

Schedule 3

Detailed Work Plan for Delivery of Specific Tasks by Lead Partner Donegal County Council

Proposed Indicative Action Code*	Details of Activity	Principal Partner	Other Partners involved	Timescale	Outputs – E.g. Number of participants	Impact	Budget
E1 E3 E4 E5 E6	<ul style="list-style-type: none"> Working with a range of stakeholders in the county including the steering committee of Inishowen Development Partnerships Immigrant Outreach Programme, the Citizens Information Service, VEC, HSE, An Garda Siochana and target group representatives in delivering a range of interventions to facilitate and encourage participation of ethnic minority communities in civil life in Donegal. Engage with individuals and/or groups from ethnic minority communities to identify existing barriers to participation and to agree on supports required to facilitate such participation. This will include engaging with individuals and/or groups from the ethnic minority community 	Donegal County Council	VEC, HSE, An Garda Siochana	June 2009 – Dec 2010	<ul style="list-style-type: none"> Good working relationship developed with Inishowen Development Partnership Immigrant Outreach Programme. Similar local steering group developed in other part(s) of county. Existing groups/subgroups representing these minority communities compiled via mapping exercise. 	<ul style="list-style-type: none"> Effective interagency approach in supporting and facilitating integration of ethnic minority communities including Travellers. Greater awareness of issues affecting minority communities in participating in social, 	€149,150

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	<p>using a range of methods such as a one to one meetings, focus groups, workshops etc.</p> <ul style="list-style-type: none"> Establish mechanisms to ensure that ethnic minority communities have an opportunity to have their voice heard and are supported to sit on local decision making structures. This will include exploring the feasibility of establishing an intercultural platform in the county. Create opportunities for social interaction with the wider community through sport, cultural, food and other events, festivals and activities. Provision of practical supports to remove barriers and facilitate integration including access to English language classes, hosting information sessions on rights and entitlements and establishing a multi-cultural resource point for information and support. 				<ul style="list-style-type: none"> Contact made with individuals and groups from minority communities. Barriers to participation identified and possible solutions identified and implemented. Mechanism such as Intercultural Platform established in county. 3 events/activities held 6 information sessions hosted 1 multicultural resource point 	<p>economic and civil networks in the county.</p> <ul style="list-style-type: none"> Minority communities have their voices heard and supported to participate in local decision making structures. Breakdown barriers through social interaction with a view to sharing perspectives, experience 	
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	<ul style="list-style-type: none"> • Establish a small network of peer support / link persons who are trained, supported and available on a sessional basis to support individuals in accessing services such as health, social services and accommodation. • Work with ethnic minority women on a crossborder basis, who are experiencing exclusion, to build relationships, explore issues affecting their lives and develop ways to address these. This will involve developing relationships with crossborder partners through contacts with the network of Local Government Officers on Migrant Racial Equality and Integration Issues and indeed the network of Peace III Clusters in Northern Ireland. 				<p>set up</p> <ul style="list-style-type: none"> • Network of trained peer support/link persons available • Excluded/isolated ethnic minority women supported to build relationships, explore issues affecting their lives and develop ways to address these issues. • Relationship developed with crossborder partner. 	<p>s and information.</p> <ul style="list-style-type: none"> • Removal of barriers to participation (e.g. lack of information etc.) • Improved access to public services for isolated or excluded individuals. • Improved participation of isolated or excluded women from minority community in civil life. • Improved relationships at a local 	
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						and crossborder level.	
F1 F2 F3	<ul style="list-style-type: none"> Explore Traveller / settled conflict in Donegal by documenting experiences of individuals, groups and communities from both perspectives and develop and agree good practice guidelines Agree on an interagency basis, a framework for dealing with and addressing conflict situations and / or tensions between Traveller / Settled community. Apply & test the applicability of good practice guidelines within the context of an agreed framework at grassroots level. Explore opportunities to address collaboratively some of the underlying causes of conflict and tensions between both communities Organise a range of activities and events to provide opportunities for greater interaction between both communities Enhance recognition and awareness of Traveller culture and wider cultural diversity through the proactive portrayal of positive news stories and images in the local media. Work with local media to highlight their vital role in dealing with attitudes towards 	DCC	HSE, An Garda Síochána, VEC	June 2009 – December 2010	<ul style="list-style-type: none"> Good practice guidelines for dealing with a range of conflict developed Shared framework agreed by all relevant stakeholders Skilled worker in place to provide support in addressing or in dealing with situations where there is conflict or risk of conflict. Underlying causes of conflict to be identified 5 events/activities to be arranged and delivered, with Travellers and ethnic minority communities being involved in planning and implementation 	<ul style="list-style-type: none"> Build on previous Peace II programme. Improved levels of trust and tolerance between both communities Conflict resolution and mediation techniques promoted at local level Conflict situations or situations where there is a risk of conflict can be dealt with efficiently and effectively reducing the chances of these situations escalating further. Improved 	€182,550

