



North East
PEACE III
Partnership

Programme 4a
Community and Ethnic Minority Capacity
Building and Sharing Programme –
Development

Mapping Report
Autumn 2009

Presented by: VMS Consults Ltd



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A project supported by the PEACE III Programme managed for the Special EU Programmes Body by the North East PEACE III Partnership.

Community and Ethnic Mapping Report

An examination of current demographics, policy and needs as they relate to development of community and ethnic minority communities and the reduction of racism in the North East

Autumn 2009



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Acknowledgement

EU Peace Programme Priority 1: Reconciling Communities

Theme 1.1 Building Positive Relations at the Local Level

North East Peace III Partnership

Programme 4A

Community and Ethnic Minority

Capacity Building and Sharing Development Programme

VMS Consults Ltd is lead partner in a consortium of organisations and agencies developing a programme that will assist build the capacity of communities and ethnic minorities to develop shared programmes that help build communities free from sectarianism and racism. The Consortium would formally like to thank the many groups who have contributed to the research upon which the programme will be based. Please know that your contribution and support is greatly appreciated.



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Community and Ethnic Minority Mapping Report

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Community and Ethnic Minority Mapping Report

North East Peace III Partnership

Executive Summary

1.1 Overview

In commissioning the Community and Ethnic Mapping Report, the North East Peace III Partnership was keen to obtain the perspectives of a wide range of community and statutory organisations from across the Cluster who may have a potential role in promoting programmes or activities that attempt to reduce sectarianism and racism, whilst promoting reconciliation within the wider community.

Furthermore, the Partnership objective has been that the mapping exercise identifies how to further develop and support the confidence of local groups to develop more proactive engagement in activities that address sectarianism and racism. To this end it was important that the scoping exercise identified any significant opportunities among local groups to support their ability and confidence to engage through a range of training and networking initiatives.

1.2 Terms of Reference

The key tasks for programme 4a can be described as:

- an audit of needs of and issues surrounding ethnic minority communities in each of the 6 Council areas
- developing an interactive media tool for awareness raising from a BME perspective
- mapping the needs and issues faced by ethnic minority communities in each of the 6 Council areas
- twelve scoping workshops with ethnic minority community groups

- interviewing key stakeholders during the mapping/ needs analysis and the development of the resultant programme
- establishing a working group for the programme
- Identifying how a programme of work will be delivered across the six areas with a cross border dimension
- developing a programme of capacity building support and development for the ethnic minority community and the indigenous community (specifically around integration and addressing racism, sectarianism through mediation)
- arranging and facilitating at least 60 introductory / taster learning workshops about diversity, sectarianism, racism and mediation available across the NE area
- Outlining a methodology as to how the resource allocation will be intertwined into the programme and how it will be accessible
- Identifying and recruiting 60 minority groups/ community groups to participate in the programme
- Providing a detailed methodology for the inclusion of cross border activities as part of this programme

1.3 Methodology

The methodology for the mapping study included:

- ☑ Project initiation meetings and research
- ☑ Development of a community and ethnic group profile
- ☑ Encouraging community and ethnic minority groups to participate in a survey
- ☑ Organising a series of 12 workshops
- ☑ Meeting with key stakeholders
- ☑ Developing proposals for inclusion within the development of Programme 4b
- ☑ Producing the Scoping/Mapping Report

1.4 Demographics

Identifying demographic information about the number of ethnic minorities living in Northern Ireland is regarded as difficult. This is partly due to there not being a clear baseline provided by the 2001 Census data, the lengthy period since the last census, the considerable population changes in this period and the lack of a



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centralised recording mechanism that records ethnic minority numbers. Therefore, in developing a demographic profile of the North East region we have drawn our conclusions (Section 5.6) from a range of data sources all of which provide partial quantitative or qualitative information.

We can derive that the total numbers that can be attributed to the “two main communities” in the North East at the time of the last census were Catholic (65763, 30%) and Protestant¹ (136943, 57%).

A further analysis by denominations (Figure 5b) shows that 34% were Presbyterian, 30% were Catholic, 15% Church of Ireland, 2% Methodist and 6% Other Christian.

When consideration is given to the ethnicity of North East residents, the 2001 Census gives a breakdown across 12 categories. Whilst it is an ethnic group breakdown, what it is not is a profile of national origin of residents e.g. the 2001 Census data (Figure 5c) does not give us a clear analysis of the numbers living in the North East who, for example, are from Poland.

What we can derive from the census data is that at the date of census 1432 non-white residents were living in the North East area. Figure 5d shows that represents 0.6% of the total population with the largest ethnic groups being those who are regarded as Chinese and Mixed.

Undoubtedly the most significant change to ethnicity in the years since the 2001 Census has been the increased number of people arriving in Northern Ireland seeking work. Often known as migrants, they have come primarily from a group of countries known as “A8 countries.” Since 2004 there has been considerable growth in the number of A8 nationals living in all parts of the UK, including the North East of Northern Ireland.

One means of measuring the growth in A8 nationals is to consider the number of worker registrations recorded each year (Figure 5e). From this we can say that of the 31,535 A8 worker registrations in the North East area from 2004-2008 the largest A8 population is by far in Ballymena (50%) with the next largest population area is Coleraine (30%), followed by Limavady (9%).

Based upon our research, anecdotal evidence and projections we have made an estimation of current ethnic minority population numbers in the North East Peace III Programme area. We believe that the largest ethnic community in the North East is Polish (approx. 3000 residents) followed by Czech/Slovaks (approx. 1400)

¹ Includes Presbyterians, Church of Ireland, Methodist and Other Christian.

and Romanian (400+). In total we estimate that there are approaching 6700 ethnic minority residents in the North East.

In addition to these numbers there has been additional recent migration from A2² nations (Romania and Bulgaria).

1.5 Consultation

A survey was completed by groups from across the cluster³, primarily comprising community associations, other community based groups and networks and voluntary groups. When asked about levels of prejudice a significant number felt that there was occasional prejudice shown towards ethnic minorities. Few felt that the level or occurrence of prejudice was high but that there had been an increase in prejudice against ethnic minorities in the last five years.

Survey analysis shows that while there are a few groups who have infrequent contact with those of differing religious and political background, there are quite a number with no or limited contact with those from another ethnic minority. Issues seen as important in influencing a community's willingness or ability to interact with people or groups from a different ethnic minority background were ranked as sectarianism, racism and discrimination. 75.8% of groups agreed fully or partly that they needed to improve their confidence to interact with those of a different ethnicity. 41.9% fully agreed that their participation in a confidence building programme would be useful and 25.8% partly agreed

Some of the challenges described by ethnic minorities living in the North East included:

- Fear of crime
- Specific cases of racist abuse
- Kids feeling stigmatized in schools
- Often become a target for antisocial behaviour from young people
- Ethnic minority often "feel under siege".
- View that "They are taking our jobs".
- Employers exploitation of ethnic minorities
- Language barrier
- Some locals will not accept diversity

² Bulgaria and Romania joined the EU in January 2007 and are often called the 'A2 nations'. People from these countries have many of the same rights as other EEA/EU nationals but with some restrictions.

³ See Appendix A.

- Many migrants have negative perceptions of government agencies including the Police
- Cannot access social housing
- Lack of co-ordinated and resourced support structures across the North East

Currently we are aware of a number of agencies who do provide support services, to varying degrees, dependent on funding:

- Ballymena Inter Agency Ethnic Minority Support Group
- Ballymena Inter Ethnic Forum
- Bilingual Advocacy Service
- Ballymoney Community Resource Centre
- Coleraine Multi Cultural Forum
- Dunclug Partnership
- Kilcranny House
- Polish Saturday School (Coleraine).
- NICEM
- Northern Regional College
- Rasharkin Women's Group
- Salvation Army (Limavady)

Community and Ethnic Minority Mapping Report

Introduction & Background

2.1 The Peace III Programme

The EU Programme for Peace and Reconciliation in Northern Ireland and the Border Region of Ireland (2007-2013) is a distinctive European Union Structural Funds Programme aimed at **‘reinforcing progress towards a peaceful and stable society and promoting reconciliation’**. The Peace III Programme has carried forward key aspects of the previous Peace Programmes (Peace I and Peace II) and will have a continued and renewed emphasis on reconciliation criteria and will specifically focus on reconciling communities and contributing towards a shared society. The new Peace III Programme focuses on two strategic objectives, these are:

Priority 1: Reconciling Communities

Priority 2: Contributing to a Shared Society

Under Priority 1, Reconciling Communities, there are two themes:

Theme 1.1 – Building Positive Relations at the Local Level

Theme 1.2 – Acknowledging and Dealing with the Past

Theme 1.1 Building Positive Relations at the Local Level aims

‘to challenge attitudes towards sectarianism and racism and support conflict resolution and mediation at the local community level. The Priority also aims to establish meaningful cross-community and cross-border initiatives that will improve trust and tolerance, and reduce levels of sectarianism and racism’

2.2 The Programme Objectives

The NE Action Plan has two main aims and four objectives with 10 programmes under these. The Action Plan aims to promote attitudinal and behavioural change and to support efforts to build a more peaceful and stable society.

Programme 4A: “Community and Ethnic Minority Capacity Building and Sharing Development and Awareness Raising Programme” aims to design and develop a bespoke Community and Ethnic Minority Capacity Building and Sharing Development Programme (based on a thorough audit and awareness raising activities) which will ultimately increase the confidence, capacity, knowledge and skills of local people, from disadvantaged areas, from within marginalised groups and from ethnic minority groups to engage in reconciliation, anti-sectarian and anti racism work through a bespoke programme of intervention.

The programme developed is intended to aim to actively engage with at least 60 indigenous community groups, ethnic minority groups and 180 individuals across the six areas, taking them through a journey of exploration, skills building and practical initiatives coupled with a practical project which each group would deliver as part of the process.

2.3 Background

The Mentor scoping study (2007) which informs the North East Peace III Action Plan highlighted a number of issues that we have considered in the development of Programme 4b.

2.31 Ethnic Diversity

- The research completed by Mentor indicates that all areas are experiencing an influx of new citizens and suggests they are not universally welcomed. It highlights some evidence that Polish people are particularly resented in a number of areas as most are perceived to be Catholic.
- The study also raised the fairly widespread perception that the new citizens are taking local jobs despite the claims by some employers that they could not get local people even to apply for particular jobs.
- Mentor’s report raises the need for an organisation in the region similar to the STEP Project in Dungannon.
- The report identifies the fear that some Good Relations Officers may have, that working on cultural diversity in terms of ethnic minorities, may allow people to



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avoid the core issue of addressing the differences between the two main traditions.

2.32 Coping with Change

Mentor suggests that communities generally had not been prepared to cope with the changes which have been and are continuing to happen in terms, for example, of the local political dimension, the changing relationships between the two main traditions and the arrival of ethnic minorities in considerable numbers. It highlights evidence (in 2007) of increasing racism in all Council areas with the nature and depth differing. The report highlights the words of one police officer who said: “We all fear change”.

2.33 Police Records

The baseline report developed by Mentor shows the level of recorded incidents (2005-2007) in terms of those motivated by race, those motivated by faith/religion and those motivated by sectarianism

MOTIVATION	B'mena	B'money	C'raine	Larne	Limavady	Moyle
Racist	188	26	114	21	29	17
Faith/Religion	55	1	5	21	27	4
Sectarian	562	111	241	105	105	39

2.4 The Strategic Context

In terms of developing Programme 4a of the NE Peace III Programme we have taken into consideration the strategic policy framework.

