Antrim & Newtownabbey Borough Council

Good Relations Audit & Strategy 2020 - 2025

Supporting Organisations
Enabling Social Change

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Forward

We are delighted to be launching the Antrim and Newtownabbey Borough Council Good Relations Audit and Strategy for 2020-2025. The aim of the Council's Good Relations Programme is to improve day to day relationships by reducing all forms of prejudice, promoting equality and encouraging a society in which our own cultures and traditions as well as other people's cultures and traditions are understood, respected and accepted.

The Strategy and associated local Action Plans have been designed to create and support a locally relevant and focussed programme of activity across the Borough. The Strategy will run in synergy with the implementation of existing Council plans to include.

- Council Corporate Plan
- Love Living Here Community Plan
- Equality Action Plan
- PCSP Action Plan
- PEACE IV Action Plan

All delivered in a culture of partnership working with;

- PSNI
- PCSP
- NIHE
- Community and Voluntary Organisations and a range of other Groups
- Statutory Partners

This strategy reflects the Government's commitment to improving community relations and continuing the journey towards a more united and shared society. It outlines how government, community and individuals will work together to build a united community and achieve change against the following key priorities:

1. Our children and young people;
2. Our shared community;
3. Our safe community; and
4. Our cultural expression.

Community and stakeholder engagement has played a central role in the development of the Good Relations Audit and Strategy; and we would invite this continued engagement over the next five years to help ensure the successful delivery of the Strategy.

On behalf of the Members and officers of Antrim and Newtownabbey Borough Council we would like to thank everyone who engaged with us through the process and contributed to the development of the strategy, we look forward to the whole community being part of the many programmes and events planned.

Section 1. Introduction and Background

1.1. Introduction

This report sets out the Good Relations Audit and Strategy for Antrim and Newtownabbey Borough Council (ANBC) 2020-2025. S3 Solutions Ltd was commissioned by ANBC in September 2020 to carry out research and consultation to inform the development of the Good Relations Audit and Strategy for 2020-2025 and associated Action Plan 2021-2022.

The audit and subsequent action plan will support the prioritisation of Good Relations work throughout the ANBC area and will be used assist the drawdown of funding from the Executive Office (TEO), under the District Council Good Relations Programme (DCGRP).

1.2. Objectives

The objectives of this report are:

1. Completion of an area audit which draws on the content of the previous strategies and actions plans and any relevant statistical or research information which has emerged since the previous strategies were written.
2. Minimum 3 strand approach to consultation – general public (one event per district electoral area (DEA), supplemented by online survey), existing stakeholders/beneficiaries (to include Partnerships, project Promoters and Council Officers), and potential beneficiaries (i.e., those not involved to date).
3. Completion of a needs analysis which draws together the findings of the area audit and consultation process – this will lead to an initial/interim report to be presented to ANBC.
4. Facilitation of a planning process with key stakeholders.
5. Formulation and submission (to include a presentation) to the Council of a Good Relations Audit and Strategy and associated Action Plan with identified action points and timescales.
6. Formulation of recommendations arising from the audit for amendments to the current 2020/21 Good Relations Action Plan for implementation in quarter four.

1.3. Methodology & Approach

1.3.1. Introduction

The following sets out the methodology used to complete the audit, this includes approaches to data collection and analysis, as well as limitations, assumptions and challenges impacting on findings.

1.3.2. Data Collection

A mixed methodology was used comprising semi structured interview, small group discussion and online survey. A consultation framework was developed following a co-design workshop with staff from ANBC, this helped inform the interview sample, interview questions and distribution of the online survey.

The staff team at ANBC helped the researchers to access residents and other stakeholders to take part in the consultation process. The online survey was launched by the Lord Mayor Cllr. Jim Montgomery in October 2020. Subsequently, ANBC assisted the researchers to organise focus groups for stakeholders in each of the seven District Electoral Areas (DEAs) that make up the council. The following summarises the key data collection activity:

Data collection included:

- Distribution of a public online survey targeting residents and stakeholders across the entire ANBC Borough. Survey Monkey was used to host the survey, which was distributed using social media channels of ANBC. The link was also cascaded through existing email networks and partner organisations. The survey received 113 responses.
- Seven focus group discussions were facilitated by the researchers, one in each of the DEAs across the ANBC Borough, these online sessions engaged 36 individuals representing 13 organisations who have been involved in the delivery of Good Relations projects and initiatives in the past.
- A further five DEA based focus group sessions were facilitated involving 11 elected members, the format of these sessions involved a presentation of filtered survey findings relative to each DEA. This was followed by a discussion on what has worked well, what the challenges and barriers are and what should be prioritised in respect of Good Relations in the time ahead.

- An online survey was designed and distributed to service providers across ANBC including community and voluntary sector organisations, school representatives, youth providers, ANBC and PSNI representatives. A total of four responses were received.

1.3.3 Data Anaylsis

Qualitative data analysis was conducted using both thematic and narrative approaches[1]). Through this process categories and themes were developed, coded, and reduced. Survey data and thematic data from focus group feedback was triangulated and cross tabulated in order to identify emergent themes and issues and to explore the relationships between issues[2].

The researchers adopted an inductive approach, focused on wide ranging engagements with key stakeholders to build key concepts relating to Good Relations across ANBC. These were transferred into theories/recommendations towards the end of the process – augmented by further engagement with stakeholders, elected members, and staff at ANBC.

1.3.4. Limitations

Efforts were made to ensure the validity and reliability of findings through multiple method consultation (surveys, focus groups and interviews). As with any survey data, errors due to question non-responses may exist. The number of respondents who chose to respond to a survey question may be different from those who chose not to respond, thus creating bias.

The number of participants responding to the online survey was 113. This does not amount to a representative sample of the ANBC Borough, however the focus group findings with key stakeholder and elected members reinforced that the qualitative and quantitative survey data was reflective of Good Relations issues and priorities at a local level.

The research coincided with the ongoing COVID-19 pandemic and the subsequent restrictions of movement. The study would have benefitted from additional engagement in a live format in locations across the Borough, we also believe that the COVID-19 situation is having an adverse impact on consultation response numbers generally.

[1] *Lewis-Beck, M. S., Bryman, A. & Liao, T. F. (Eds.) (2004). The SAGE encyclopaedia of social science research methods (Vols. 1-3). Thousand Oaks, CA: SAGE Publications*
[2] *Morgan, D. L. (1997). Focus groups as qualitative research (2nd ed.). Thousand Oaks, CA: Sage.*

Section 2. Good Relations: An Overview

2.1 Introduction

This section sets out an understanding of what Good Relations is, and the strategic and policy context within which it operates in Northern Ireland and within Antrim & Newtownabbey Borough Council.

2.2. What is Good Relations?

The implementation of the Good Friday Agreement recognised the need for statutory intervention to promote Good Relations between differing sections of the community in Northern Ireland. Consequently, Section 75 of the Northern Ireland Act 1998, states that in addition to statutory equality duties:

''a public authority shall in carrying out its functions relating to Northern Ireland, have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group''.

Section 75 of the Northern Ireland Act 1998 therefore places a statutory duty on public bodies to pro-actively address good relations and must consider how the policies it makes and implements affect relationships amongst the people it serves and employs.

As such, the term 'good relations' or 'promoting good relations' is not defined in legislation or a commonly agreed definition. Several public authorities have developed their own vision or definition. The Equality Commission, drawing on the knowledge and experience it has gained in overseeing the implementation of Section 75, has developed a working definition of good relations, as follows:

"the growth of relationships and structures for Northern Ireland that acknowledge the religious, political and racial context of this society, and that seek to promote respect, equity and trust, and embrace diversity in all its forms.''[3]

Antrim and Newtownabbey Borough Council's Corporate Strategy 2019-2030 sets out their vision: '*Our community is inclusive and supportive and encourages a culture of equity, diversity and respect.*' This aligns to the need to promote good relations.

[3] Equality Commission: Promoting Good Relations – A Summary Guide for Public Authorities (March 2008).

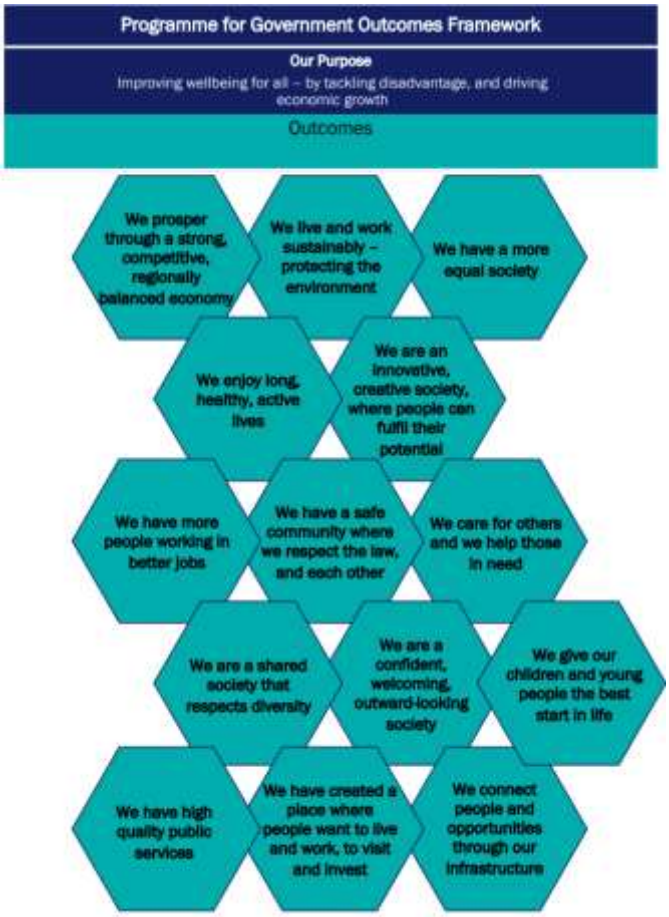
This culture of equality, diversity and respect is further promoted through the measures set out in the Antrim and Newtownabbey Borough Council's Equality Action Plan and Peace IV Action Plan.

