BT12 6HE BT7 2BJ
	<b>Location</b>	West Belfast	<b>Postcode</b>	BT13 3NH BT13 2SE BT12 7DJ
	<b>Location</b>	West/South Belfast	<b>Postcode</b>	BT10 0EF BT11 9EH
<b>2.12 T:BUC Key Aim</b>	Children and Young People			
<b>2.13 Link to good relations audit</b>	<p>This programme will complete it's fourth and final year. Indeed, the Audit recognizes that "While the schools programme has seen some great good relations outcomes, Stena Line's support for this will be ending in the next 12 months". This final year of this programme meets the expressed need within the Audit of "The need to involve young people in Good Relations initiatives".</p> <p>As such, the final spring term of this programme will cement the work done over the past 4 years with the young people who have participated, despite the disruption of COVID.</p> <p>There is also significant learning involved for both teaching staff, the whole school and parents.</p> <p>Audit references are found in pp 3, 11, 13, 21-22, 25, 28, 29, 31, 35, 37, 38 Appendix C, pp 48-51 of Good Relations Audit.</p>			
<b>2.14 Complementarity</b>	<p>This project will end in June 2024. The project has been successful in developing links between local schools and Council services as part of the overall project, which has complimented PEACE IV projects in the area as well as other Council initiatives on issues such as the environment.</p> <p>The Education Authority (EA) are our key delivery partner on this project. This link ensured that this project worked in schools that were not part of current Shared Education provision.</p>			
<b>2.15 Capacity Building</b>	<p>There has been significant capacity building within this programme for teachers and for the participating schools themselves, which has involved equipping schools and staff for effective delivery of Shared Education projects.</p>			

## Section 2

2.01 PROGRAMME NAME	2.02 CODE
Strategic Connections & Support Programme	BCC9
2.03 KEY WORDS	URBAN, YOUTH, WALLS.
2.04 Programme Summary	<p>The aim of the Programme is to target resources through a Strategic Connections and Support Programme distributed on a themed basis for localised programmes, events and activities – across the City.</p> <p>This ensures that the approach can be targeted, strategic and proactive and will include work at interface areas on a common needs model. As previously stated in the Action Plan, it is important for Council to consider how it develops Good Relations while addressing a core social need which is impacting those in a specific area. If the data is considered for example on either side of an interface it will clearly demonstrate challenges in: Cost of Living, Health and Well Being, Education, Employability, Higher Mortality Rates, the Environment etc. Through the Good Relations Action Plan if Council concentrate on the elements of common need and develop opportunities with these at its core, the result will be sustainable Good Relations outcomes.</p> <p>To achieve this the Plan would be to progress an Expression of Interest for Programme Delivery for the following themes: -</p> <ol style="list-style-type: none"> <li>1. Cost of Living</li> <li>2. Health and Wellbeing</li> <li>3. The Environment and Climate Change</li> <li>4. Animating Parks and Public Spaces</li> <li>5. Education and Employment</li> </ol> <p>This approach will be trialled in 24/25 and will be open to Community Organisations across the City.</p> <p>All activity will be required to meet at least one of the outcomes laid out in the T:BUC Strategy and align to the Council's Good Relations Strategy.</p>
2.05 Contact details for programme staff	<p>Leish Dolan; <a href="mailto:dolanl@belfastcity.gov.uk">dolanl@belfastcity.gov.uk</a>  David Robinson; <a href="mailto:robinsondavid@belfastcity.gov.uk">robinsondavid@belfastcity.gov.uk</a>  Danny Sweeney; <a href="mailto:sweeneyd@belfastcity.gov.uk">sweeneyd@belfastcity.gov.uk</a></p>



<b>2.06 Total budgeted cost of programme (100%)</b>	£50,000			
<b>2.07 Total target no. of participants</b>	<b>Direct</b>	800	<b>Indirect</b>	N/A
<b>2.08 Budgeted unit cost of programme</b>	£75.00			
<b>2.09 Targeted participant background analysis</b>	40% CNR, 40% PUL, 20% BME			
<b>2.10 Name and post code of Programme HQ</b>	<b>Location</b>	Belfast City Council	<b>Postcode</b>	BT2 8BP
<b>2.11 Names and post codes for main areas of programme impact</b>	<b>Location</b>	All parts of the City	<b>Postcode</b>	All postcodes
<b>2.12 T:BUC Key Aim</b>	All four T:BUC Aims: Children & Young People, Safe and Shared Communities and Cultural Expression.			
<b>2.13 Link to good relations audit</b>	<p>Previously, as TEO brought Planned Intervention into line with the Programme Funding in 21/22, this gave the Council an opportunity to configure a programme that meets the Council's Strategic needs and those identified within our previous Audit; namely, to:</p> <ul style="list-style-type: none"> <li>- Ensure there continues to be a city-wide, consistent approach to good relations while inputting at local area level.</li> </ul> <p>Our most recent Audit highlights the success of this approach and further states:</p> <p>“The good relations agenda is an important part of the reconciliation process, therefore, which is more than just about cross community relationships. The impact of economic and social deprivation, changing structures that estranged people, encouraging a sense of belonging of all including those people and communities feeling estranged (before, during or after the conflict), acknowledgement and a <b>common vision</b> are all critical elements.”</p> <p>As such, this programme will be included as part of our Action Plan for 2024/25 and beyond.</p> <p>Audit references are found in pp 3, 21-22, 25, 28, 29, 31, 35, 37, Appendix C, pp 48-51 of Good Relations Audit.</p>			
<b>2.14 Complementarity</b>	This strategic approach to intervention work complements wider programmes aimed at Planned			