2.4.1 A Shared Future

In Northern Ireland, the Office of the First and Deputy First Minister have lead responsibility for addressing sectarianism. In particular the overall remit sits with the Community Relations Unit⁴. The key guiding policy document for Good

⁴ <http://www.ofmdfmi.gov.uk/index/equality/community-relations.htm>

Relations work in Northern Ireland is “A Shared Future - Policy and Strategic Framework for Good Relations in Northern Ireland” which was published in March 2005.⁵ The overall aim of this policy is to establish, over time, a shared society defined by a culture of tolerance: a normal, civic society, in which all individuals are considered as equals, where differences are resolved through dialogue in the public sphere and where all individuals are treated impartially. A society where there is equity, respect for diversity and recognition of our interdependence.

The policy sets out a number of policy objectives that relate to addressing sectarianism:

- eliminate sectarianism, racism and all forms of prejudice to enable people to live and work without fear or intimidation;
- reduce tension and conflict at interface areas;
- facilitate the development of a shared community where people wish to learn, live, work and play together;
- support cultural projects which highlight the complexity and overlapping nature of identities and their wider global connections;
- ensure voice is given to the diverse victims of violence in Northern Ireland, including via archives and victim-centred reconciliation events;
- encourage communication, tolerance and trust across Northern Ireland, but particularly in areas where communities are living apart;

“A Shared Future” also sets out a number of policy objectives that relate to addressing racism:

- eliminate sectarianism, racism¹ and all forms of prejudice to enable people protect members of minorities (whether for example by religion, race, or any other grounds) and mixed marriages from intimidation and ensure perpetrators are brought to justice;
- support and learn from organisations working across ethnic divides for reconciliation, including those operating on a north-south basis;

⁵ <http://www.asharedfutureni.gov.uk/>

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

It is expected that this policy will soon be superseded by the impending Government document: Cohesion, Sharing and Integration Strategy

2.42 Section 75 NI Act 1998

Section 75 and Schedule 9 to the Northern Ireland Act 1998 came into force on the 01 January 2000 and placed a statutory obligation on public authorities in carrying out their various functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity:

- 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.

In addition, without prejudice to this obligation, Public Authorities are also required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion, and racial group.

The statutory obligations are implemented through Equality Schemes, approved by the Equality Commission, and by screening and carrying out Equality Impact Assessments (EQIA's) on policies.

2.43 Racial Equality Strategy

The Racial Equality Strategy for Northern Ireland⁶ (2005 – 2010) was first published in July 2005 and sets out a vision of:

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

⁶ <http://www.ofmdfmi.gov.uk/race-equality-strategy.pdf>

Government have set out six aims that they believe can lead to the fulfilment of that vision:

- **Elimination Of Racial Inequality**

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

- **Equal Protection**

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

- **Equality Of Service Provision**

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

- **Participation**

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

- **Dialogue**

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

- **Capacity Building**

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

2.44 Cohesion, Sharing and Integration

Although not yet published it is the intention of Government to introduce a Cohesion, Sharing and Integration Strategy. The Strategy will be build upon policy initiative emerging as a result of race riots in England in 2001 (See section 2.6). The Programme for Government 2008-2011 states:



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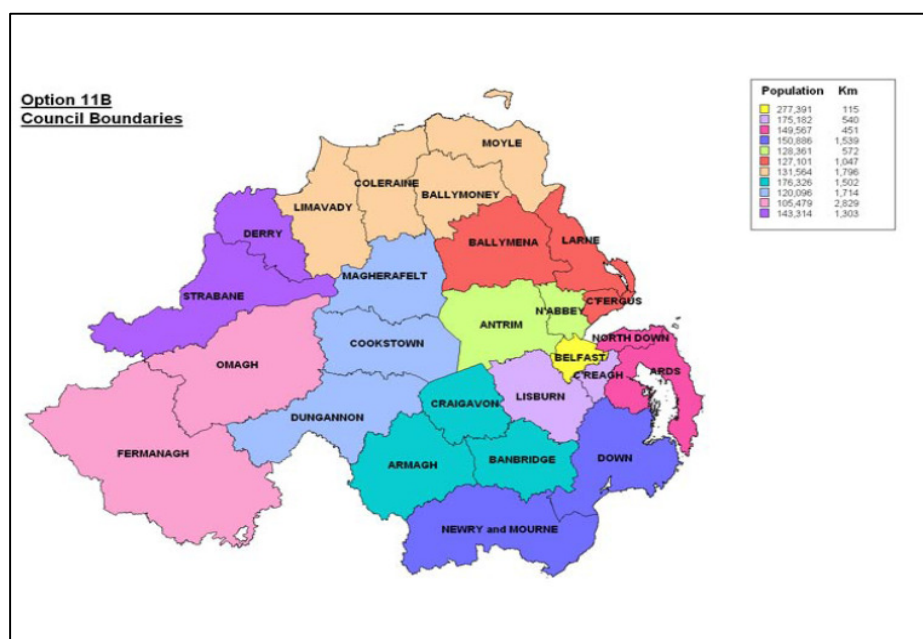


“We will bring forward a programme of cohesion and integration for this shared and better future to address the divisions within our society and achieve measurable reductions in sectarianism, racism and hate crime.”

Northern Ireland Assembly briefing paper (71/09) states that Cohesion, Sharing and Integration will empower district councils, in partnership with local community organisations, to develop relevant responses to suit local circumstances through active programmes to support cohesions, sharing and integration.

2.45 Review of Public Administration

The delivery of programme 4B needs to take place with the awareness that the local authorities who are part of the NE Cluster are currently in a process of transition as a result of the outcomes of the Review of Public Administration. Currently it is the intention that from May 2011 Ballymena and Larne Councils will become part of the Mid and East Antrim Council area, while Coleraine, Limavady, Ballymoney and Moyle Councils will form the new Causeway and Glens Council.



New Council Boundaries May 2011

Figure 2a

2.5 Local Authority Context

The development and delivery of Peace III Programmes should be complementary to the ongoing promotion of Good Relations (relations between persons of differing religion, politics and race) at a local Council level which is supported by the Office of the First Minister and Deputy First Ministers⁷ District Councils Community Relations Programme⁸.

Within the North East the six Councils have appointed Good Relations Officers based in each local authority area. The primary contacts are:

Council	Good Relations Officer
Ballymena	Jackie Patton
Ballymoney	Claire Crawford
Coleraine	Julie Welsh
Larne	Catherine Black
Limavady	Patricia Cameron
Moyle	Ryan Moore

In developing programme 4b we have reviewed the Good Relations Strategy and Action Plan published by each Council to consider its impact and the potential areas of complementarity with the programme we are developing.

While relations between persons of differing religion or politics has been part of the work of Council programmes since 1990, work relating to race relations was introduced to most programmes within the last five years.

Given indications about future Government policy is it likely that Good Relations sections in new post RPA local authorities are likely to have a much greater remit in relations to the delivery of race relations objectives.

2.6 Cohesion and Integration in the United Kingdom

When developing a programme that considers how to address prejudice and develop integration in a community it is important to consider work done in the UK over the past ten years.

The concept of community cohesion first emerged in the UK in 2001, following the disturbances in Bradford, Burnley and Oldham. The independent Community Cohesion Review Team, chaired by Ted Cantele, reported at the end of 2001, some

⁷ OFMDFM

⁸ DCCRP

six months or so after the riots. The 'Cantle Report' as it became known, provided a national overview of the state of race and community relations.

The government response to Cantle and other reports on cohesion and integration was for Home Office Minister John Denham to publish a report in 2001: "Building Cohesive Communities: A Report of the Ministerial Group on Public Order and Community Cohesion". The report identified a number of key factors common to areas where there had been a breakdown in community cohesion:

- the lack of a strong civic identity or shared social values to unite diverse communities;
- the fragmentation and polarisation of communities – on economic, geographical, racial and cultural lines – on a scale which amounts to segregation, albeit to an extent by choice;
- disengagement of young people from the local decision making process, inter-generational tensions, and an increasingly territorial mentality in asserting different racial, cultural and religious identities in response to real or perceived attacks;
- weak political and community leadership;
- inadequate provision of youth facilities and services;
- high levels of unemployment, particularly amongst young people;
- activities of extremist groups;
- weaknesses and disparity in the police response to community issues, particularly racial incidents; and
- irresponsible coverage of race stories by sections of the local media.

The Building Cohesive Communities report goes on to say:

"Community cohesion requires that there is a shared sense of belonging based on common goals and core social values, respect for difference (ethnic, cultural and religious), and acceptance of the reciprocal rights and obligations of community members working together for the common good. None of this can be imposed by Government – it is something that communities must achieve for themselves. But we can provide a lead in articulating a vision and taking the practical steps necessary to empower and support communities to turn the vision into reality."

A Local Government Association report in 2002 "Guidance on Community Cohesion" defines a cohesive community as one where:

- there is a common vision and a sense of belonging for all communities;
- the diversity of people's different backgrounds and circumstances are appreciated and positively valued;
- those from different backgrounds have similar life opportunities; and

- strong and positive relationships are being developed between people in the workplace, schools and within neighbourhoods.

The Home Office's "Community Cohesion: Seven Steps" Practitioners Toolkit published in 2005 identifies seven steps to developing community cohesion, these are:

- Leadership and commitment
- Developing a vision and values for community cohesion
- Programme planning and management
- Engaging communities
- Challenging and changing perceptions
- Community cohesion and specialist areas
- Ensuring sustainability of programmes

"Our Shared Future", the final report of the Commission on Integration and Cohesion published in 2007 sets out a new definition of integration and cohesion, It defines an integrated and cohesive community as one where:

- There is a clearly defined and widely shared sense of the contribution of different individuals and different communities to a future vision for a neighbourhood, city, region or country
- There is a strong sense of an individual's rights and responsibilities when living in a particular place – people know what everyone expects of them, and what they can expect in turn
- Those from different backgrounds have similar life opportunities, access to services and treatment
- There is a strong sense of trust in institutions locally to act fairly in arbitrating between different interests and for their role and justifications to be subject to public scrutiny
- There is a strong recognition of the contribution of both those who have newly arrived and those who already have deep attachments to a particular place, with a focus on what they have in common
- There are strong and positive relationships between people from different backgrounds in the workplace, in schools and other institutions within neighbourhoods.

Community and Ethnic Mapping Report

North East Peace III Partnership

Terms of Reference

3.1 Introduction

The terms of reference that follow are as set of by NE Peace III Partnership.

In May 2008 the North East Peace III Partnership called for tenders from consortia to deliver a number of programmes as outlined in their 2008-11 Action Plan. The Action Plan 2008-11 sets out two strategic objectives to be addressed over the next three years.

Under Priority 1, Reconciling Communities, there are two themes:

Theme 1.1 – Building Positive Relations at the Local Level

Theme 1.2 – Acknowledging and Dealing with the Past

Theme 1.1 Building Positive Relations at the Local Level aims

‘to challenge attitudes towards sectarianism and racism and support conflict resolution and mediation at the local community level. The Priority also aims to establish meaningful cross-community and cross-border initiatives that will improve trust and tolerance, and reduce levels of sectarianism and racism’

As detailed in the action plan funding was set aside to develop a Community & Ethnic Minority Capacity Building and Sharing Development Programme for the North East Peace III Partnership.