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	sectarianism and racism.				<ul style="list-style-type: none"> • 8 positive news stories to be proactively presented to the local media • Event to be held with local media to explore best practice in reporting on incidents relating to minority or marginalised communities. 	<p>access to services for Traveller community alleviating levels of frustration experienced.</p> <ul style="list-style-type: none"> • Increased participation in civil life for Travellers • More positive image of Travellers in local media. 	
K1	<ul style="list-style-type: none"> • Develop an independent and confidential reporting scheme for sectarian and racist incidents and discrimination. • Provision of practical support and signposting for victims, to existing services and supports. • Develop the reporting scheme in partnership with other key stakeholders • A simple, easy to use reporting form will be made available from a number of centres in the county and will be available in relevant languages. • Completed forms will be forwarded to relevant authority for further investigation or filed according to indications of the person reporting the incident. • Donegal County Council will compile and analyse data collated 	DCC	HSE, An Gardai Siochanna, CCF	June 2009 – December 2010	<ul style="list-style-type: none"> • Independent and confidential reporting scheme for sectarian and racist incidents and discrimination available in Donegal. • Information and advice more readily available for victims • Data will be available on the number of victims reporting sectarian and 	<ul style="list-style-type: none"> • Better understanding among key agencies of the levels of racism and sectarianism in Donegal. • More effective policy making and implementation in the areas of sectarianism and racism. • The project could be utilised as a model of 	€84,393

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	<p>from the incident forms on a quarterly basis. This will include mapping the location of where incidents are being reported in the county.</p> <ul style="list-style-type: none"> • Scheme will complement other reporting systems available such as Gardaí records. 				<p>racist incidents in Donegal</p> <ul style="list-style-type: none"> • Increased level of knowledge of racism and sectarianism in the county. • Greater co-ordination between relevant agencies around this issue. 	<p>best practice for other areas.</p>	
L1	<ul style="list-style-type: none"> • Encourage and support individuals from the Peace III target groups to engage and participate in civil life by providing opportunities for volunteering in a range of community based activities. • Build the capacity of existing community and voluntary groups to support the integration of minority and marginalised communities, for example, ex-prisoners, displaced persons, protestants, ethnic minorities and Travellers, within their organisations. • Work to ensure that the voice of the marginalised and minority communities in Donegal is heard in the representative structures of the Community and Voluntary sector. 		Donegal CCF	June 2009 – December 2010	<ul style="list-style-type: none"> • A steering group established to guide the implementation of this proposal. • 3 number local initiatives undertaken e.g. Volunteerism Fair, Knowing Your Neighbour and community based environmental initiative. • Information and Training provided to 30 community & voluntary groups in the 	<ul style="list-style-type: none"> • Increased participation of marginalised communities in civil society through supporting volunteerism • Betters relations and improved levels of trust and tolerance built whilst respecting diversity and different perspectives 	€105,110

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					<p>county to build their capacity</p> <ul style="list-style-type: none"> • Barriers to volunteerism from minority and marginalised groups identified along with options to overcome these barriers. • Information sessions provided by a range of methods to raise awareness among minority and marginalised groups on how to influence decisions that affect their lives • Information gathered will inform the future work of the CCF. 		
M1 M2	<ul style="list-style-type: none"> • Provision of a locally based interagency service to support service providers in terms of accessing interpretation and translation services and will involve: • Working with public service 	DCC	HSE, An Garda Síochána, VEC, CCF	June 2009 – December 2010	<ul style="list-style-type: none"> • Interagency service available to support service providers in accessing interpretation 	<ul style="list-style-type: none"> • More appropriate public service delivery by a range of organisation 	€79,983

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	<p>organisations in the county to ensure that there is an effective interpretation policy in place and that staff are adequately trained within this area.</p> <ul style="list-style-type: none"> • Establishing and maintain a database of trained community interpreters for Donegal. This will include developing a code of conduct and practice for interpreters. • Develop an inventory of specialist services and other language resources available in the county • Develop an inventory of information resources currently available in other languages in the county. • Arrange for key information documents to be translated and made available in relevant languages. • Provide Cultural Competency Training for frontline staff in a range of public service organisations. • Encourage and support public service organisations to develop easy to understand user related material and visual signposting in languages of the commonly encountered groups and groups represented in the service area. 				<p>and translation services.</p> <ul style="list-style-type: none"> • Interpretation policies in place and staff trained in this area. • Database of trained community interpreters and code of practice available. • Inventory of specialist services and language resources. • Inventory of key information documents available in other languages. • Key information documents available in other languages. • Cultural Competency training provided to frontline staff. • Appropriate visual signposting 	<p>s in the county, so as to ensure that target groups especially minority communities such as ethnic minority communities are in a position to avail of effective and appropriate public service delivery in the county.</p>	
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					and user related material available in one demonstration site.		
N1	<ul style="list-style-type: none"> Enhance the capacity of the partnership through participation in an OCN accredited course in conflict transformation Endeavour to secure participation from a Peace and Reconciliation Partnership/ Cluster based in Northern Ireland in order to achieve more powerful learning. The participants will reflect on the experience and on how they might put some of their learning into action on return to Ireland. 	DCC	All partners on the Donegal CDB P&R Partnership	June 2009 – December 2010	<ul style="list-style-type: none"> 15 members of Donegal CDB Peace and Reconciliation Partnership participate in ‘Conflict Transformation and the Messines Experience.’ 15 OCN Level 2 Certs awarded. 	<ul style="list-style-type: none"> Develop the capacity of the members of the Partnership Deepened understanding of own and other traditions. Develop significant relationships over the traditional divide. This programme will deepen existing links both cross border and within the county. 	€15,000
P1	<ul style="list-style-type: none"> Convey a clear and coherent message promoting equality and embracing diversity so as to challenge attitudes to sectarianism and racism in Donegal. 	DCC	All partners on the Donegal CDB P&R Partnership	June 2009 – December 2010	<ul style="list-style-type: none"> Clear and coherent message agreed by Partnership Unique brand 	<ul style="list-style-type: none"> Increased level of awareness of what sectarianism and racism 	€175,000