	<p>Intervention across the City and indeed the Region, most notably the T:BUC Summer Camps and the Intervention work of EA. The outcomes for this programme will continue to be the same as those for other planned intervention initiatives. In addition, the Council will have a number of grants which will supporting groups from a range of sectors to engage with good relations outcomes.</p> <p>It would also be our view that this Programme could complement work being undertaken through other Funds including Urban Villages etc.</p>
<p><b>2.15 Capacity Building</b></p>	<p>This programme will support local groups to develop a strategic approach to intervention work. As such, this programme will support them to assess things such as anti-social behaviour and hate crime on their impact on local Good Relations.</p>

### Section 3

#### Action Plan Programme Outcome Summary Table 2023/24

Programme name (2.01)	Code (2.02)	Key Aim (2.12)	Key Words (2.03)	No. direct participants (2.07)	Total Cost (2.06)	Post Codes (2.11)
Good relations small grants programme	BCC1	All 4 T:BUC Aims	DIVERSE URBAN SHARED YOUTH ADULT	2,000	£155,000	BT2 8BP BT4 1AF BT7 2EW BT12 6FD BT13 3AA BT14 6BP
St. Patrick's Day Civic Events Programme	BCC2	Cultural Expression	DIVERSE SHARED URBAN YOUTH ADULT SENIOR	500	£20,000	BT1 (City Centre)
Positive Cultural Expression Programme	BCC3	Cultural Expression	SIN-ID URBAN YOUTH ADULT SKILLS	2,000	£50,000	BT4 1HG BT12 6FQ BT13 3AA BT14 6SL
Civic Engagement and Learning Programme	BCC4	Shared Community	DIVERSE ADULTS SENIOR	400	£20,000	City-wide. All postcodes. Activities open to the public.
Minority Ethnic Inclusion Programme	BCC5	Safe Community	DIVERSE ADULT SENIOR YOUTH	1,000	£80,000	BT2 8BP BT7 1FY
Embedding Good Relations Programme	BCC6	Shared Community	WALLS URBAN YOUTH ADULT	500	£20,000	Within Belfast City Council: BT1 5GS City-wide
Interface Engagement and tackling sectarianism & racism	BCC7	Safe Community	WALLS URBAN YOUTH ADULT	1,200	£80,000	BT2 8BP BT14 7EA BT13 3BU BT36 7JX BT12 6FD BT13 3AA BT14 6BP BT13 3TS

						BT5 4EE BT15 2GQ
Shared Education Schools Programme	BCC8	Children and Young People	YOUTH URBAN DIVERSE	220	£10,000	BT13 1HW BT12 4JD BT12 6HE BT7 2BJ BT13 3NH BT9 6FP BT13 2SE BT12 7DJ BT10 0EF BT11 9EH
Strategic Intervention Programme	BCC9	All four T:BUC Aims	URBAN, YOUTH, WALLS	800	£60,000	City-wide. All postcodes

## Section 4

### T:BUC Strategic Outcome

**Note: two programmes cover all 4 T:BUC aims, therefore a quarter of these two programmes has been apportioned to the table below.**

	<b>C&amp;YP</b>	<b>Shared community</b>	<b>Safe community</b>	<b>Cultural Expression</b>	<b>DCGRP Total</b>
<b>Total no. of programmes</b>	<b>1 (plus two quarters)</b>	<b>2 (plus two quarters)</b>	<b>2 (plus two quarters)</b>	<b>2 (plus two quarters)</b>	<b>9</b>
<b>Total no. of direct participants</b>	<b>920</b>	<b>1,600</b>	<b>2,900</b>	<b>3,200</b>	<b>8,620</b>
<b>Unit cost of programme activity</b>	<b>£69.29</b>	<b>£58.59</b>	<b>£73.70</b>	<b>£38.67</b>	<b>£57.42</b>
<b>Total cost of programmes</b>	<b>£63,750</b>	<b>£93,750</b>	<b>£213,750</b>	<b>£123,750</b>	<b>£495,000</b>