3.2 Rationale

The rationale for Programme 4a was to design and develop a bespoke **Community and Ethnic Minority Capacity Building and Sharing Development Programme** (based on a thorough audit and awareness raising activities) which will ultimately increase the confidence, capacity, knowledge and skills of local people, from disadvantaged areas, from within marginalised groups and from ethnic minority groups to engage in reconciliation, anti sectarian and anti racism work through a bespoke programme of intervention.

The capacity building, sharing and practical initiatives programme would aim to actively engage with at least 60 and 180 individuals across the six areas and take them through a journey of exploration, skills building and practical initiatives over a 15 month period expected to start September 2009 coupled with a practical project which they would have to deliver as part of the process. This would involve work at local council level culminating in more collaboration and sharing of experiences at a cross council level and at a cross border level.

Single identity work would aim to result in cross community and engagement work. Ethnic minority focused work should result in initiatives that engage with the wider host community.



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Community and Ethnic Minority Mapping Report

Consultation Methodology

4.1 Overview

Our approach to the mapping report element of Programme 4a comprised a number of stages. In the paragraphs below, we:

- Explain the purpose of each stage;
- Describe the key activities we undertook; and,
- Outline the outputs that were produced.

4.2 Project Initiation

The purpose of this stage was to agree the parameters of the mapping study and how it would be conducted.

A formal project initiation meeting was held with Partnership staff to:

- review our proposed approach;
- agree roles and responsibilities;
- review our proposed timescale;
- agree any necessary refinements to any of the above;
- agree the background information that we needed from the partner Council's and GRO's e.g. in terms of the range of background literature / data on community and ethnic minority groups;
- agree how we would select various groups who would take part in the survey and workshops;
- agree the list of topics to be covered in the survey and discussions;
- consider the preferred structure, level of detail and deadlines for the report.

The output from the project initiation meeting was:

- an agreed approach to the way in which we would approach the research;
- a list of data / information requirements;
- an agreed project plan with an agreed set of refinements;
- a list of groups and contacts whom we wished to contact; and,
- an agreed structure for the final report.

4.3 Develop Community and Ethnic Group Profile

The purpose of this stage was to produce a profile of the community and ethnic minority groups across the Cluster and to ascertain their views on a range of issues relating to prejudice and integration of communities.

For the purposes of this assignment, we assumed that data on community and ethnic groups held by local Councils would be the most complete source of information. In addition we liaised with local support networks to identify if there were any additional groups that we should include within the mapping process.

4.4 Encourage community and ethnic minority groups to participate in a survey

We sent a survey form (with freepost return) to identified groups to ascertain thoughts and opinions on a range of issues including:

- Levels of prejudice
- Change in prejudice over the past five years
- Level of contact with groups of differing religious, political or racial background
- Factors influencing ability to interact with groups from different racial backgrounds
- Group confidence level to interact with those from a different ethnicity
- Reasons why groups may be reluctant to interact
- Types of work that might be helpful in supporting community and ethnic groups
- Role the community sector should play in developing good relations and reconciliation
- Details of any existing projects engaging or supporting ethnic minorities

Nearly 350 surveys were circulated to identified community and ethnic groups across the Cluster. Council based Good Relations Officers assisted us in the identification of groups in addition to helping with contact details and in some cases, circulation of the relevant documentation.

The output from this stage in the consultation produced:

- A database of thoughts and opinions on community and ethnic support and awareness that helps to identify issues that should be addressed in Programme 4b
- A summary of the key gaps in terms of the needs of local community and ethnic groups who might benefit from a confidence building programme

4.5 Organise a series of 12 Workshops

The purpose of this stage was to obtain face to face comments and observations from community and ethnic group representatives on the challenges for ethnic minorities and the support that community groups might require to engage with ethnic minorities and that would empower them to participate in programmes that could address racism and support integration. In addition workshops provided the lead partner with an opportunity to explain programme 4a and to discuss possible measures and interventions that might be included in programme 4b.

Public workshops were advertised in local media, through Good Relations Officers and by direct mail. They were held as follows:

Town	Venue	Date	Time
Limavady	Radisson Roe Valley Hotel	6 th July	10.30 a.m.
Coleraine	Lodge Hotel	6 th July	7.00 p.m.
Ballymoney	Town Hall	7 th July	10.30 a.m.
Larne	Highways Hotel	8 th July	10.30 a.m.
Ballycastle	Marine Hotel	9 th July	10.30 a.m.
Ballymena	Leighinmohr Hotel	9 th July	7.00 p.m.

Additionally 6 workshops were hosted by local agencies or support networks. These were:

Host Group	Date	Time
Larne Community Development Group	28 th July	12.00
Coleraine Multi Cultural Forum	10 th August	12.00
Ballymena Inter Ethnic Forum	27 th July	7.00
Ballymoney Inter Agency	3 rd August	10.30
Cavan Multi Cultural Forum	10 th September	7.00

Ballymena Inter Agency Ethnic Support Group	26 th August	10.00
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The output from this stage in the consultation produced:

- Further information on the needs of ethnic minority communities in the North East
- Locally based information on demographic trends that are happening within ethnic minority groups
- Specific cultural information and anecdotal evidence of the challenges that ethnic minorities can face when trying to integrate into local communities
- Strong indications from a number of groups who want to benefit from Programme 4b
- Potential project ideas that might be supported through the resource allocation

4.6 Meet with Key Stakeholders

In addition to public and focused workshops we sought to meet with a range of key stakeholders who we felt could inform the mapping exercise and the development of programme 4b. These included:

Title	Name	Role	Representing
Mr.	Alastair Donaghy	Chair	Ballymena Inter Ethnic Forum
Ms.	Alison Annett	Equality Manager	Northern Health and Social Care Trust
Mr.	Alf Armstrong	Equality Manager	NEELB
Sgt.	Gary McMaster	Minority Liaison Sergeant	PSNI
Ms.	Breige Conway	Development Manager	North Antrim Community Network
Mr.	Tommy Dallas	Area Youth Officer	Youth Service
Mr.	Conn Mulvenna	Director	Kilcranny House
Mr.	Patrick Yu	Director	NICEM
Mr.	Pascal McCulla	Asst. Director	Racial Equality Unit, NIO
Mr.	Ryan Henderson	Area Commander	PSNI
Mrs.	Fiona McDowell	Equality Officer	Northern Regional College
Mr.	Ameer Ibrahim	Chair	Ballymena Islamic Cultural Centre
Mrs.	Anna McAtamney	Polish Bi-Lingual Advocate	Polish Community
Mr.	Radovan Barensky	Slovak Bi-Lingual Advocate	Slovak Community

Mr.	Billy Gallagher	Trade Unionist	O'Kane Poultry
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4.7 Develop Proposals for Inclusion within the development of Programme 4b

Following the open research phase we reviewed and evaluated all baseline data and evidence derived as a result of the mapping study in order that we might:

- a) build upon any evidence of existing good practice that might enhance programme delivery
- b) identify the key capacity building needs of the community and ethnic minority groups
- c) consider potential project concepts and ideas that might be further developed with the support of programme 4b
- d) evaluate sectoral needs and service delivery gaps that might be met by the provision of programme 4b, provided such provision did not create duplication or fulfil a service delivery function of a statutory provider.

4.8 Produce Scoping/Mapping Document

Finally we developed a comprehensive mapping document detailing the key messages from all the research in the preceding stages.

Community and Ethnic Minority Mapping Report

Demographic Information

5.1 Overview

Identifying demographic information about the number of ethnic minorities living in Northern Ireland is regarded as difficult. This is partly due to there not being a clear baseline provided by the 2001 Census data, the lengthy period since the last census, and the considerable population changes in this period and the lack of a centralised recording mechanism that records ethnic minority numbers. Therefore, in developing a demographic profile of the North East region we have drawn our conclusions (Section 5.6) from a range of data sources all of which provide partial quantitative or qualitative information.

5.2 Census Data⁹

In terms of Programme 4 we believe it is firstly important to understand the religious profile of the indigenous community across the North East and within each of the six local authority areas.

	Ballymena	Ballymoney	Coleraine	Larne	Limavady	Moyle	Total
Catholic	11111	7946	13596	6860	17230	9020	65763
Presbyterian	26220	10219	16976	11842	6161	2622	74040
Church of Ireland	6873	3324	13794	3834	4081	2409	34315
Methodist	1452	167	858	1395	269	23	4164
Other Christian	5167	2187	3416	2109	1208	337	14424
Other religions/philosophies	146	22	192	23	30	16	429
No Religion / None Stated	7641	3029	8483	4869	3443	1506	28971
Total	58609	23889	56313	30831	32421	15932	217995

⁹ <http://www.nisranew.nisra.gov.uk/census/Census2001Output/index.html>

Figure 5a

Figure 5a sets out the religious affiliation given at the time of the 2001 Census.

From the table we can derive that the total numbers that can be attributed to the “two main communities” in the North East at the time of the last census were:

- Catholic 65763 30%
- Protestant¹⁰ 136943 57%

A further analysis by denominations (Figure 5b) shows that 34% were Presbyterian, 30% were Catholic, 15% Church of Ireland, 2% Methodist and 6% Other Christian.

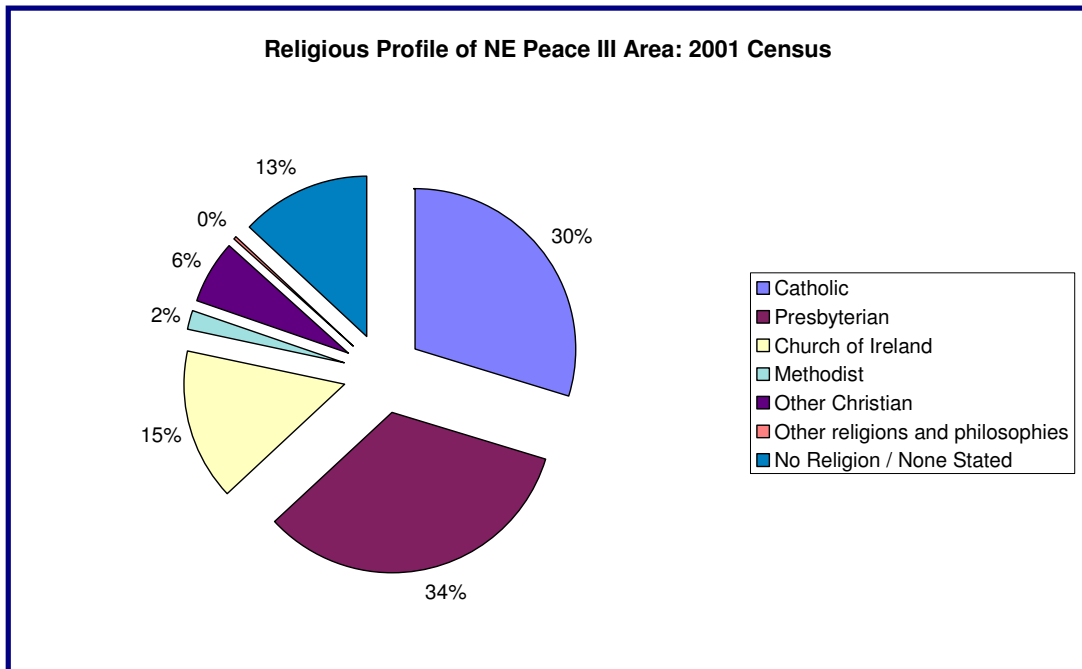


Figure 5b

When consideration is given to the ethnicity of North East residents, the 2001 Census gives a breakdown across 12 categories. Whilst it is an ethnic group breakdown, what it is not is a profile of national origin of residents e.g. the 2001 Census data (Figure 5c) does not give us a clear analysis of the numbers living in the North East who, for example, are from Poland.