2.3. Regional Context

2.3.1. Draft Programme for Government Framework 2016-2021

The Draft Programme for Government (PfG) is the leading strategic document of the Northern Ireland Executive, focusing on the major societal outcomes that the Executive wants to achieve and provides a basis for all sectors to contribute to the development of plans and actions.

There are 14 strategic outcomes which, taken together, the Executive believes best describes the society we wish to have. The outcomes are supported by 42 indicators which are clear statements for change, these are illustrated in outcomes framework below[4].



[4] Draft Programme for Government Framework 2016-2021 (https://www.northernireland.gov.uk/sites/default/files/consultations/newnigov/draft-pfg-framework-2016-21.pdf).

The PfG (Programme for Government) purpose is *"Improving wellbeing for all - by tackling disadvantage and driving economic growth".* There are a number of outcomes identified within the PfG framwork which are relevant to Good Relations. In particular:

- We have a more equal society.
- We have a safe community where we respect the law, and each other.
- We are a shared society that respects diversity.
- We are a confident, welcoming, outward-looking society.

Programme for Government Outcomes Framework	
Indicators	
1. Reduce crime	2. Reduce health inequality
3. Increase healthy life expectancy	4. Reduce preventable deaths
5. Improve the quality of the healthcare experience	6. Improve mental health
7. Improve health in pregnancy	8. Improve the supply of suitable housing
9. Improve support for adults with care needs	10. Improve support for looked after children
11. Improve educational outcomes	12. Reduce educational inequality
13. Improve the quality of education	14. Improve the skills profile of the population
15. Improve child development	16. Increase the proportion of people in work
17. Reduce economic inactivity	18. Increase the proportion of people working in good jobs
19. Reduce poverty	20. Increase the size of the economy
21. Increase the competitiveness of the economy	22. Increase innovation in our economy
23. Improve transport connections for people, goods and services	24. Improve internet connectivity
25. Increase the use of public transport and active travel	26. Increase respect for each other
27. Improve cultural participation	28. Increase the confidence and capability of people and communities
29. Increase environmental sustainability	30. Improve our attractiveness as a destination
31. Increase shared space	32. Increase economic opportunities for our most deprived communities
33. Reduce underemployment	34. Improve regional balance of economic prosperity through increased employment
35. Increase reconciliation	36. Increase household waste recycling
37. Improve air quality	38. Increase the effectiveness of the justice system
39. Reduce reoffending	40. Improve our international reputation
41. Increase the proportion of graduates moving into employment or on to further study	42. Increase quality of life for people with disabilities

The 42 indicators (which are clear statements of change) are shown in the above image.[5] Some of these indicators, if realised, will advance good relations in Northern Ireland. For example:

[5] Draft Programme for Government Framework 2016-2021 (https://www.northernireland.gov.uk/sites/default/files/consultations/newnigov/draft-pfg-framework-2016-21.pdf).

- Increasing shared space.
- Increasing reconciliation.
- Increase respect for each other.
- Improve cultural participation.

These indicators are fundamental to the development of Good Relations at a local level as the resources through central gocernment are premised on delivering on these outcomes, The current PfG is currently under review and is due to be renewed in 2021, there is a draft framwork which is out to consultation between January – March 2021[6]. The new draft framework includes nine strategic outcomes as illustrated below:

1. Our children and young people have the best start in life
2. We live and work sustainably – protecting the environment
3. We have an equal and inclusive society where everyone is valued and treated with respect
4. We all enjoy long, healthy, active, lives
5. Everyone can reach their potential
6. Our economy is globally competitive, regionally balanced and carbon-neutral
7. Everyone feels safe – we all respect the law and each other
8. We have a caring society that supports people throughout their lives
9. People want to live, work, and visit here

As with the previous framework these outcomes are interconnected, from a Good Relations perspective there is particiular congruence with outcomes three and seven.

2.3.2. Together Building a United Community Strategy (T: BUC)

The Together: Building a United Community (T: BUC) Strategy was published on 23 May 2013 and was a key building block in the implementation of the Programme for Government 2011-2015. The T: BUC strategy reflects the Executive's commitment to improving community relations and continuing the journey towards a more united and shared society, it provides the strategic framework for Good Relations delivery through local council structures.

"a united community, based on equality of opportunity, the desirability of good relations and reconciliation - one which is strengthened by its diversity, where cultural expression is celebrated and embraced and where everyone can live, learn, work and socialise together, free from prejudice, hate and intolerance[7]."

Within the strategy, four key priority areas have been identified to aid the Government, communities, and individuals to work together to build a united community. The four key priorities together with the shared aims and respective strategic outcomes are shown in the table below[8].

[7] TBUC: Together Building a United Community Strategy 2013

[8] Together: Building a United Community (T:BUC) Strategy Priorities and Outcomes (https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/tbuc-key-priorities-and-outcomes.pdf)

Key Priority	Aim	Shared Objectives
1. Our Children and Young People	**Aim 1:** To continue to improve attitudes amongst our young people and to build a community where they can play a full and active role in building good relations	• **1.1** Improving attitudes of children from different backgrounds. • **1.2** Young people engaging in bringing the community together
2. Our Shared Community	**Aim 2:** To create a community where division does not restrict the life opportunities of individuals and where all areas are open and accessible to everyone	• **2.1** Increased use of shared space and services • **2.2** Shared Space accessible to all
3. Our Safe Community	**Aim 3:** To create a community where everyone feels safe in moving around and where life choices are not inhibited by fears around safety	• **3.1** Reduce the prevalence of hate crime and intimidation. • **3.2** A community where places and spaces are safe for all
4. Our Cultural Expression	**Aim 4:** To create a community which promotes mutual respect and understanding, is strengthened by its diversity, and where cultural expression is celebrated and embraced	• **4.1** Increased sense of community belonging. • **4.2** Cultural diversity is celebrated

2.3.3. The Racial Equality Strategy 2015 - 2025

The Racial Equality Strategy 2015 - 2025 establishes a framework for government departments (and others) to tackle racial inequalities, to eradicate racism and hate crime and to promote good race relations and social cohesion (in line with the T: BUC strategy). The strategies vision is clearly set out, advocating the need for:

'A society which is strengthened by its ethnic diversity, where we can live together free from racism, racial inequality and unlawful racial discrimination, where we share a common sense of belonging and where human rights and equality are enjoyed by all[9]'

The vision is supported by seven shared aims, which are listed below:

- Elimination of racial inequality (to eliminate racial inequalities and promote equality of opportunity in all aspects of economic, social, cultural, political, and public life, for people of different ethnic backgrounds).

- Combating racism and hate crime (to combat racism and race hate and to provide effective protection against all manifestations of racism and racist crime. To provide redress and to have a victim-centred approach).

- Equality of service provision (to ensure that people from a minority ethnic background access and benefit equally from all public services).

- Participation (to increase the participation, representation, and sense of "belonging" of people from minority ethnic backgrounds in all aspects of public, political, economic, social, and cultural life).

- Social Cohesion (To strengthen social relations and interactions between people of different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores).

- Capacity Building (to support minority ethnic communities in developing leadership and collective capacity at local and regional level).

- Cultural Identity (to safeguard people's rights to maintain their cultural identity and to pass it on to subsequent generations)

[9]The Racial Equality Strategy 2015-2025 (https://www.executiveoffice ni.gov.uk/sites/default/files/publications/ofmdfm/racial-equality-strategy-2015-2025.pdf)

The strategy stresses the need for mainstreaming, which involves the incorporation of racial equality considerations into all policies, programmes, practices, and decision making so that at every stage of development and implementation, an analysis is made of the effects on different racial groups and appropriate action taken. Crucially, it involves each organisation and each part of that organisation accepting responsibility for promoting equal opportunity and challenging racism[10].

Consequently, ANBC's Good Relations Audit and Strategy must work towards promoting equality, this also aligns and overlaps with the T:BUC strategy.

2.3.4. District Council's Good Relation Programme

The District Council Good Relations Programme (DCGRP) is a key funding scheme delivered as part of the Executive's wider T:BUC Strategy. The key aims of the programme are to improve relations between and within District Council areas and to support local solutions to local good relations issues.

The programme is funded by the Executive Office and the eleven District Councils; however, the Executive Office is responsible for the strategic direction of the programme[11].

Antrim and Newtownabbey Borough Council submits an annual action plan to the Executive Office (TEO) for the delivery of activity to meet Good Relations outcomes across the Council area.

The programme is underpinned by an outcomes-based approach whereby every project funded by the programme must have a measurable outcome which contributes to at least one of the key priorities set out within the T:BUC (Together Building a United Community) strategy.