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	<ul style="list-style-type: none"> • Hold a month of events and activities in 2010 supporting a range to local initiatives to: • Raise awareness and provide information so as to create a greater understanding of what constitutes sectarianism and racism and how it impacts on individuals, communities and society at large. • Promote cultural diversity and commonalities as a value within our community. • Showcase positive action initiatives within public and community service delivery that promotes equality in terms of opportunities, participation and outcomes. • Create opportunities to bring people together and to promote interculturalism through once off events etc. • Support innovative crossborder and/or cross community activities and events that will support and facilitate reconciliation within our community. 				<p>identity created for Partnership</p> <ul style="list-style-type: none"> • A grant scheme delivered and a range of once off community based activities and events (approx 20) supported. • Month long of events and activities focusing on cultural diversity and commonalities and challenging attitudes to sectarianism and racism. • Publicity campaign in local media delivered. • Good practice in terms of service delivery showcased. 	<p>is and of how cultural diversity and commonalities is an important value in our community.</p>	
Q1	<ul style="list-style-type: none"> • Develop an Anti – Sectarianism /Racism and Diversity Plan at County level consistent with the Intercultural Framework set out in the National Action Plan against Racism 	DCC	All partners on the Donegal CDB P&R Partnership	June 2009 – December 2010	Anti Racism and Diversity Plan for Donegal developed	Greater shared understanding of sectarianism and racism in Donegal and agreed approach on how to address	€44,344

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R1	<ul style="list-style-type: none"> Commissioning of Lifford/Strabane Past Conflict and New Future Study Work in close co-operation with Strabane District Council and engage with a wide range of stakeholders including Peace III target groups and all societal sectors i.e. the community and voluntary sector, business sector and the public sector 	DCC		June 2009 – December 2010	Lifford / Strabane Past Conflict and New Future Study Developed	these challenges. <ul style="list-style-type: none"> Good relations promoted. Impetus provided to rejuvenate this disadvantaged border area 	€20,000
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Conditions/comments from the Donegal CDB Peace & Reconciliation Partnership:

The proposal to deliver Actions E.1, E.3, E.4, E.5, E.6, F.1, F.2, F.3, K.1, L.1, M.1, N.1, P.1 & P.2, Q.1, & R.1. up to a budget of €855,530, has been approved subject to the following conditions:

- a) The proposal is subject to clarification from the SEUPB regarding the necessity for an Economic Appraisal and the conduct of such an Economic Appraisal if necessary.
- b) A single steering committee be considered to oversee the implementation of all the approved actions rather than individual steering committees for each action.
- c) With regard to the Ethnic Minorities proposals, it was recommended that the Lead Partner work with the Donegal County Joint Policing Committee in delivering this project.
- d) The following conditions recommended by the Evaluation Panel meeting May 12th and May 20th in regards the Donegal County Council proposal be applied. In regards:
 1. **Strategic Interventions to build better relationships between Traveller community and the wider settled community.** A detailed workplan to be prepared, job descriptions and recruitment policy to be provided, the reporting relationships to be agreed with the interagency groups in advance.

2. **Development of independent reporting scheme.** DCC should consult with other partnerships where similar schemes may already be in place and where appropriate, work with other partnerships to deliver this action. An action plan to reflect the results of this consultation should be prepared with an appropriately revised budget if necessary.
3. **Delivery of models of best practice in relation to volunteerism.** The Lead Partner is to link with the existing volunteer centre, work through the steering group, and provide an action plan with a particular emphasis on additionality.
4. **Delivery of programme of supports for service providers in Donegal.** A detailed workplan to be agreed.
5. **Development of the capacity of the partnership.** Course options to be explored and needs of partnership to be discussed in advance.
6. **Delivery of an awareness raising campaign to convey a clear and coherent message from the partnership in relation to sectarianism and racism.** A detailed action plan to be provided.
7. **Development of an Anti-Sectarianism/ Anti-Racism Diversity Plan.** In developing this Plan the lead partner should work with all the members of the CDB in addition to all the members of the Partnership.
8. **Commissioning of Lifford/ Strabane Past Conflict and New Future Study.** One of the Project Development Officers to support the key stakeholders in Lifford/Strabane to engage with this study.