¹⁰ Includes Presbyterians, Church of Ireland, Methodist and Other Christian.

Ethnic Group	Ballymena	Ballymoney	Coleraine	Larne	Limavady	Moyle	Total
White	58205	26788	55814	30714	32161	15882	219564
Irish Traveller	74	15	31	5	26	8	159
Mixed	89	25	139	60	61	15	389
Indian	38	16	84	12	6	7	163
Pakistani	36	0	14	3	0	0	53
Bangladeshi	4	0	0	0	0	0	4
Other Asian	5	0	9	0	0	0	14
Black Caribbean	0	0	10	3	6	3	22
Black African	16	4	15	3	6	0	44
Other Black	11	0	12	0	77	0	100
Chinese	92	37	155	21	33	14	352
Other Ethnic Group	39	4	31	10	45	3	132

Figure 5c

What we can derive from the census data is that at the date of census 1432 non-white residents were living in the North East area. Figure 5d shows that represents 0.6% of the total population with the largest ethnic groups being those who regarded as Chinese and Mixed.

Ethnic Group	%
White	99.4
Irish Traveller	0.1
Mixed	0.2
Indian	0.1
Pakistani	0.0
Bangladeshi	0.0
Other Asian	0.0
Black Caribbean	0.0
Black African	0.0
Other Black	0.0
Chinese	0.2
Other Ethnic Group	0.1

Figure 5d

5.3 Worker Registration Scheme

Undoubtedly the most significant change to ethnicity in the years since the 2001 Census has been the increased number of people arriving in Northern Ireland seeking work. Often known as migrants, they have come primarily from a group of countries known as “A8 countries.”

A8 migrants are defined as migrants from the eight new EU Eastern European Accession countries that joined the European Union in May 2004. The A8 countries are the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

The measurement of migration flows utilises the United Nations statistical definition of a long-term international migrant:

“A person who moves to a country other than that of his or her usual residence for a period of at least a year (12 months), so that the country of destination effectively becomes his or her new country of usual residence. From the perspective of the country of departure the person will be a long-term emigrant and from that of the country of arrival the person will be a long-term immigrant.”

Since 2004 there has been considerable growth in the number of A8 nationals living in all parts of the UK, including the North East of Northern Ireland. One means of measuring the growth in A8 nationals is to consider the number of worker registrations recorded each year (Figure 5e)

Worker Registration Scheme Registrations for A8 Nationals

	2004- 2005	2005-2006	2006-2007	2007-2008	2007-2008 % of NI Total	Total 2004 - 2008
Ballymena	285	570	605	480	6%	1,940
Ballymoney	50	50	50	55	1%	205
Coleraine	185	370	305	310	4%	1,170
Larne	5	40	25	35	1%	105
Limavady	80	85	105	80	1%	350
Moyle	10	40	30	30	0%	110
Northern Ireland	5,495	9,045	9,270	7,725	100%	31,535

Figure 5e

The Worker Registration Scheme (WRS) means that people coming to Northern Ireland from one of the A8 countries to work as an employee must register their presence. Between 1 May 2004 and 31 December 2007 around 30,000 people registered to work in Northern Ireland. This figure will exclude persons (e.g. children) from A8 countries who are in Northern Ireland but not working and also excludes the self-employed. Again the data relates to inflow movement only, as unlike the doctor registrations there is no mechanism to de-register from the WRS. There is therefore no easy way of knowing how many of those A8 migrants who registered have since left Northern Ireland.

Given these limitations we can however say that of the 31,535 A8 worker registrations in the North East area from 2004-2008 the largest A8 population is by far in Ballymena (50%). Figure 5f clearly shows that the next largest population area is Coleraine (30%), followed by Limavady (9%).

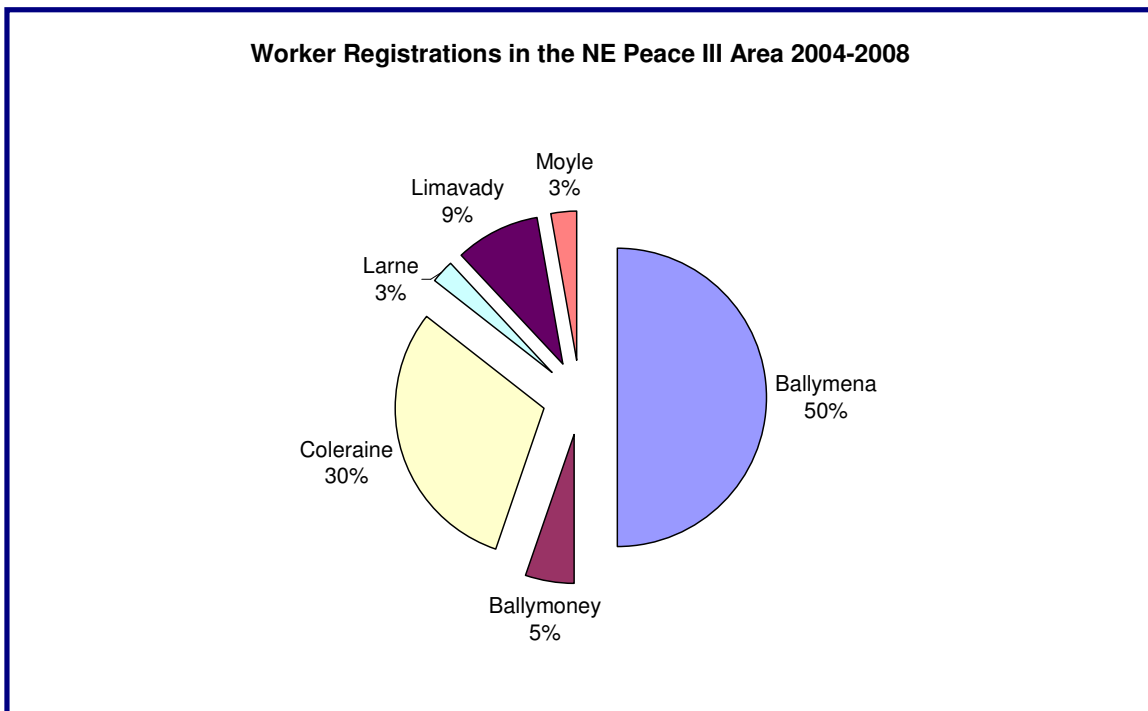


Figure 5f

The worker registration scheme does not provide a breakdown of the number of registrations from each of the A8 countries.

5.4 Other Research

5.41 Ballymena Inter Ethnic Forum

Research conducted by Ballymena Inter Ethnic Forum (BIEF) in September 2008 estimates that there are 3900 ethnic minority residents in the Ballymena Borough. BIEF estimates that this is comprised of:

Nationality	Numbers
Polish	2000
Czech/Slovakian	1000
Romanian	300
Traveller	200
Chinese	85
Indian	60
Sudanese	40
Ukrainian	40
Filipino	35
Pakistani	35
African	30
Lithuanian	30
Portuguese	25
Others	20

Figure 5g

BIEF note that the numbers of European Migrants may have decreased by up to 15% in the past year given the economic downturn in Western Europe and the poor euro exchange rate.

5.42 Larne Borough Council / Ledcom

Research conducted by VMS Consults and Ballymena Inter Ethnic Forum in June 2009 sought to estimate the ethnic minority population living in the Larne Borough. The numbers outlined in (Figure 5h) account for changes

that have occurred during the economic downturn and suggest that there may be 400 ethnic minorities living in Larne of whom 70% are foreign nationals who have arrived since 2004.

Nationality	Estimate (June 2009)
Black African	5
Black Caribbean	5
Chinese	40
India	25
Lithuanian	20
Pakistani	10
Pilipino	15
Polish	120
Portuguese	70
Slovak	50
Other A8 Nations	20
Other	20

Figure 5h

5.43 Limavady

A baseline audit (January 2008) conducted on behalf of Limavady Borough Council by Dorothy McKee Consulting does not provide specific or estimate numbers by national origin for the Limavady Borough. However from the report we note:

- 300 A8 nationals living in Limavady in 2007
- 150-300 Chinese
- 15 Filipino families

Based on workers registration breakdowns recorded in the report we have derived that the estimate % population of Limavady at 2007 was as shown in Figure 5i. Like other District Council areas in the North East the largest migrant population was Polish. This was followed in Limavady by Slovaks, Latvians, Lithuanians and

finally a small number of Czechs.

Nationality	%
Czech Republic	1.4
Latvia	8.2
Lithuania	5.5
Poland	74.0
Slovakia	9.6

Figure 5i

5.5 Anecdotal Comment

During the course of the mapping report research we have noted a number of anecdotal comments in regard to demography. These included:

- The situation is "fluid and ever-changing".
- Current numbers are declining in Ballymoney
- Reduction in usage of library in Ballymoney by ethnic minorities for internet access
- Decreasing numbers in Rasharkin
- Police stats for Ballymoney suggest less issues reported now relating to ethnic minorities, suggesting population decrease
- Had been a concentration in Balnamore
- Eastern European numbers declining across the cluster due to economic migration
- Slovaks in Ballymena are estimated to be at least 700. Population of Slovakia is 5 million
- Migrants live mainly in low quality private rental properties

- As migrants become established there is a notable increase in the number of Eastern Europeans owning cars in the area
- There is the potential to see an influx of Slovak gypsies (Roma) similar to what is happening in Great Britain
- Ballymena Polish migrants come mainly from Bydgoszcz
- Coleraine Polish migrants come mainly from Wroclaw.

5.6 Conclusion

Based upon our research and projections we have made an estimation of current ethnic minority population numbers in the North East Peace III Programme area.

We would stress that these are estimates only and therefore should be regarded as anything other than that. They have been derived through:

- Review of census data
- Consideration of worker registration scheme data
- Review of local area based research
- Anecdotal comment from key stakeholder
- Council level statistical review with Good Relations Officers

	Ballymena	Ballymoney	Coleraine	Larne	Limavady	Moyle	Total	%
Polish	1700	170	800	102	185	80	3037	44.9
Czech/Slovakian	850	85	400	51	12	40	1438	21.3
Romanian	255	26	120	15	0	10	426	6.3
Traveller	200	20	40	20	0	50	330	4.9
Chinese	85	40	120	40	60	20	365	5.4
Indian	60	40	60	30	24	15	229	3.4
Sudanese	40	22	40	22	0	12	136	2.0
Ukrainian	40	22	10	22	0	12	106	1.6
Filipino	35	15	50	15	60	15	190	2.8
Pakistani	35	15	35	10	0	10	105	1.6
African	30	10	40	10	7	5	102	1.5
Lithuanian	26	3	16	2	12	2	61	0.9
Portuguese	25	10	25	70	6	5	141	2.1
Others	20	10	40	10	12	5	97	1.4
Total	3401	488	1796	419	378	281	6763	

Notes:

* Ballymena figures are based on BIEF report September 2008 with a 15% estimated reduction made against A8 migrant countries due to economic downturn

* A8 National estimates are calculated using Ballymena as based figures with figures for all other Council areas calculated using the % national profile of Worker Registrations for the period 2004-2008

Figure 5j

From Figure 5j we would note that by far the largest population is of Polish migrants and their families. Anecdotal evidence would suggest that many of these migrants have now settled long term in the area, having started families and having children in schools in the area.