ANBC's Good Relations Strategy and Action Plan is required to align to these principles and priorities, with actions and programmes developed to achieve the vision within the T:BUC strategy.

[10] The Racial Equality Strategy 2015-2025.
[11] https://www.executiveoffice-ni.gov.uk/district-councils-good-relations-programme#toc-4

2.4. Local Strategic Context

2.4.1. Antrim and Newtownabbey Borough Council: Love Living Here Community Plan

The Love Living Here Community Plan sets out a shared vision together with agreed outcomes for the Council area up to 2030.

Community Planning focuses on promoting positive outcomes for the citizens of Antrim and Newtownabbey. Love Living Here clearly sets out the Councils aspirations for Antrim and Newtownabbey by 2030, which has been developed following extensive community consultation. It is the framework which will inform and influence the strategies and business plans of all the Community Planning partners delivering services across the Borough. Four key outcomes have been identified in the community plan, as shown in the adjacent image[12]. The four outcomes are based on the following 8 principles: equality, sustainability, connectivity, opportunity, inclusivity, vitality, capability, and compassion. Each outcome has identified priorities which are shown in the table below.

Outcome	Key priorities
1. Our citizens enjoy good health and wellbeing	• Antrim and Newtownabbey is a place where people of all ages value their health and wellbeing and look after it in a variety of ways and encourage others to do so too. • Exercise and physical activity are acknowledged as important ways to stay well both physically and mentally. • There is provision of accessible recreational and leisure opportunities for all our citizens. • The value of other activities such as volunteering, participating in local clubs and groups, and learning new things as ways to look after our emotional and mental wellbeing is recognised. • The particular needs of an ageing population are met so that our citizens can live long, healthy, and independent lives in their own homes if that is their wish. • The particular needs of the most vulnerable in our community are met so that they can live active and healthy lives. These needs may include access to leisure or play facilities, access to appropriate advice and support or access to services.

[12] Love Living Here Community Plan: Antrim and Newtownabbey Borough Council

2. Our citizens live in connected, safe, clean, and vibrant places	• Getting around our Borough is easier for those who do not have access to a car and for those who would prefer a more active mode of transport. • Our town and village centres are vibrant places where people live and where they spend their leisure time. • Our citizens can be active participants in community life, if they wish to be, with opportunities to participate in clubs and activities and to get involved in volunteering. • Our towns and villages, and our green and open spaces, are clean and vibrant places which our citizens have pride in. • Our natural environment is valued. • Local people get involved in decisions on the future development of their areas through the Place Shaping Forum.
3. Our citizens benefit from economic prosperity	• Our local economy thrives, with local businesses starting up, growing, expanding, and generating employment. • Enterprise and innovation are encouraged and supported from an early age to build businesses and entrepreneurs of the future. • Our area has a skilled population and infrastructure which is attractive to investors and employers. • Barriers to accessing employment are reduced or removed enabling all our citizens to have equitable access to the opportunities available in the Borough.
4. Our citizens achieve their full potential	• A range of formal and informal learning opportunities are available. • There is a culture of lifelong learning in Antrim and Newtownabbey with a range of opportunities to acquire new skills and qualifications. • Our children and young people achieve throughout their education and progress to employment. • Our children and young people are ambitious and inspired to achieve from an early age. • The range of ways in which people learn, and develop skills for life and work, is acknowledged through availability of placements, internships, and apprenticeships.

Wildly important goal: Our vulnerable people are supported	• Our ageing population is supported to live active lives as part of their community. • Our ageing population is supported to live as contentedly and independently as possible for as long as possible. • Our young people are supported to access opportunities which enable them to fulfil their potential.

The ANBC Love Living Here Community Plan sets out the shared vision and outcomes for the area up to 2030. Whilst the community plan is centred on the work of ANBC overall, the key outcomes and associated priorities are founded on several principles which include equality, connectivity, inclusivity, and compassion. The Good Relations Audit and Strategy will connect with the key principles and objectives of the overall Community Plan.

Section 3. Antrim and Newtownabbey Borough Council: Area Profile

3.1. Introduction

This section sets out a statistical profile of Antrim and Newtownabbey Borough Council area, contextualizing the Good Relations audit and strategy.

3.2. Area Profile

Antrim and Newtownabbey Borough Council was set up on 1 April 2015 following the merging of Antrim Borough Council and Newtownabbey Borough Council through the Review of Public Administration (RPA) in Northern Ireland.

The local authority covers 274 square miles of which the area is bounded by Lough Neagh on the West and Belfast Lough to the east (as shown in the image)[13].

[13] Love Living Here: Community Plan, Antrim and Newtownabbey Borough Council

Antrim and Newtownabbey Borough Council is divided into 7 District Electoral Areas (DEA'S) namely: Airport, Antrim, Ballyclare, Dunsilly, Glengormley Urban, Macedon and Threemilewater. The DEA boundaries can be seen in the image opposite:

The estimated population as of 30 June 2019, is 143,504 for Antrim and Newtownabbey Local Government District (LGD), with 69,964 being male and 73,540 being female (NISRA 2019).

Antrim and Newtownabbey LGD accounts for 7.6% of the NI (Northern Ireland) population. From 2009-2019, the Antrim and Newtownabbey LGD has recorded a 4.4% increase in population size. A breakdown of the population by age is shown below (NISRA 2019):

Age	Population
0-15 years	29,921
16-39 years	42,841
40-64 years	46,619
65+	24,123

3.2.1 Deprivation

Antrim and Newtownabbey Borough Council is made up of 72 Super Output Areas (SOA). There are 890 Super Output Areas in Northern Ireland, which are ranked from 1 -890, with 1 being the most deprived. The table below shows the ten most deprived SOAs in Antrim and Newtownabbey Borough Council with the ten least deprived SOAs[14] for comparison.

Top 10 Most Deprived SPA	Multiple Deprivation index ranking	Top 10 Least Deprived SPA	Multiple Deprivation index ranking
Dunanney	84	Rostulla 2	886
Coole	103	Jordanstown 2	878
Monkstown 1	117	Jordanstown 3	871

[14] NISRA NI Multiple Deprivation Rank by SOA (2017)

Whitehouse	135	Mallusk 3	839
Carnmoney 1	165	Glebe 2	826
Farranshane	178	Colinbridge 1	802
Valley 2	184	Massereene 2	801
Mossley 2	193	Ballynure 2	800
Glengormley 2	195	Doagh 1	799
Springfarm 2	247	Mallusk 2	792

3.2.2. Religion, National Identity and Ethnicity

The table below provides a religious profile of the residents of Antrim and Newtownabbey Borough Council. Figures for NI are supplied for comparison (Census 2011).

	Catholic	Protestant or other Christian religion	Other Religion	No religion
NI	45.14%	48.36%	0.92%	5.59%
ANBC	29.74%	61.09%	1.08%	8.07%

From above, the residing population of Antrim and Newtownabbey Borough Council is predominantly Protestant or other Christian religion. The table below compares the national identity of the population of NI to those living in Antrim and Newtownabbey Borough Council.

	British	Irish	Northern Irish	Other
NI	39.89%	25.26%	20.94%	5%
ANBC	50.92%	13.11%	20.16%	4.6%

In terms of the ethnic breakdown, in NI 1.8% of the population belonged to minority ethnic groups (Census 2011). At this time, 2.1% of the population residing in Antrim and Newtownabbey Borough Council at this time belonged to minority ethnic groups.

3.2.3. ANBC: Key Statistics

In 2018, the employment rate (16-64 working age) within Antrim and Newtownabbey LGD (Local Government District) was 77.7%, which was higher than the overall 16-64 employment rate for NI at 70% (NISRA 2018).

According to NISRA 2018, 80.1% of those of working age (16-64) within Antrim and Newtownabbey LGD were economically active (employed or unemployed) and 19.9% were economically inactive (neither employed nor unemployed). This can be compared to NI, with 72.8% being economically active and 27.2% being economically inactive (NISRA 2018).

In terms of education, 37.7% of the working age population in Antrim and Newtownabbey LGD are qualified to Degree level or above (which is higher than the NI average of 34.9%) whilst 6.8% had 'no qualifications' (which is significantly lower than the NI average of 14.7%) (NISRA 2018).

In 2016/17 academic year, 69.8% of school leavers in Antrim and Newtownabbey LGD achieved at least 5 GCSE's at A* - C or equivalent (including GCSE English and Maths). This compared to 69.6% overall in NI (NISRA).

In 2014/15-2016/17, 17% of individuals were in relative poverty (before housing costs) in Antrim and Newtownabbey LGD compared to 19% in NI (NISRA).

3.2.4. Hate Crime in ANBC

In 2018/9, there were 47 crimes with a sectarian motivation (7.5% of all sectarian crimes in NI) and 65 reported/recorded crimes with a racist motivation for the same year in Antrim and Newtownabbey LGD (9.2% of all crimes of a racist motivation) (NISRA 2019).

The PSNI records crime statistics which include incidents or crimes motivated by hate, race, and sectarianism. These statistics can be analysed to give an insight into the level of incidents and crimes being reported in NI.