Similarly Slovaks and Romanians seem well settled and with the prospect of an economic upturn in 2010, numbers could begin to rise again.

Other national estimates have been derived from research and from projections based on census. None of the information can be regarded as entirely accurate and should therefore be viewed as indicative of the possible community numbers.

Figure 5k sets out the % estimated breakdown of population in the North East.

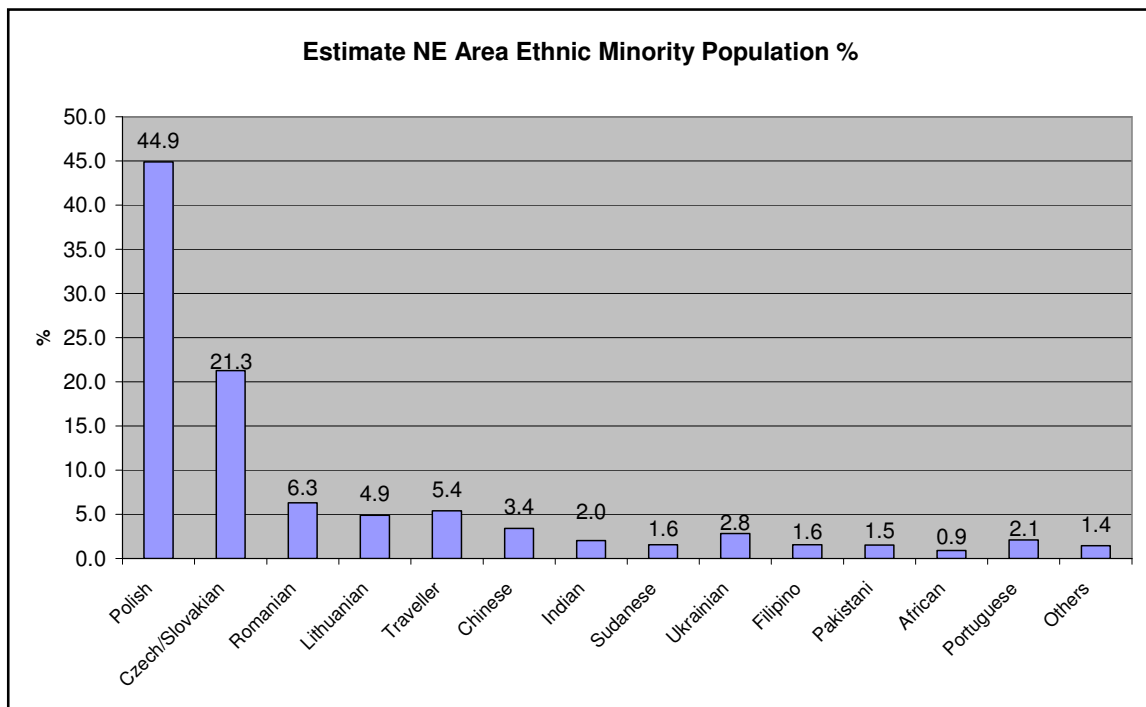


Figure 5k

Consultation Evidence

6.1 Survey Analysis

6.11 Group Profile

The survey was completed by groups from across the cluster, primarily comprising community associations, other community based groups and networks and voluntary groups (Figure 6a).

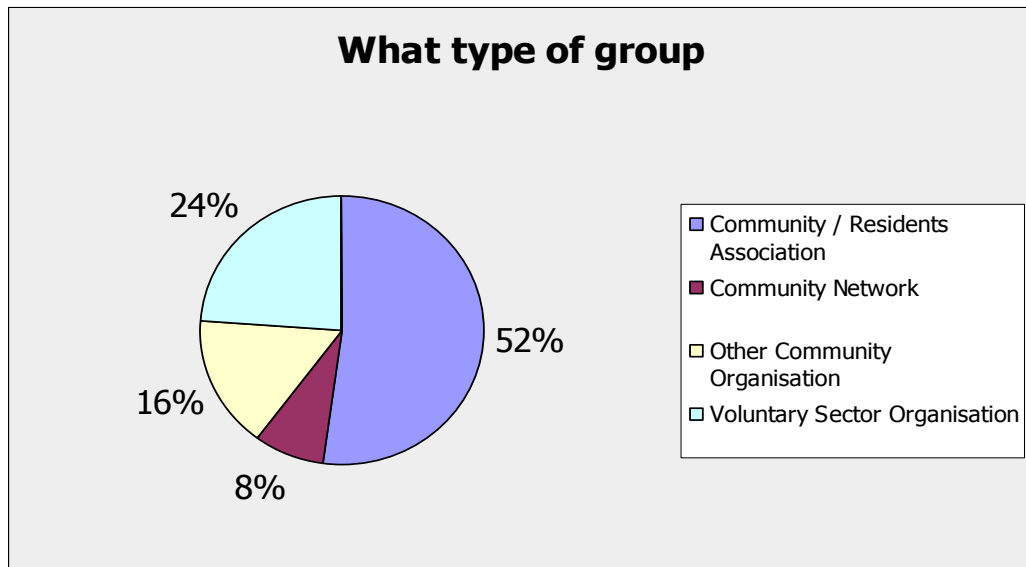


Figure 6a

The geographical spread stretched across all Council areas in the cluster (Figure 6b) with the largest response coming from groups in the Coleraine area. This may have been due to the largest data source being from Coleraine and partly due to a higher response rate, perhaps enhanced through Coleraine groups identifying with the NE Partnership given it is based at Coleraine Borough Council offices.

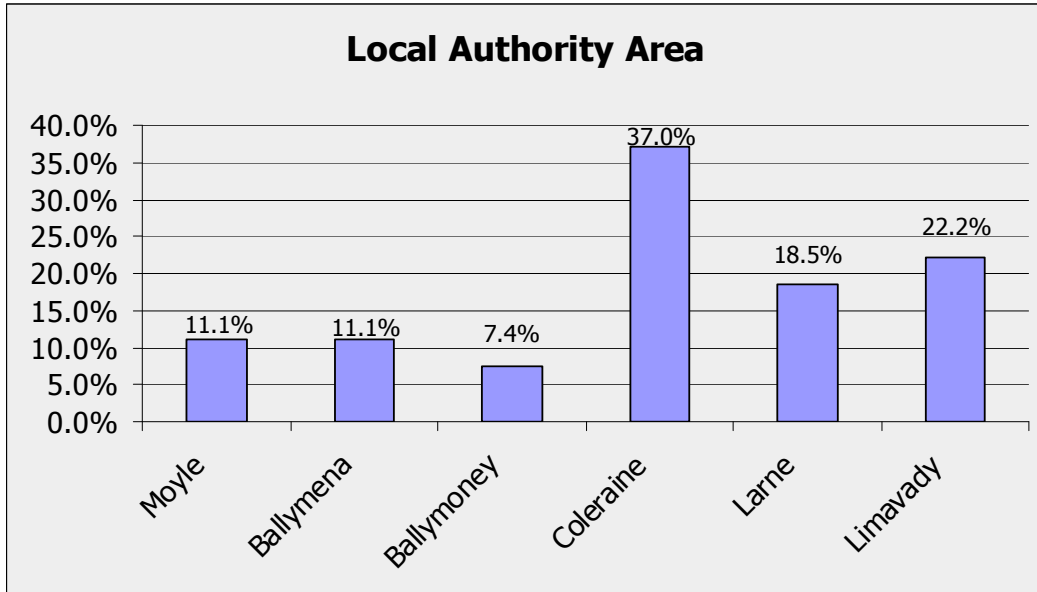


Figure 6b

The responding groups (Figure 6c) were representative of mixed communities (55%), the Catholic community (16%) and the Protestant community (29%). No groups, solely comprising ethnic minorities completed the postal survey. Evidence from these groups was however gathered through workshops and stakeholder interviews.

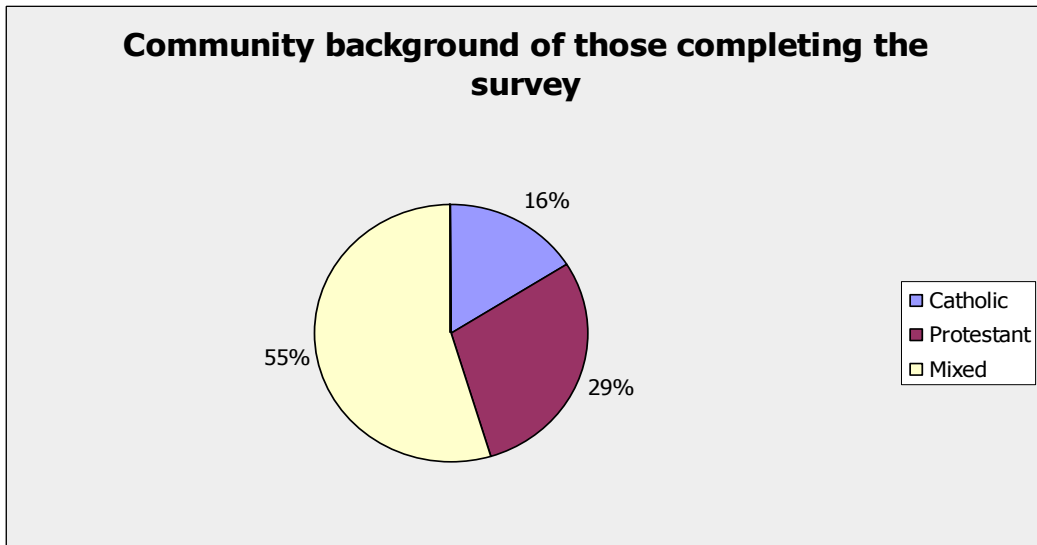


Figure 6c

6.12 Prejudice

When asked about levels of prejudice (Figure 6d) a significant number felt that there was occasional prejudice shown towards ethnic minorities but very few felt that the level or occurrence of prejudice was high.

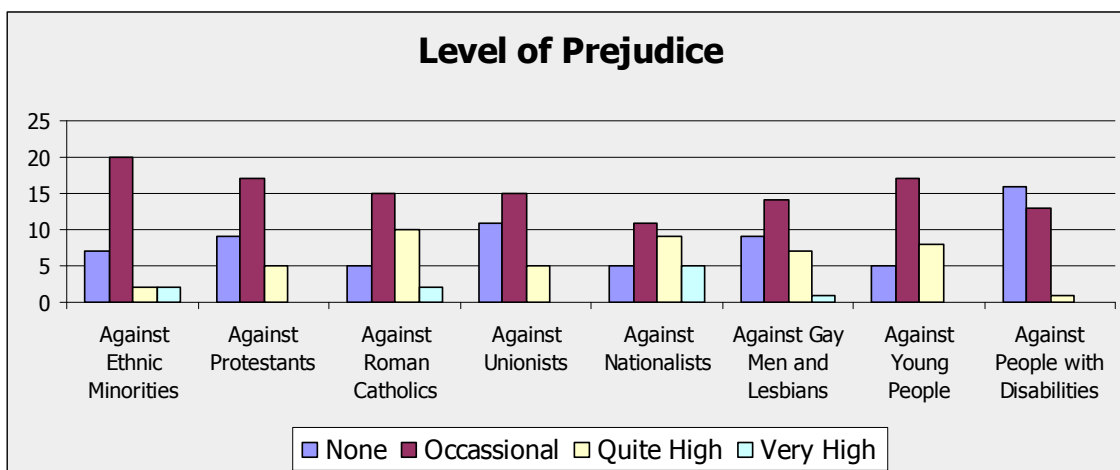


Figure 6d

On average, when the results are ranked it is seen (Figure 6e) that prejudice is regarded as being highest towards Nationalists and Roman Catholics with prejudice towards ethnic minorities being ranked 5th after prejudice towards young people and gay men and lesbians.

Prejudice towards Protestants and Unionist were then ranked 6th and 7th with the least prejudice being regarded as being shown towards disabled people.

Prejudice Against	Rank
Nationalists	1
Roman Catholics	2
Young People	3
Gay Men and Lesbians	4
Ethnic Minorities	5
Protestants	6
Unionists	7
People with Disabilities	8

Figure 6e

When asked to consider if prejudice had increased or decreased over a five year period the only grouping against which respondents believed there had been an increase in prejudice was against ethnic minorities (Figure 6f). For all other categories it is believed that prejudice has either decreased slightly or decreased moderately

Prejudice	+ / -
Against Ethnic Minorities	Increased Moderately
Against Gay Men and Lesbians	
Against Young People	Decreased Slightly
Against Nationalists	
Against People with Disabilities	
Against Roman Catholics	Decreased Moderately
Against Unionists	
Against Protestants	

Figure 6f

6.13 Interaction and Engagement

Firstly we asked groups to consider how much contact their group had with those from different religious, political or racial background. Figure 6g suggests that while there are a quite a number of groups who have some level of contact with those of differing religious and political background, there are quite a number with no or limited contact with those from another ethnic minority.

Comment made by respondents would seem to suggest that this may be partly due to their being little opportunity to network or meet with groups from an ethnic minority background. However it is a fact that for many communities meeting with ethnic minorities groups would be a first and for most, working in a programme (such as programme 4b) with groups of varying ethnicity would be un-chartered waters.

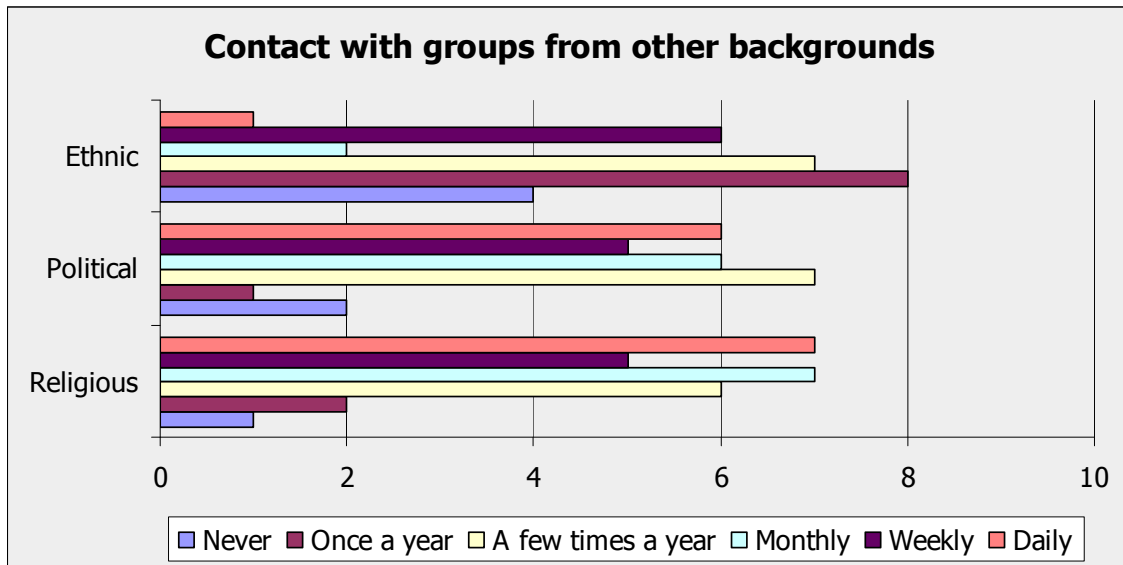


Figure 6g

When asked to consider what issues are important in influencing a community's willingness or ability to interact with people or groups from a different ethnic minority background, respondents (figure 6h) identified sectarianism as the main issue followed by racism and discrimination

Issue	Rank
Sectarianism	1
Racism	2
Discrimination	3
Community Division	4
National Identity	5
Deprivation	6
Politics	7
Poverty	8
Religion	9

Figure 6h

When asked to consider a range of statements relating to the group's confidence to engage with others (Figure 6i) we note that 75.8% either agreed fully or partly that they needed to improve their confidence to interact with those of a different ethnicity.

Answer Options	Agree Fully (%)	Agree Partly (%)	Not Sure (%)	Disagree Partly (%)	Disagree Entirely (%)
We feel comfortable participating in cross community events.	72.7	18.2	0.0	9.1	0.0
We feel comfortable discussing difficult issues on a cross community basis.	48.5	36.4	6.1	6.1	3.0
We feel we are involved in the development of our community.	60.6	30.3	0.0	3.0	6.1
We feel we can have an impact on Good Relations in our area.	60.6	30.3	6.1	3.0	0.0
We feel we need to improve our confidence to interact with those of a different ethnicity.	27.3	48.5	9.1	3.0	12.1
We feel our participation in a confidence building programme would be worthwhile.	41.9	25.8	25.8	3.2	3.2

Figure 6i

At this early stage in programme development we note that 41.9% fully agreed that their participation in a confidence building programme would be useful and 25.8% partly agreed but 25.8% were not sure. This demonstrates the need for further information to be disseminated about the programme (this will occur during September 2009 when facilitators meet with the committees of sixty groups across the cluster).

In development of an engagement programme it was useful to learn what might make a group reluctant to engage with ethnic minorities. Figure 6j shows that the primary reason given (64.5%) was the language barrier. This was followed by 51.6% of groups feeling they were not sure how to engage with ethnic minorities.

A further 48.4% of respondents held the belief that ethnic minorities mix within their own nationalities and 45.2% stating that they lacked the resources to enable them to engage with ethnic minorities.

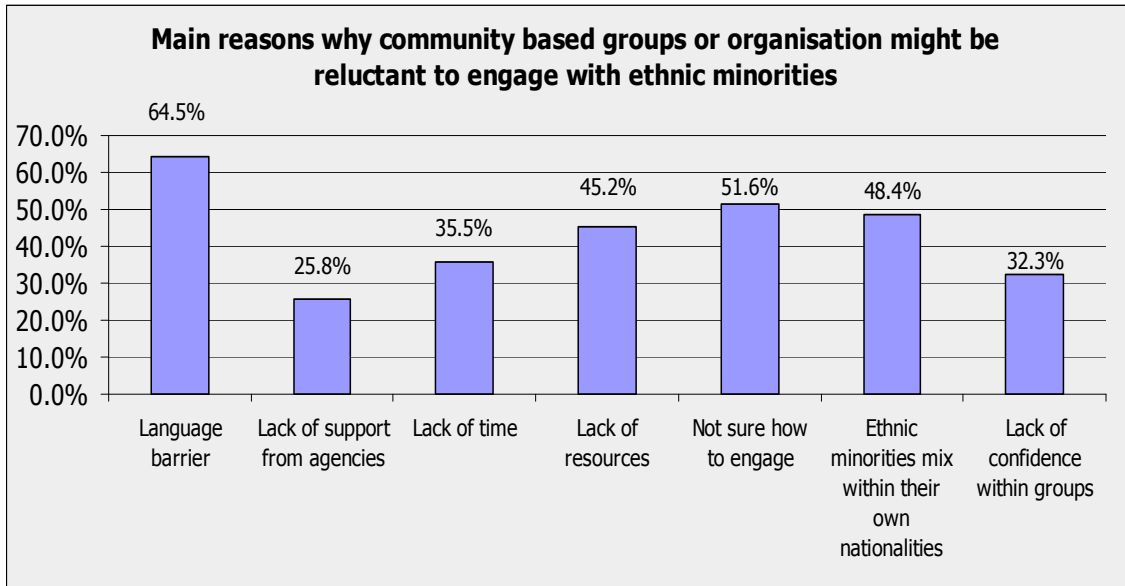


Figure 6j

When asked what types of activities might be useful in supporting community and ethnic groups, networking events were ranked number one followed by promotion of good news stories about what works well and the organisation of mixed ethnic and community events (Figure 6k).

Helping in terms of supporting community and ethnic groups	Rank
Organised events that promote networking opportunities.	1
More Good News Stories about what works well.	2
Mixed Ethnic Community Contact Events	3
Appropriate Training Events that build confidence.	4
Working with Individual Ethnic Communities	5
Inter Faith Dialogue and Discussion	6
Cultural Diversity - Music	7
Cultural Diversity - Drama	8
Cultural Diversity - Lectures	9

Figure 6k

In terms of the role that the community sector should play respondents were strongly of the opinion (64.5%) that they should seek to engage with all sections in community dialogue (figure 6I).

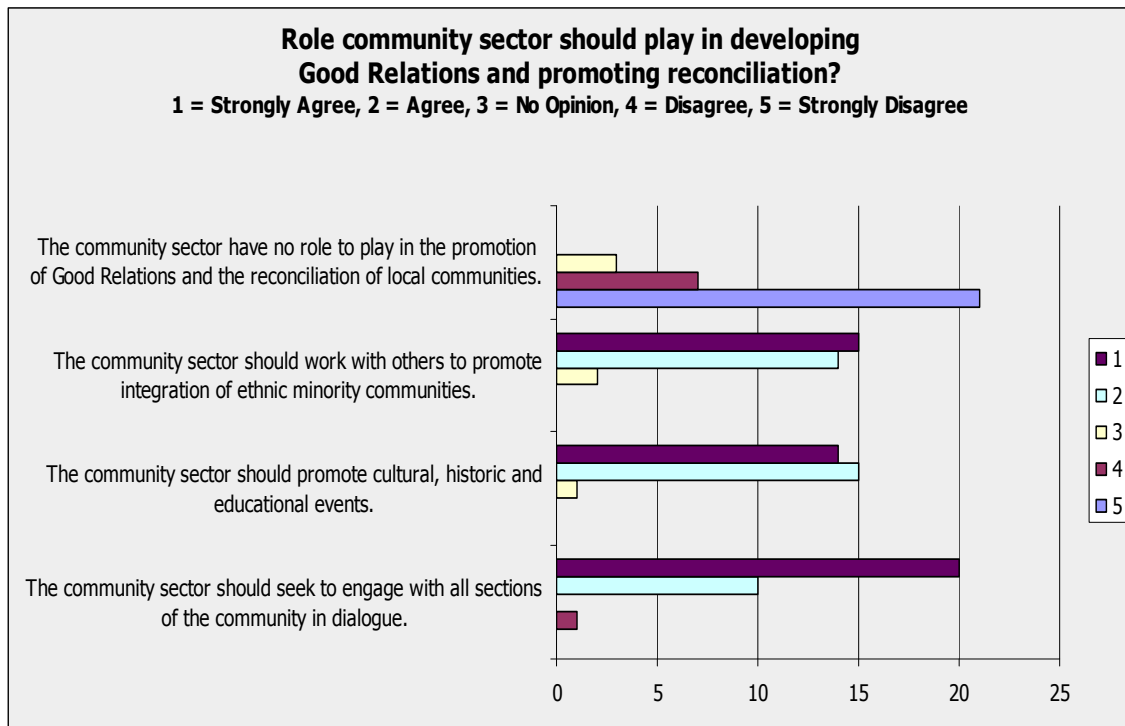


Figure 6I

In total 83.3% either strongly agreed or agreed that the community sector should work with others to promote integration of ethnic minority communities. We believe this to be a very encouraging starting point for any programme (such as programme 4b) which seeks to build the confidence of community and ethnic groups to take part in a sharing and development programme. In fact 90.6% of responding groups are already taking part in projects that they believe contribute to improving relationships at a local level.