Motivation	Total number of incidents recorded			Total number of crimes recorded		
	Jul'18 to Jun'19	Jul'19 to Jun'20	change	Jul'18 to Jun'19	Jul'19 to Jun'20	change
Racist	1,096	890	-206	667	589	-78
Homophobic	287	305	18	203	218	15
Sectarian	892	879	-13	647	628	-19
Disability	97	87	-10	56	64	8
Faith/Religion	45	36	-9	23	15	-8
Transphobic	40	69	29	15	41	26

From the table the level of sectarian, racist, faith/religion motivated reported/ recorded incidents and crimes have reduced from July 2019-June 2020 when compared with the previous year. However, they have only marginally reduced in relation to sectarian and faith/religion motivated incidents/crimes.

In Antrim and Newtownabbey, there were 53 reported racist incidents between July 2019 and June 2020 compared to 52 in July 2018 and June 2019. In terms of racist crimes, there were 37 reported in July 2019 to June 2020, which sees an increase in 4 reported cases from July 2018 to June 2019.

Racist incidents and crimes recorded by police for all policing districts are shown below[15]. It is clear there were fewer reported racist incidents and crimes when we compare the total reports across Northern Ireland from July 2018 - June 2019 and July 2019 - June 2020.

Numbers

	Racist Incidents			Racist Crimes		
	Jul'18 to Jun'19	Jul'19 to Jun'20	change	Jul'18 to Jun'19	Jul'19 to Jun'20	change
Belfast City	469	366	-103	262	235	-27
Lisburn & Castlereagh City	42	51	9	28	34	6
Ards & North Down	61	55	-6	33	22	-11
Newry, Mourne & Down	48	40	-8	36	25	-11
Armagh City, Banbridge & Craigavon	103	92	-11	73	58	-15
Mid Ulster	49	49	0	30	39	9
Fermanagh & Omagh	29	36	7	15	29	14
Derry City & Strabane	63	61	-2	31	40	9
Causeway Coast & Glens	66	33	-33	31	24	-7
Mid & East Antrim	114	54	-60	95	46	-49
Antrim & Newtownabbey	52	53	1	33	37	4
No Area Assigned	0	0	0	0	0	0
Northern Ireland	**1,096**	**890**	**-206**	**667**	**589**	**-78**

Of the reported racist incidents and crimes, for most recent year (July 2019 – June 2020), Antrim and Newtownabbey account for 5.95% and 6.28% respectively of the total reported incidents and crimes in NI.

[15] Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland Update to 30 June 2020, Published August 2020 (https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/2020-21/q1/hate-motivation-bulletin-jun_-20.pdf)

3.2.5. Sectarian incidents and crimes reported in Northern Ireland

In 2009/10, PSNI Crime statistics show that the number of sectarian incidents was at its highest level with 1,840 incidents. In 2018/19, the lowest level of sectarian incidents was recorded, being less than half of those reported in 2009/10 (892 incidents).

In the most recently recorded sectarian incidents and crimes (July 2019-June 2020), there were 879 sectarian incidents recorded, seeing a decrease of 13 incidents from the previous 12 months. These statistics are amongst the lowest on record since 2005/2006.

In relation to the number of sectarian crimes recorded by the police, they fell from 647 (in July 18/19) to 628 (July 19- June 2020), a decrease of 19 from the previous year.

When looking at the data for each policing district in relation to sectarian incidents and crimes, whilst the level of reported incidents and crimes reduced, most policing districts saw an increase in reported sectarian incidents (7 out of 11) and crimes (6 out of 11). However, Antrim and Newtownabbey policing district were 1 of 4 policing districts with a reduction in reported sectarian incidents, and 1 of 5 policing districts with a reduced number of sectarian crimes reported, as shown below[16].

Numbers

	Sectarian Incidents			Sectarian Crimes		
	Jul'18 to Jun'19	Jul'19 to Jun'20	change	Jul'18 to Jun'19	Jul'19 to Jun'20	change
Belfast City	281	297	16	190	200	10
Lisburn & Castlereagh City	46	43	-3	43	35	-8
Ards & North Down	28	32	4	13	19	6
Newry, Mourne & Down	42	50	8	32	32	0
Armagh City, Banbridge & Craigavon	83	87	4	47	71	24
Mid Ulster	67	44	-23	52	36	-16
Fermanagh & Omagh	32	34	2	22	27	5
Derry City & Strabane	121	126	5	106	86	-20
Causeway Coast & Glens	89	66	-23	70	45	-25
Mid & East Antrim	50	62	12	33	46	13
Antrim & Newtownabbey	53	38	-15	39	31	-8
No Area Assigned	0	0	0	0	0	0
Northern Ireland	**892**	**879**	**-13**	**647**	**628**	**-19**

[16] Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland Update to 30 June 2020, Published August 2020 (https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/2020-21/q1/hate-motivation-bulletin-jun_-20.pdf)

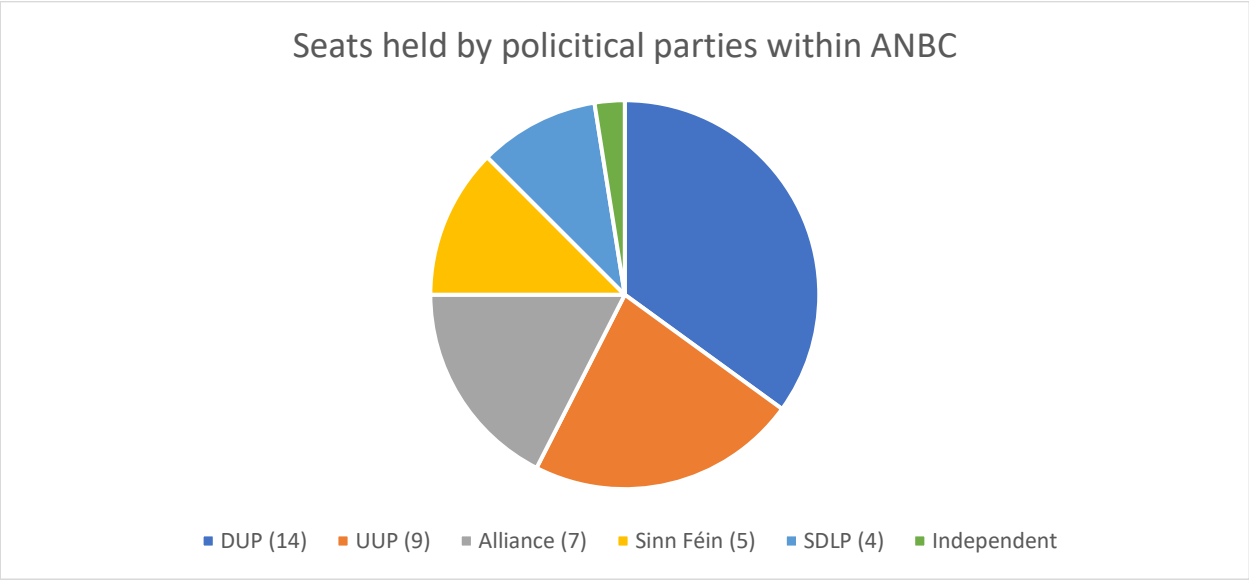
The Antrim and Newtownabbey policing district also reported a 28% and 21% reduction in reported sectarian incidents and crimes respectively, from July 2018-June 2019 to July 2019 – June 2020. Antrim and Newtownabbey policing district also reports significantly fewer sectarian incidents and crimes than other policing districts, albeit it does not have the lowest reporting of all the policing districts.

It should be noted that these figures only represent hate incidents and crimes which have been reported to the police or that have met the PSNI definition for the alleged incident or crime and therefore it should be considered that there may be a greater number of incidents/crimes not accounted for.

The impact of COVID-19 on the levels of sectarian and/or racist incidents and crimes are as yet unknown.

3.3. ANBC Political Overview

There are 40 elected Councillors within Antrim and Newtownabbey Borough Council. A breakdown of the party seats show that the DUP currently hold the majority with 14 seats within the Borough Council as shown below[17].



The District Electoral Area breakdown of the political parties representing each area varies. The table below provides an overview of that breakdown:

[17] https://antrimandnewtownabbey.gov.uk/council/your-councillors/

District Electoral Area	Number of seats for DEA	Breakdown of seats
Airport DEA	5	1 seat each held by: • SDLP • SF • DUP • Alliance • UUP
Antrim DEA	6	2 seats held by: • DUP • UUP 1 seat held by: • Alliance • SDLP
Ballyclare DEA	5	2 seats held by: • DUP • UUP 1 seat held by: • Independent
Dunsilly	5	1 seat held by: • DUP • SF • Alliance • UUP • SDLP
Glengormley Urban	7	2 seats held by: • DUP • SF 1 seat held by: • UUP • SDLP • Alliance
Macedon	6	3 seats held by: • DUP 1 seat held by: • UUP • SF • Alliance
Threemilewater	6	3 seats held by: • DUP 2 seats held by: • Alliance 1 seat held by UUP

3.4. Northern Ireland Life and Times Survey

The Northern Ireland Life and Times Survey is conducted annually and records the attitudes, values, and beliefs of people in Northern Ireland in relation to a wide range of social policy issues. Such issues include Good Relations which are framed against the TBUC priorities and indicators. The table below compares the responses received across Northern Ireland to those respondents who took part and reside in ANBC[18].

Indicators	Northern Ireland	Antrim and Newtownabbey
Our children and young people Indicator 1.1a		
Percentage (%) who think that relations between Protestants and Catholics are better now than they were five years ago.	• 50.2% of people think that relations between Protestants and Catholics are better now than they were five years ago.	• 51.1% of people think that relations between Protestants and Catholics are better now than they were five years ago.
Percentage (%) who think that relations between Protestants and Catholics will be better in five years' time.	• 42.9% of people think that relations between Protestants and Catholics will be better in five years' time.	• 40.5% of people think that relations between Protestants and Catholics will be better in five years' time.