6.2 Workshop and Stakeholder Interview Feedback

The terms of reference required that partners of programme 4a:

- Arrange and facilitate a minimum of twelve scoping workshops with ethnic minority groups and community groups from across the cluster area to include at least one workshop across the border. These sessions should explore the current and future challenges faced by the ethnic minority community and the indigenous communities in integrating more effectively and how they would envisage a programme of activity being delivered over the next 15 months, specifically in relation to how to address sectarianism and racism in the area.
- Meet and interview a series of key stakeholders (at least 15) in the mapping/needs analysis and the development of the resultant programme

Workshops and interviews were conducted in accordance with programme requirements (section 4.5 & 4.6).

6.21 Current challenges facing ethnic minorities and indigenous communities

A wide range of challenges were described by ethnic minorities living in the North East. The summary below reflects the perceptions expressed during the consultative period.

- Fear: Many ethnic minorities fear harassment and intimidation. Experiences such as those that happened to Romanians in Belfast in June 2009 add to fear of attack and intimidation. Whilst direct racial instances appear to be low many ethnic minorities feel that they are not welcome.
- Specific cases of racist abuse and antisocial behaviour were reported by ethnic minorities.
- Ethnic minorities report that their kids often feel stigmatized in schools as they are seen as different.
- Within areas where there are ethnic minorities living they often become a target for antisocial behaviour from young people.

- Ethnic minority communities have no sense of belonging. Often they "feel under siege".
- Migrant workers believe that many locals still are influenced by those who continue to promote the view that "They are taking our jobs". They also believe that locals have got a stereotypical image of migrants being low qualified factory workers whereas many who work in factories are over qualified for the work they do.
- While many enjoy their work a number of examples were cited of employers not treating workers fairly and of employers exploiting ethnic minorities, who often are unaware of the employment law.
- Due to language barriers ethnic minorities often find it difficult to understand the law and to relate with professional agencies including schools, police etc.;
- Whilst many in the indigenous community are accepting of their ethnic minority neighbours there are some parts of society which will not accept diversity.
- Due to past experiences, in their own countries, some migrant workers have come to Northern Ireland with negative perceptions and fears of government and government agencies. Many ethnic minorities choose to keep a low profile as they do not want "come to the attention of the authorities"
- Housing Policy is also of concern to some ethnic minorities. They believe that they cannot access social housing. Often they find themselves living in private rental accommodation in housing estates.
- While it was recognised that there was good ethnic minority support in Ballymena concern was expressed at the lack of co-ordinated and resourced support structures in other urban and rural communities across the North East.
- Some ethnic minority women expressed the desire to get involved in developing community programmes but suggested that this was not possible as they did not have the family childcare structure that perhaps local families had.
- Local agencies reported that some migrant workers were now approaching them in relation to training e.g. approaches from Polish workers to take part in the Exploring Enterprise Programme. However while spoken English is often good, the ethnic minority participant might find it more difficult to complete the written portfolio that is often required for accredited training courses.

- Translation support tends to be agency based and therefore not accessible to the whole community e.g. Simon Community and Council have help lines that their staff can use.
- Many community associations expressed an interest in engaging with their Eastern European neighbours but suggested that often they do not do so due to the language barrier or not knowing how to take the first step.

6.22 Future challenges facing ethnic minorities and indigenous communities

In terms of future needs, consultees have identified a range of challenges that are facing ethnic minorities and indigenous communities.

- It is important to acknowledge that "change takes time" and that the work of reducing racism and developing integrated communities will be a long term one.
- Information on community activities must be shared between all groups, whether indigenous or ethnic minority based.
- Providing opportunities to connect and to create common ground.
- Need to develop summer schools and after schools opportunities for ethnic minority children where their social and educational skills can be developed.
- Race relations programmes within schools will be vital if young people are to better understand the needs and issues facing ethnic minority communities.
- There is a need to promote the message that "violence is not acceptable."
- Getting some communities to accept that cultural difference is important and that it adds value to the community as a whole.
- Educating ourselves in terms of the cultural differences of others is important and nurturing acceptance of difference.
- Ensuring that all groups and agencies maintain an open door policy and be welcoming.
- Providing opportunities for young people to engage with those from differing ethnic backgrounds.

- If local indigenous communities don't mix across the community is it unrealistic to expect ethnic minorities to integrate?
- Need to address the myths and legends in relation to racism.
- The challenge of the rise of organisations like BNP and Combat 18.
- Need to engage growing numbers of ethnic minority youth who are disaffected and at risk of getting involved in non profitable activities.
- Potential arrival of “Roma” from Eastern Europe may raise tensions e.g. between indigenous Slovaks and Roma from Slovakia.

6.23 Other information emerging from workshop and interviews

- Locally based information on demographic trends.** This has been incorporated into section 5 of the mapping report.
- Expressions of Interest.** Strong indications from groups who want to benefit from Programme 4b. In total 36 groups expressed interest in participating in the programme during the mapping phase. They were:

Aghadowey Pre School Playgroup
Asian Over 50's Club
Ballymena Inter Agency Ethnic Support Group
Ballymena Inter Ethnic Forum
Ballymena Islamic Culture Centre
Ballymoney and District Community Playgroup
Ballymoney Community Resource Centre
Cairncastle Ulster Scots
Castlerock Community Playgroup
Causeway Early Years
Causeway Vineyard
Clear the Clods Counselling
Cloughmills Early Years Playgroup
Coleraine Multicultural Forum Cultural Forum
Crafts with Love
Dunclug and District Residents Association
Garvagh Pre School Playgroup

Hands That Talk, Dungiven
Jack Horner Playgroup
Kells and Connor Community Improvement Ass.
Kilcranny House
Larne Community Development Project
Larne Community Safety Partnership
Larne Elim Church
Larne YMCA
Loughgiel Community Playgroup
Millburn Community Playgroup
Naiscoil An Chaistil
Rasharkin Playgroup
Rasharkin Women's Group
Salvation Army, Limavady
Simon Community, Larne
St. McNissi's Larne
Stepping Stones Community Playgroup

Glebeside Community Association
Glenshane Community Development Ltd

Watt Fun Community Playgroup
Youth Peer Mentoring (Larne)

c) Potential project ideas

During the course of the mapping study a wide range of project ideas emerged. These have been recorded in Appendix B and will be developed further during September 2009 when Programme 4a team members meet individually with all organisations who have expressed an interest in the programme.

6.3 Existing projects that engage with or support ethnic minorities

- **Ballymena Inter Agency Ethnic Minority Support Group** is made up of 24 private, statutory and voluntary organisations. It meets bi-monthly and provides support and guidance to organisations working with ethnic minorities.
- **Ballymena Inter Ethnic Forum** was developed in 2002 by Ballymena Community Forum in partnership with Ballymena Borough Council in supporting its Good Relations Strategy of promoting racial equality, diversity and good relations. The project is funded by OFMDFM, Ballymena Borough Council and a range of other funders. The project works with ethnic minority communities and the wider community to promote cultural diversity and support the needs within the Borough. BIEF has been in much demand in a wide range of areas such as community relations, community safety, education, health, housing, cultural awareness, training etc and has supported good relations and anti-racism in the Borough. BIEF has worked with Polish, Slovakian, Chinese, Indian, Sudanese, African, Filipino, Romanian, Portuguese, Thai, Japanese and Russian communities. The Project has over 600 members of over 14 nationalities.
- **Bilingual Advocacy Service** was developed by BIEF in 2005 and assists vulnerable members of the Ethnic Minority communities struggling with the language barrier offering support and information on different issues as: community and personal safety, road traffic safety (car insurance, tax, MOT etc), offering help and support in dealing with Home Office, National Insurance Number, Social Security Agency, HM Revenue & Customs, help with employment issues, help and information for newcomers in Northern Ireland (registering with GPs, opening a bank account, etc.) The advocacy service also aims to assist new citizens moving into the area to access basic information

about the community that they will be living in including key services and support organizations.

- **Ballymoney Community Resource Centre** –works to develop services that support ethnic minorities and that enable local communities to develop programmes that engage ethnic minorities.
- **Coleraine Multi Cultural Forum** - was established in 2005. It is an inter-agency and multi cultural forum which includes representatives from a variety of ethnic groups and organisations. It provides support to ethnic communities and agencies in the hope of refining service delivery so that the needs of the increasing ethnic community might be met. The Forum meets regularly, alternating day time and evening meetings on a monthly basis and inviting guest speakers to evening meetings.
- **Dunclug Partnership** – Dunclug Partnership, through support from DSD, commissioned a detailed study of ethnic minority needs in 2008. The study identified 300 ethnic minorities living in an area with a total population of 2000. Following on from the audit a three year action plan was developed. Dunclug Partnership is currently leading year one of the delivery of the plan which aims to support ethnic minorities and help integrate them into wider community life.
- **Kilcranny House** - is a peace and reconciliation centre and peace farm located on the edge of Coleraine. It offers facilitated programmes on good relations and cultural diversity for schools, youth groups and communities from Coleraine Borough and beyond. They also operate an international volunteering placement service for individuals. Facilities include a 28 bed residential centre with training facilities.
- **Polish Saturday School (Coleraine)** - The Polish Saturday School meets on a Saturday afternoon in the Church of Christ in Coleraine. Polish young people attend to participate in Polish language and cultural activities. Informal help is also provided to other Polish immigrants having English language difficulties.
- **NICEM** – We understand that until around one year ago NICEM operated a local office servicing the ethnic minority needs of Ballymoney and Coleraine. This includes support services and language classes run in local libraries.

- **Northern Regional College** delivers ESOL classes for ethnic minorities across all its campuses in the NE area - Ballymena, Larne, Coleraine, Ballymoney.
- **Rasharkin Women's Group** – the local women's group has sought to provide support to ethnic minority women from Eastern European nations and has worked with local agencies to promote English language classes.
- **Salvation Army (Limavady)** – for some time the local Salvation Army in Limavady has been providing one to one support to ethnic minorities, and their families, who have come to live in the Limavady area. The support tends to be practical in nature but is limited by resource constraints.

Occasional support has been provided to local initiatives by:

- Multi Cultural Resource Centre
- Centre for Global Education



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Community and Ethnic Minority Mapping Report

North East Peace III Partnership

Key Issues

7.1 Mapping Report

From the mapping report we have drawn out a number of points in relation to sectarian and racism, integration and capacity building. These are a collection of the reflections of local communities, residents and agencies.