[18] NINIS: NI Life and Times Survey (administrative geographies) aggregated 3 years data 2016,2017,2018.

Our Shared Community		
Indicator 2.1a Percentage (%) who think that Protestants and Catholics tend to go to different local shops or use different GP surgeries and other services in their area	• 62.8% of respondents do not think Protestants and Catholics use different shops and services in their area, while 27% of respondents think this does tend to happen.	• 69.2% of respondents do not think Protestants and Catholics use different shops and services in their area, while 23.2% of respondents think this does tend to happen.
Indicator 2.1b Percentage (%) who think that leisure centres, parks, libraries, and shopping centres in their area are 'shared and open' to both Protestants and Catholics	• 73.9% consider these to be 'shared and open'	• 81.2% consider these to be 'shared and open' in the area
Indicator 2.2b Percentage (%) who would prefer mixed religion neighbourhoods, workplaces, and schools	• Preference for mixed religion workplaces among all survey respondents is currently 89.6%. • This is significantly higher than the proportion of all survey respondents who prefer to live in a mixed religion neighbourhood (76.8%). • A significantly lower proportion of all survey respondents would	• Preference for mixed religion workplaces among the survey respondents in ANBC is currently 91.1%. • This is significantly higher than the proportion of all survey respondents who prefer to live in a mixed religion neighbourhood (78.9%). • A significantly lower proportion of all survey respondents would prefer to

	prefer to send their children to a mixed religion school (67.8%) than work in a mixed religion workplace or live in a mixed religion neighbourhood.	send their children to a mixed religion school (73.4%) than work in a mixed religion workplace or live in a mixed religion neighbourhood.
Our safer community **Indicator 3.1c**		
Percentage (%) of people who felt annoyed by republican murals; intimidated by republican murals; annoyed by loyalist murals; intimidated by loyalist murals	• 23.6% of respondents said that they had been annoyed by republican murals, kerb-paintings, or flags in the last year. • 9.9% felt intimidated by republican murals, kerb-paintings, or flags. • 29.9% of respondents said they had been annoyed by loyalist murals, kerb-paintings, or flags in the last year. • 14.7% felt intimidated by loyalist murals, kerb-paintings, or flags	• 29.8% of respondents said that they had been annoyed by republican murals, kerb-paintings, or flags in the last year. • 8.4% felt intimidated by republican murals, kerb-paintings, or flags. • 31.2% of respondents said they had been annoyed by loyalist murals, kerb-paintings, or flags in the last year. • 10.1% felt intimidated by loyalist murals, kerb-paintings, or flags
Our cultural expression **Indicator 4.1a** Percentage (%) who feel a sense of belonging to: their neighbourhood;	• 88% say they felt a sense of belonging towards their neighbourhood	• 91.6% say they felt a sense of belonging towards their neighbourhood

Indicator 4.1b

Percentage (%) of people who feel they have an influence on local decisions.	• 25% of the respondents said that they felt that they had an influence on local decisions	• 16.8% of the respondents said that they felt that they had an influence on local decisions

Indicator 4.2a

Percentage (%) who think the culture and traditions of: Catholic communities; Protestant communities; Minority Ethnic communities, add to the richness and diversity of Northern Ireland society	• 77.1% of respondents think that the culture and traditions of Protestant communities add to the richness and diversity of Northern Ireland society. • A significantly smaller proportion of respondents (72.8%) think this about Catholic communities. • 65.7% of respondents think this about Minority Ethnic communities.	• 82.3% of respondents think that the culture and traditions of Protestant communities add to the richness and diversity of Northern Ireland society. • A significantly smaller proportion of respondents (71.6%) think this about Catholic communities. • 65.8% of respondents think this about Minority Ethnic communities.

Section 4. Good Relations Activities in ANBC

4.1. Introduction

This section highlights the current work of Antrim and Newtownabbey Borough Council in promoting Good Relations within the area.

4.2. ANBC Good Relations Programme Funding

The District Council Good Relations Programme (DCGRP) is delivered as part of the Executive's wider 'Together: Building a United Community (T:BUC)' Strategy. The key aims of the programme are to improve relations between and within District Council areas and to support local solutions to local good relations issues.

Antrim and Newtownabbey Borough Council submits an annual action plan to the Executive Office (TEO) for the delivery of activity to meet Good Relations outcomes across the Council area.

The DCGRP awards 75% of the funding through The Executive Office with the remaining 25% covered by ANBC. Annually, ANBC run a series of programmes, activities, events as well as a small grants programme to support the development of good relations for all age groups.

For the financial year 2020/21, the total cost for all associated Good Relations work was £193,195, of which 75% was funded by The Executive Office (£144,896). The total programme costs were £105,992 and staff costs of £87,203.

ANBC have two full time Good Relations Officers currently working to fulfil its good relations programmes.

ANBC Good Relations funded programmes: A breakdown of funding and the programmes carried out by ANBC for 2020/21 are shown below:

T:BUC Priority Area	Programme	Funding cost (100% cost)
Our Children and Young People	Youth Diversity Programmes	£9,000
Our Shared Community	Reclaiming Space through Animation	£2,442
	Good Relations Engagement	£19,400
	Education Programmes	£14,500
Our Safe Community	Cultural Expression	£5,000
	Citizenship	£1,000
	Diversionary Activity	£5,000
Our Cultural Expression	Hate crime and Integration Group programme	£4,000
	Local Government Partnership on traveller issues	£650
	Good Relations Events Programmes	£15,500
	Cultural Awareness Scheme	£6500
All key priority themes targeted	Grant Aid	£23,000

As shown above, ANBC have received funding for 12 programmes to continue promoting good relations within the Council area. Further detail in respect of each programme is outlined below.

4.3 Our Children and Young People

ANBC have supported several youth diversity programmes in recent years, each of these programmes link to the T:BUC aim of creating positive attitudinal change towards people from different backgrounds. The anticipation was that these programmes would lead to an increase in the number of participants who are more favourable towards people from an ethnic background and to those from the catholic or protestant community.

Youth Diversity Programmes

4.3.1. Our Children and Young People: Detached Youth programme

The Detached Youth programme is a joint project with the Policing and Community Safety Partnership (PCSP). It is currently being delivered by The Bytes Project under a three-year contract which is subject to annual review. Year one of the programme has been successfully completed and Year two is underway and will therefore feature as part of the new strategy. The programme includes the following activities:

- Working with unattached young people who are or at risk of engaging in risk taking behaviours.
- Providing opportunities for young people to understand and transcend any sectarian and racial behaviours.
- Designing the education process to enable an increase in the number of participants who feel more comfortable socialising/working with people from another community background.
- Explore models of good practice to develop new and exciting ways to engage hard to reach young people.
- Review current interventions and programmes to measure the impact they have on communities.

4.3.2. Our Children and Young People: Bee Safe Programme

The Bee Safe programme is a learning event that has delivered a community safety and good relations programme to primary 7 children from schools across the Borough. 2019/20 delivery will try to engage with year 8 pupils at post primary schools who were unable to take part in Bee Safe due to measures in place in response to COVID-19.

4.3.3. Our Children and Young People: Multi-Cultural Resources

This programme involved the development of multi-cultural resources to engage with children and young people and promote diversity and understanding of others.

4.4 Our Shared Community

4.4.1. Reclaiming Space through Animation

This programme fits within the T:BUC Shared Community priority and aim 2.1: Shared Space is Accessible to All. The programme aims to increase the percentage of people who think that the leisure centres, parks, libraries, and shopping centres in their area and shared and open to both Protestants and Catholics.

ANBC run a number of Good Relations activities at Council events that contribute to the Reclaiming Space Programme. Such events include Great Glengormley Get Together (which expands on the Glengormley Together response to COVID-19 and promotes community togetherness and cohesion) and the Disability Diversity Event (that works in partnership with ANBC Customer Accessibility and Equality Officer to deliver good relations programmes to children and young people affected by disability).

Good Relations Engagement

The Good Relations Engagement work includes several programmes which includes:

4.4.2. Our Cultural Identity: New Users Engagement Programme

ANBC has been promoting Good Relations engagement with new users to identify and work with groups from across the Borough who previously had no engagement with the Council's Good Relations Programme, the programme aims to support groups in understanding community and race relations. The process involves the development and delivery of several tailor-made information and support sessions to each group to include:

- Understanding/training in good relations with the committees/volunteers of community-based groups.
- Planning an outreach event/training programme in conjunction with the group around good relations.
- To work with these groups on an encounter programme with other groups from their area who have a different community background.

New Users Groups are supported to develop applications for funding under the Council's Good Relations Grant Aid or Shared Cultural Heritage funding programme.

4.4.3. Our Safe Community: Hate Crime Support Scheme

The hate crime support scheme has been established to promote awareness and assist in alleviating the potential of hate crime throughout the borough. The scheme also provides practical information and support to victims of crime signposting to organisations and agencies.

The No Hate Here campaign promotes the scheme with local businesses and community premises throughout the borough and provides a practical resource pack to use. The pack has been translated into various languages to enhance its use with the BME community who lives, works, and plays within the borough.

The scheme is linked with the local Policing & Community Safety Partnership, Police service of Northern Ireland and Community Relations Forum.