➤ **Sectarianism and Racism**

- 1163 sectarian incidents reported to police 2005-2007 – 48% of which occurred in Ballymena
- Communities perceive prejudice to be higher against Nationalists and Roman Catholics than towards Protestants and Unionists
- However, communities believe prejudice has decreased in the last 5 years towards Roman Catholics and Protestants
- 28% of groups interact with those from a different religious background less than once a month
- 90.6% of groups believe that they are already taking part in activities that seek to improve relationships at a local level
- Seems to be a nucleus of people who do not want to recognize or accept diversity
- 325 racist incidents reported to police 2005-2007 – 58% of which occurred in Ballymena and 25% of which occurred in Coleraine
- Communities believe prejudice has increased in the last 5 years towards ethnic minorities
- 54% of groups interact with people from a different ethnic background less than once a month
- Ballymoney PSNI report decrease in incidents involving ethnic minorities
- New citizens do not feel universally welcomed
- Polish people report feeling resented in Protestant areas as they are often assumed to be Catholic

- There remains a perception held by some that new citizens are taking local jobs
- Some ethnic minorities fear harassment and intimidation
- Children from ethnic minority communities often feel stigmatized in local schools
- Ethnic minorities are often a target for antisocial behavior in local housing estates
- Challenge of the rise of organisations such as Combat 18 and BNP

➤ **Integration**

- 96.8% of respondents believe the community sector should seek to engage with all sections of the community in dialogue
- 93.6% of respondents believe that the community sector should work with others to promote the integration of ethnic minority communities
- 45.2% of responding groups believe they lack the resources required to engage with ethnic minorities
- Key issues seen as influencing a communities willingness or ability to interact with people or groups from a different ethnic background were ranked as sectarianism, racism, discrimination, community division, national identity, politics, poverty and religion
- 48.4% of respondents believe that ethnic minorities prefer to mix within their own communities
- Ethnic minorities report that they often feel no sense of belonging
- Migrants live mainly in low quality private rental properties
- Increased car ownership may suggest Eastern Europeans are seeking to settle long term in Northern Ireland
- Some evidence of Polish families settling long term
- Optimism of economic upturn helping to encourage Eastern Europeans to stay and pledge their future to a life in Northern Ireland
- Lack of coordinated support for ethnic minority communities across the North East
- Addressing language barriers should be central to integration
- Local community groups would like to be able to access translation and interpretation services to enable them to include ethnic minorities in their activities and programmes
- Need to ensure that information on local activities and programmes is made available to ethnic minorities
- It is important that all agencies, organisations and service providers maintain an open door policy to all, regardless of religious or ethnic background.
- Integration activities need to include those that allow young people to grow up accepting their peers, regardless of background

➤ **Capacity Building**

- 61.5% of communities do not feel entirely comfortable discussing difficult issues on a cross community basis
- 75.8% of respondents felt they needed to improve their confidence to interact with those of a different ethnicity
- 67.7% feel their participation in a confidence building programme would be worthwhile
- 51.6% of responding groups were unsure how they might engage with ethnic minorities
- Communities need better prepared for changes in demography, changes in relations within and between two main communities and changes in governance and politics
- Opportunities for indigenous and ethnic communities to learn together and to explore culture and history would help integration
- Networking and the sharing of good practice were seen as key capacity building measures
- Some ethnic minorities are now seeking to develop own business ideas but will need support to take part in programmes such as “Start a Business”
- Programmes in schools and colleges will be important to address prejudice

7.2 Taster Workshops

From the 53 taster workshops now completed we have drawn out a number of key points in relation to sectarian and racism, integration and capacity building. These are a collection of the reflections of community and voluntary groups from across the cluster.

➤ **Sectarianism and Racism**

- Need to challenge the stereotypes that are prevalent
- Existing cross community links exist in some areas that were developed through Peace II e.g. BART (Balmamore and Rasharkin Together)
- One group has already changed its name to increase confidence of the other community to engage with them
- Many members of Asian community lived through the troubles but felt ‘outside’ the conflict
- Realisation that areas with murals, flags etc can be intimidating to ethnic minorities as well as members of the ‘other tradition’

- Need to develop programmes to address perceptions / ideas held by young people on the streets
- Positive support work being done via a number of organisations e.g. Ballymoney Inter Agency Forum, Kilcranny House, Ballymena Inter Ethnic Forum, Ballymena Inter Agency Ethnic Support Group and Coleraine Multi Cultural Forum
- Need for further evidence on issues affecting ethnic minorities in rural areas
- Need to continue to work to reduce fear and raise an understanding of the richness that cultural diversity brings to communities
- Some groups are participating in the Rural Development Council's Integrating Communities Programme
- Local churches have some valuable projects e.g. a local church has developed contact with the small Romanian community in Larne

➤ **Integration**

- Integration work requires identifying need, design and implementation of projects, lobbying, advocating, and the provision of expertise
- Power of the media must be harnessed positively
- Important that minority voices be heard in the public domain
- Projects that explore art, culture, diversity, food etc. are a good way of gaining participation from those who would not normally be part of such a programme
- Potential for community networks to implement programmes that will develop integration at local community level
- Community organisations need to be supported to provide a befriending service for those marginalised due to their religious or ethnic background
- Need to engage those in minority communities who are most vulnerable e.g. ethnic minorities with learning disabilities
- There is a need to promote integration between people from different nationalities and faith within the Asian sub continent
- Having a Polish priest now resident in Larne will provide an opportunity for integration of the local indigenous and Polish communities.

➤ **Capacity Building**

- A number of groups have or are engaged in capacity building e.g. Ballymoney Community Resource Centre provide Prejudice and Cultural Awareness training, Larne YMCA committee has completed an OCN in Mediation with Mediation NI and the Coleraine Multi Cultural Forum has participated in the Global Education Programme
- Where possible, capacity building training and events should have participation from ethnic minorities



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- Dialogue needs to be central to capacity building
- Educational trips that bring Catholics, Protestant and ethnic minorities together where seen as a valuable part of a capacity building process
- Potential of community networks to support capacity building processes must be explored
- Some groups are keen that as many of their members as possible can participate in the OCN Level 2 Programme
- Intergenerational capacity building and training that is shared across generations should be encouraged



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Appendices

Appendix A Survey Consultation Proforma

NE Peace III Community/Ethnic Mapping - Programme 4a

The purpose of this survey is to explore the current confidence and ability of individuals and communities to develop programmes that are inclusive of all ethnic minorities that live in the area. The survey is part of a programme supported by the NE Peace III Partnership and funded by the European Regional Development Fund (ERDF).

It is anticipated that the findings of this survey will help to shape and form a programme of learning and development that will be offered to groups in the North East Partnership Cluster area from September 2009.

Thank you for taking the time to complete this survey. If you would like further information about the programme please provide your contact details at the end of this survey and we will contact you in due course.

1. Please indicate which Council area you live in?

Limavady
 Coleraine
 Moyle
 Ballymoney
 Ballymena
 Larne

2. What type of group are you?

Community / Residents Association
 Community Network
 Other Community Organisation
 Voluntary Sector Organisation
 Ethnic Minority Group
 Ethnic Minority Support Group

Other (please specify)

3. Please indicate the level of prejudice you think there to be in your area?

	Very High	Quite High	Occasional	None
Against Ethnic Minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Protestants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Roman Catholics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Unionists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Nationalists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Gay Men and Lesbians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Young People	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against People with Disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Do you think there is generally more prejudice within your community now than there was 5 years ago, less, or about the same amount?

	More Now	Less Now	About the Same	Don't Know
Against Ethnic Minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Protestants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Roman Catholics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Unionists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Nationalists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Gay Men and Lesbians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against Young People	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Against People with Disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. How much contact do you have with groups from other religious, political and ethnic backgrounds?

	Daily	Weekly	Monthly	A few times a year	Once a year	Never
Religious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. How important do you think the following are in influencing a communities willingness or ability to interact with people or groups from a different ethnic minority background?

	Very Important	Quite Important	Not Sure	Not Really Important	Definitely Not Important
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Politics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National Identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deprivation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Division	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sectarianism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poverty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. In regard to the following statements please indicate what you perceive would be the views of your group?

	Agree Fully	Agree Partly	Not Sure	Disagree Partly	Disagree Entirely
We feel comfortable participating in cross community events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We feel comfortable discussing difficult issues on a cross community basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We feel we are involved in the development of our community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We feel we can have an impact on Good Relations in our area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We feel we need to improve our confidence to interact with those of a different ethnicity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We feel our participation in a confidence building programme would be worthwhile.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. What do you believe are the main reasons why community based groups or organisation might be reluctant to engage with ethnic minorities living in their local area?

- Language barrier
- Lack of support from agencies
- Lack of time
- Lack of resources
- Not sure how to engage
- Ethnic minorities mix within their own nationalities
- Lack of confidence within groups

Other (please specify)

9. What type of work do you think might be helpful in terms of supporting community and ethnic groups?

	Very Important	Quite Important	Important	Not that Important	Not Important At All
Cultural Diversity - Drama	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cultural Diversity - Music	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cultural Diversity - Lectures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with Individual Ethnic Communities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mixed Ethnic Community Contact Events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inter Faith Dialogue and Discussion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appropriate Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Events that build confidence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More Good News Stories about what works well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organised events that promote networking opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

10. What role do you believe the community sector should play in developing Good Relations and promoting reconciliation?

1 = Strongly Agree, 2 = Agree, 3 = No Opinion, 4 = Disagree, 5 = Strongly Disagree

	1	2	3	4	5
The community sector should seek to engage with all sections of the community in dialogue.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The community sector should promote cultural, historic and educational events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The community sector should work with others to promote integration of ethnic minority communities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The community sector have no role to play in the promotion of Good Relations and the reconciliation of local communities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Which section of the community best describes your groups background?

Catholic Protestant Mixed Ethnic Minority Other?

12. Do you engage in any projects that you would regard as contributing to the improvement of relationships within the your Council area?

Yes No

If yes, please give details

13. Would your group be interested in attending an evening workshop to find out more about the the community / ethnic confidence building programme to be delivered across the NE Peace III Cluster Partnership Area?

Yes

No

If yes, please provided the name of your group and the contact address

14. Workshops will be held at a number of locations to discuss the Confidence Building Programme.

Please indicate which location is most convenient for your group to attend?

Ballycastle

Ballymena

Ballymoney

Coleraine

Larne

Limavady

We sincerely appreciate your time in completing this questionnaire. Should you require further information please do not hesitate to contact:

Tommy Stewart

Programme Director

E: tommy@vmsconsults.com

M: 07803 010 508

Please return the completed questionnaire before the required closing date of 10th July 2009. We have enclosed a freepost envelope for your convenience (no stamp required).

Appendix B Potential Project Ideas

- Employment rights clinics
- Film festival with films from Poland and other nationalities shown in cinemas
- Showcase for talents of ethnic minority youths
- Drop in Centre / Cultural Centre for Ethnic Minorities in the North East
- Organised programme of trips around North Ireland and Border counties for ethnic minorities and their local community representatives so they can jointly learn more about local history and culture
- Training programme of understanding so ethnic minorities can better understand local culture and history
- Language support for parents in local school enabling them to provide help to their children with homeworks etc
- Health and well being advocates trained up from primary ethnic communities
- Race relations training for college students
- Language classes including Polish people teaching locals Polish and locals teach Polish to speak English. Language classes need to start from a "zero" level i.e. begin by teaching commonly used phrases
- Start a Business courses for ethnic minorities with language support
- Cultural/Craft market allowing local to experience the cultures and crafts of ethnic minorities
- Programme to support community associations engage with their ethnic minorities neighbours
- Information sessions for ethnic minorities on local support that it is available to them
- A North East wide advocacy service for ethnic minorities
- Translations of community newsletters

- Maintenance of a website of information that will always remain current
- Detailed mapping in each Council area so more is learned of local needs e.g. the Council/Ledcom study completed recently in Larne



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