4.4.4. Ethnic Minority Engagement

To engage with ethnic minority communities within the Borough and organise events that aid in the bringing together of people in a safe shared space to increase cultural understanding and raise awareness of cultural diversity.

4.4.5. General: Equality Working Group

The purpose of this working group, which is facilitated by ANBC staff is:

- To establish input through the Council's Equality Working group to fully scope certain issues with a Good Relations theme and provide assistance to our elected members to develop a more informed decision in dealing with the issues.
- To provide training and support through this group so elected members can work within the guidelines of Together Building a united community and have a better-informed understanding of the T:BUC key priorities.
- To provide a framework to address capital programme's creating a Good Relations ethos and understanding for a better all-inclusive project.

Education Programmes

4.4.6. Good Relations Pupil Programmes:

Delivery of the Celebrating Differences Project in schools across the Borough that promotes a greater understanding and acceptance of others; delivered through Community Relations in Schools (CRIS).

4.4.7. Good Relations and Collaborative Education Programme:

Continued development of collaborative networks with schools across the Borough, to include engagement with teaching staff, school Principles, parents, and key school stakeholders through the Moving Forward Together Partnership (MFT).

The Moving Forward Together project built on the established Antrim and Randalstown schools' partnership, providing support to bring children and their families together to continue developing a greater sharing and understanding of peace building and Good Relations.

Additionally, the programme supports the development of the emerging Newtownabbey school's partnership, developing the emerging school's partnership by helping to deliver a consistent positive community relations message and ethos by working with teachers, children, and parents.

4.5 Our Safe Community

4.5.1. Cultural Expression

The delivery of a Cultural Expression Programme that supports groups to develop an attitude of change and mutual respect of others from community backgrounds different to their own.

This involved the delivery of capacity building activity to groups around the delivery of safe, non-contentious events that show the positive expression of cultural heritage without any form of intimidation and sectarianism. Facilitating engagement with groups from hard-to-reach areas to develop non-contentious cultural celebrations without the attachment of flags, emblems, or banners.

4.5.2. Citizenship

The promotion of Good Relations best practice through collaboration with Community Services Accolades, which promotes Good Relations activity across the Borough and encourages more participation within the Good Relations Strategy and TBUC Themes.

4.5.3. Diversionary Activity

Diversionary Activity is a responsive element of the action plan that aims to provide interventions at times of community tensions and works with community stakeholders to identify and address emerging community need. Historically activity has included young people being diverted from Glengormley around the time of the erection of the Orange Order Arch and the mini twelfth in June to help prevent sectarian clashes. This type of initiative can be expanded to other areas in the Borough.

4.6 Our Cultural Expression

4.6.1. Hate crime and Integration Group Programme

To engage with and support the Vulnerable Persons Relocation Scheme Integration Group, which includes contributing to the costs of a central storage of food and resources that Syrian refugees avail of, attending Integration Group meetings, and hosting one meeting per annum. Supporting the integration of vulnerable refugees, and newcomers from a minority ethnic community.

4.6.2. Local Government Partnership on Traveller issues

Local Government Partnership on Traveller issues: To engage with and support the Local Government Partnership on Traveller Issues, which includes an annual membership fee and hosting of one meeting per year of the partnership.

The partnership consists of Elected Members and Officers from all 11 councils. More recently representatives from the Public Health Agency and local representative groups have joined the partnership.

4.6.3. Good Relations Events Programmes

A series of activities and events are organised under this theme, including:

- **GR Events:** To deliver cultural awareness activity as part of existing community, church, and council-based programmes as part of their mainstream events to promote Good Relations.
- **WDYTWA:** To deliver an engaging programme exploring life in Northern Ireland, our past, our present, who lives here and visiting some of our local historical highlights; as well as finding out about your own ancestry.
- **Historical Commemorations:** To continue to look at key events in the decade of centenaries from 1912 up to the Government of Ireland Act in 1921. This also includes the annual Holocaust Memorial Day events.

4.6.4. Cultural Awareness Scheme

The Good Relations staff team contribute to the programming of large-scale Council events to increase peoples understanding and awareness of cultural diversity and good relations.

4.6.5. Seasonal Events

Seasonal events are held across the borough throughout the year; to include Halloween and Christmas, with an estimated 7,000 people in attendance. Good Relations activity is embedded in these events including include multi-cultural performances, Christmas Around the World campaign, and multi-cultural workshops. Activity aims to enhance the opportunities for positive cultural interaction at mainstream events.

4.7 General: Grant Aid

ANBC has traditionally delivered a Good Relations Grant Aid programme which is available for constituted groups across the Borough to access to deliver locally relevant programmes promoting Good Relations. The scheme is advertised via social media and subject to an online application process, the Good Relations Engagement Programme and GRO engagement within community. Groups can apply for a maximum of £2,500. Grant Aid applications are assessed against the GR / T:BUC (Together Building a United Community) criteria and processed in line with Council's guidelines which are:

- 1.1 Positive attitudinal change towards people from different backgrounds.
- 1.2 Bringing Communities together.
- 2.1 Increased use of shared space.
- 2.2 Shared Space is accessible to all.
- 3.1 Reduce the prevalence of hate crime and intimidation.
- 3.2 A community where places and spaces are safe to all.
- 4.1 Increased sense of community belonging (widens contribution beyond community background).
- 4.2 Cultural Diversity is Celebrated.

ANBC assess applications based on T:BUC Key Priority and Outcomes identified by applicant and seek to allocate an equitable budget allocation across those priorities.

Section 5. Consultation Findings

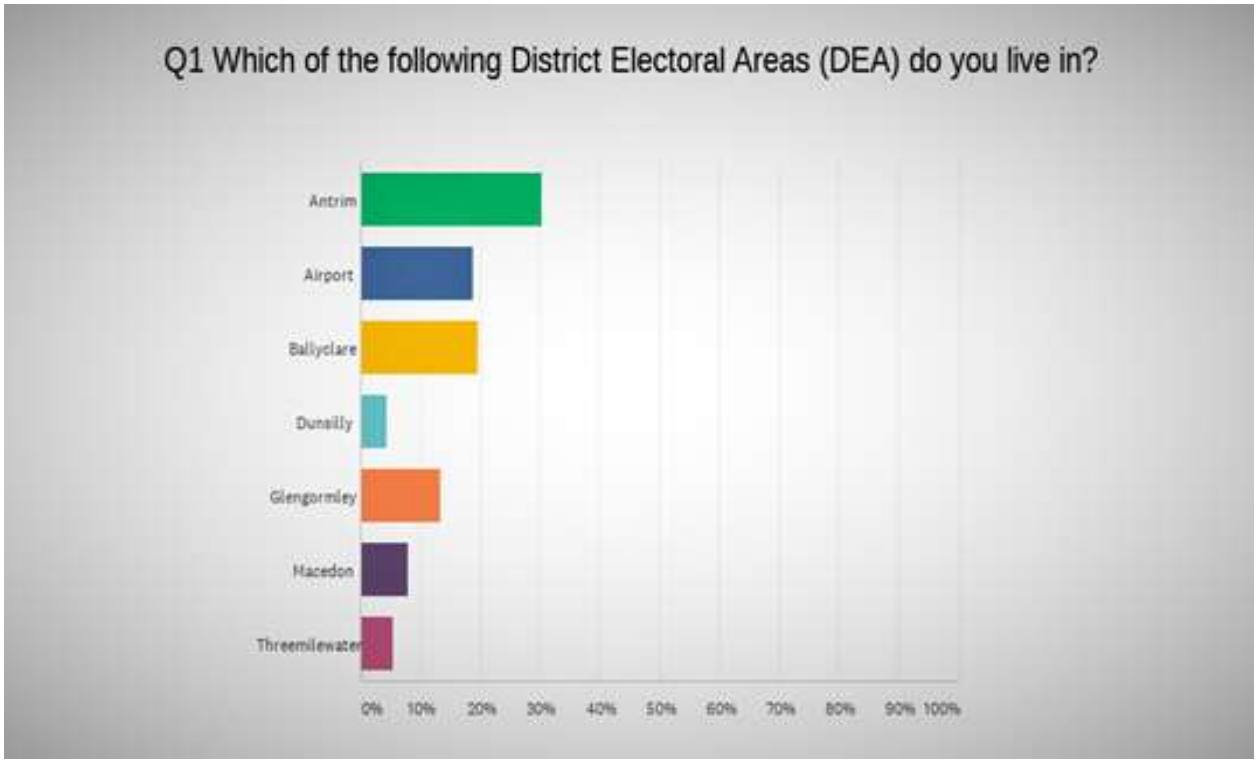
5.1 Introduction

This section of the report sets out findings from the consultation process. A descriptive summary of the qualitative and quantitative survey findings is presented below, this is followed by a qualitative analysis of the DEA based focus groups with stakeholders. The findings are presented from a Borough wide perspective, individual DEA findings can be found within the appendices.

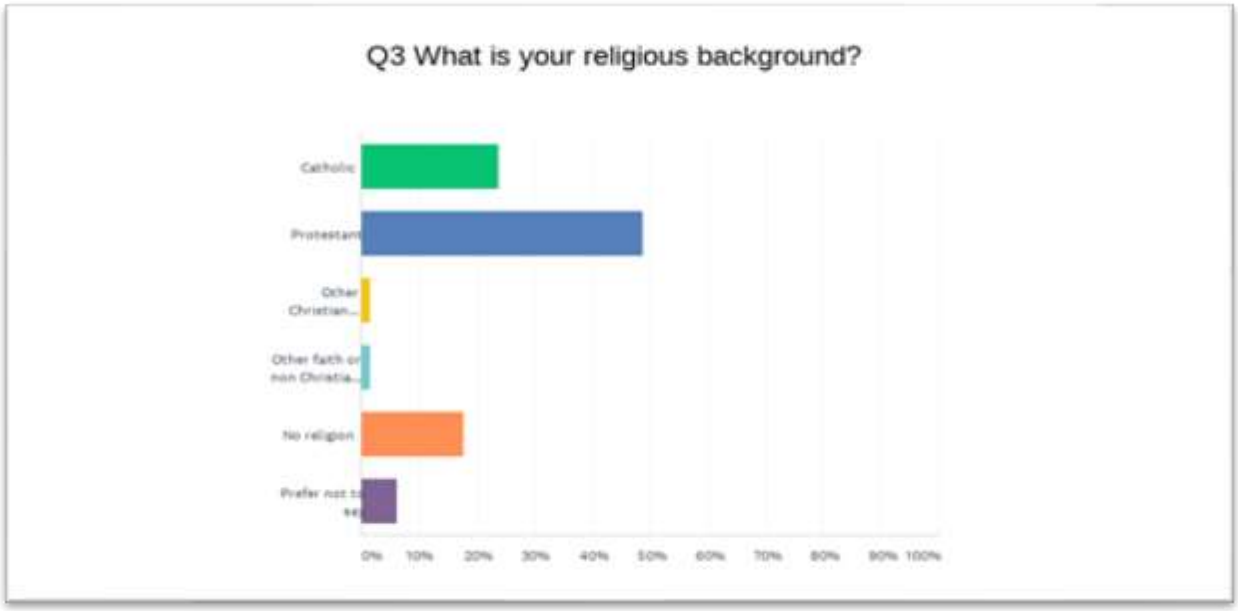
5.2. Survey Findings

5.2.1. General Demographic Information

Survey responses were received from each of the seven District Electoral Areas (DEA's) across the Borough. The highest number of respondents came from the Antrim DEA followed by Airport, Ballyclare and Glengormley with Dunsilly yielding the lowest number of responses.



The Gender balance of respondents was 64% female, 35% male and 1% preferred not to say.



The religious background of the 113 respondents is illustrated in the figure above, the actual percentage breakdown is presented in the table below measured against the census data from 2011[1].

Denomination	Survey Findings	Census 2011
Catholic	23.89%	29.74%
Protestant	48.67%	61.10%
Other	3.54%	1.09%
No religion	17.08%	8.08%
Prefer not to say	6.19%	-

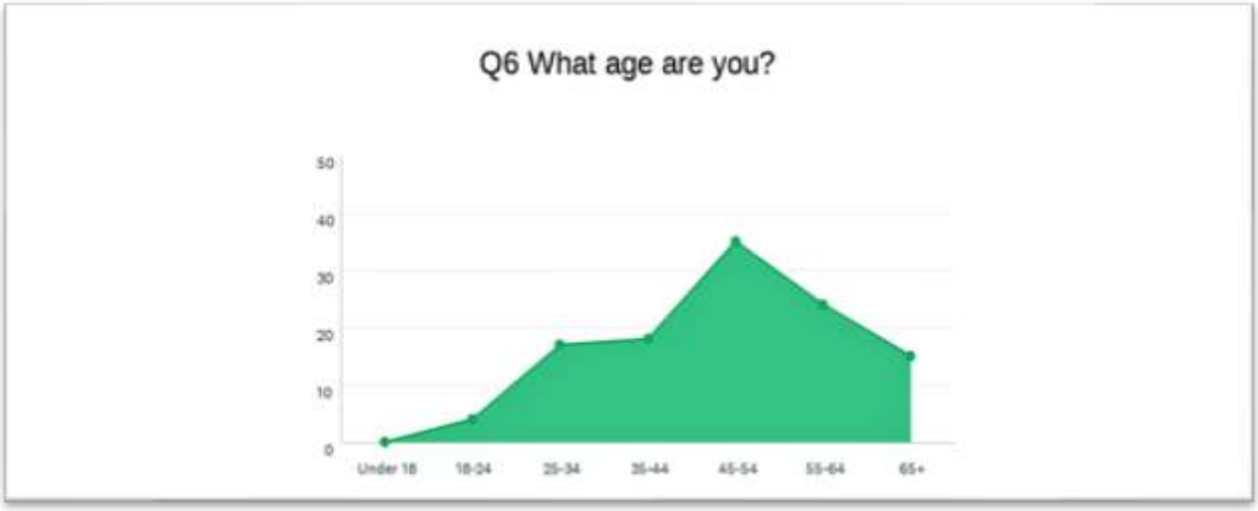
The last available census data is a decade old; we can assume that some demographic changes have occurred during that time, whilst we do not claim this to be a representative sample for the Borough, it is reasonably representative of the existing demographic makeup of the borough i.e., it is not 75% respondents from one demographic. It is notable that almost a quarter of respondents identified as having no religion or they preferred not to say.

The ethnicity of respondents was overwhelmingly White Caucasian (93.75%), this represented 105 of the 112 respondents who answered this question, of the remaining seven participants the breakdown is as follows:

- 1 x Indian
- 2 x Black African
- 1 x Black Other

- 2 x Prefer not to say

The Census 2011 data in relation to ethnicity records the White population at 97.90%, the ethnic breakdown of respondents is representative of the local population.



As the figure shows, there were four respondents under the age of 24, the highest proportion was the 45 – 54 brackets at 31%, with the 55 – 64 age group at 21% %. The other age brackets had an even level of respondents. The key observation here is the notable absence of younger participants with less than 5% of respondents under the ages of 25.

Survey participants were asked in what capacity they were responding, 75% contributed as individuals with 25% responding on behalf of groups/organisations, those groups are listed as follows:

1. Newtownabbey Street Pastors
2. Greater Ballyclare Youth for Christ
3. Ballyclare RFC
4. Burnside & District Community Group
5. She Shack, Toomebridge
6. The Shed, Antrim
7. Templepatrick Action Community Association
8. Volunteer Now
9. BEDA
10. Community Relations Forum
11. A safe Place to Me
12. Community Relations in Schools
13. Monkstown Boxing Club

14. Gaelscoil Ghleann Darach
15. Listening Ear
16. Templepatrick Action
17. Harper Adams in Ireland
18. Farranshane Community Trust
19. Bardic Educational Arts and Media (BEAM)
20. Arts Ekta
21. CLARE

5.2.2 Reflecting on Good Relations Work in the Borough

Participants were asked to rate their level of understanding of Good Relations work in the Borough with zero being nothing at all and ten being a great deal, the average rating was eight, this suggests a high level of understanding of Good Relations amongst respondents.

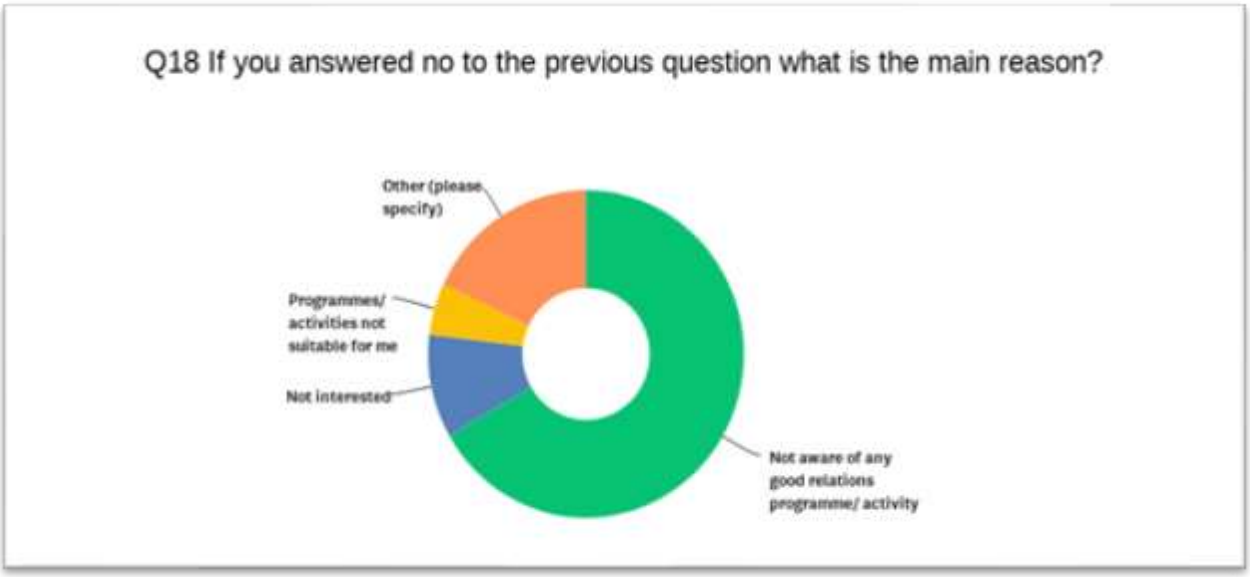
A high proportion (82.5%) felt that there was a need for ANBC to provide ongoing support for Good Relations work, 16.25% were unsure and only one responded negatively.

When asked about the importance of Good Relations, 75% said it was very important with a further 23.75% selecting important or somewhat important, only one respondent chose the not important option.

The survey asked respondents to reflect on what they believed made the most positive impact on Good Relations in their areas, these were multiple-choice questions which allowed participants to select all options, the most popular choices are presented below:

1. **Shared Events** - Where people from different backgrounds come together to participate in one off events – 55%.
2. **Positive civic and political leadership** – Building on positive demonstrations of good relations – 54%
3. **Multi-Cultural Activity** - Where people from different cultures and traditions come together to learn about other cultures and traditions 38%.
4. **Sporting activity** - Bringing people from different backgrounds together through sport/ Integrated Education – 38%
5. **Dialogue** - Events that bring people together to discuss relevant issues such as legacy, flags/ emblems etc – 36%.
6. **Developing shared spaces** - Creating spaces where people from different backgrounds can come together- 34%.

The findings above reflect the types of activities that survey respondents perceived as having had a positive impact on Good Relations where they live or work. When asked if they had ever participated in Good Relations activities or programmes in the ANBC area, 56% of participants indicated that they had with 44% conforming that they had not.



The chart identifies reasons for non-participation in Good Relations activity, the most prominent of these being a lack of awareness of Good Relations activities and programmes, the 'other' category was reflective of peoples schedules i.e., not having the time to participate.

The survey sought to gauge participation and awareness levels regarding ANBC Good Relations activities/ programmes, 54% said they believed that the ANBC Good Relations programme was having a positive impact, 6% negative and 40% felt that it was having a neutral impact. The following table presents the data collected in relation to specific programmes:

Programme/ Activity	**Not Aware**	**Aware/Never Participated**	**Aware/ Participated**
Detached Youth Programmes	49%	28%	22%
Shared Events	25%	26%	48%
Small Grants Programme	26%	37%	37%
Schools Based Programmes	49%	28%	22%
Sports Based Programmes	52%	27%	21%
Multi-Cultural Programmes	44%	24%	31%
Community Events	35%	17%	48%

The findings tell us that the highest levels of awareness and participation are in shared events, community events, small grants programmes and multi-cultural programmes, the lowest levels of awareness are on detached youth programmes, sports programmes, multi-cultural programmes, and schools-based activities.

Respondents were asked about their awareness of other Good Relations work in the Borough, which was not being delivered through ANBC, 71% were not aware of other GR work whilst 29% indicated that they were, respondents provided more detail on the programmes and activities that they were aware of:

- *Monthly Church lunch*
- *Peace 4*
- *Support for Syrian Families*
- *Community Relations Forum*
- *Shared Education Programme*
- *Youth Programmes with Other Communities*
- *Church based initiatives to offer inclusive events and activities.*
- *Planned cross border trip via Listening Ear.*
- *Since COVID 19 it has brought Churches and the Community much closer together*

The list of programmes and activities identified by participants offers an insight into the range and depth of Good Relations work that takes place on an ongoing basis. This demonstrates that a level of Good Relations work is happening across the Borough outside of the ANBC GR Programme.

Respondents were asked to describe any examples of positive changes to good relations in their area in recent times, the responses have been grouped under a range of emerging themes.

1. **Changing perceptions/ attitudes/ behaviours**
    - *Young people's perceptions on other cultures and religions are becoming more positive.*
    - *Changes in perceptions and mindset a better view on life better education*
    - *Changing attitudes and behaviours on a long-term basis, but it needs ongoing commitment.*
    - *Invites to, and attendance/participation of, political representatives to events and activities that they would not normally attend, (e.g., from a different community)*
    - *Conflict between differing groups in Glengormley Village no longer physically as bad as it was a few years ago.*

- *The area is broadly mixed, and people happily live side by side.*

2. **COVID 19**
   - *The neighbourhood help available to those who needed it during lockdown.*
   - *The community coming together themselves to assist vulnerable residents during COVID.*
   - *An understanding of Stormont and how it works across all parties. Engagement of various groups during the COVID 19 emergency via the DFC hamper deliveries*
   - *In short with the C19 Virus on going I find most of the community are helping each other out.*
   - *Political for and cooperation in the COVID19 response, this has been bvery encouraging.*

3. **Shared education/ Schools**
   - *Shared education programmes in schools particularly through the MFT partnership*
   - *Good working relationships and a programme of shared programmes between school to promote good relations at a young age.*

4. **Young people engaging in positive activities.**
   - *Monkstown Boxing Club have been leading GR work in the Monkstown and Rathcoole communities. We have active projects with New Lodge Youth Club, Ardoyne Youth Club, Ardoyne Youth Enterprises, Lagmore Youth Project, and Holy Trinity Boxing Club*
   - *Better relationships between the local youth/community and ourselves. Community participation*
   - *Youth meeting older residents to provide events and tackling issues of all kinds through drama.*
   - *Party in the park. Event brings people together in a family orientated event. Positive for younger people to take part in these events.*

5. **Improved infrastructure/ Facilities**
   - *With funding from good relations our group was able to improve the space we meet in and expand our network of participants*
   - *Two new She Sheds help relations one in Antrim and one in Toome.*

5.2.3 Barriers/ Challenges to Good Relations

Respondents were asked to identify the three key barriers to the development of Good Relations in their areas. This was an open-ended question, participants were not provided with any options. We have grouped the responses into themes below.

Theme	1	2	3
Civic and political leadership	14	11	5
Attitudes/ apathy	10	7	8
Segregation (housing/ education)	9	8	4
Lack of communication/ information/ understanding	9	8	5
Lack of facilities/ amenities/ resources	6	7	6
Lack of shared space	2	6	4
Socio economic issues	1	3	3
Lack of strategic approach	1	2	3

The responses identify opportunities to further use positive civic leadership to unlock barriers to Good Relations. Respondents also highlighted apathy and attitudes as a significant barrier, a general sense that people 'could not be bothered' to engage with Good Relations activities or that there was a negative attitude towards the work passed on intergenerationally.

Other issues such as segregation in housing and education featured strongly as did a lack of information regarding Good Relations work in the area and a lack of resources, amenities, and programmes including a lack of shared space.

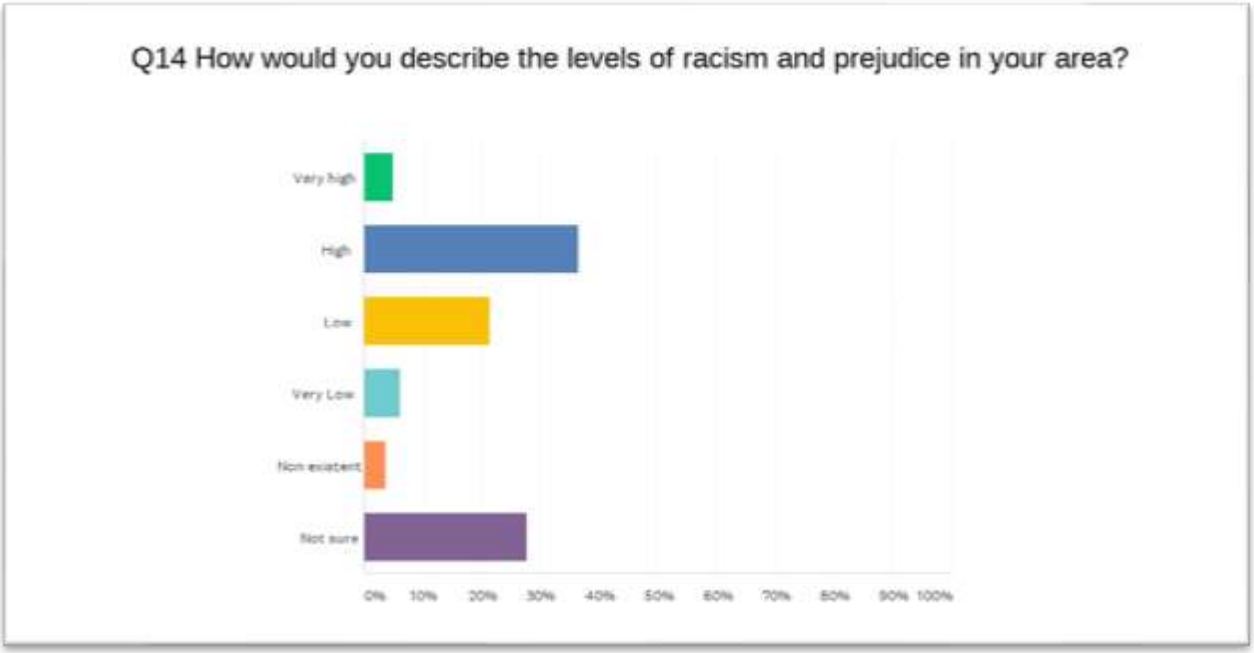
The survey also asked participants to reflect on what they believed had the most negative impact on Good Relations in their area. Participants were offered a range of options, the following are those selected most frequently by participants:

1. Unresolved issues such as flags, emblems, or parades – 58%
2. Paramilitary influence – 49%
3. Leadership – 47%
4. Segregated education – 33%
5. Socio economic issues – 31%
6. Negative media – 29%

It should however be noted that most of these issues are outside of the direct influence of the Council.

5.2.4 Racism/ Sectarianism/ Intolerance

The survey explored perceived levels of racism, sectarianism and intolerance within the local community, the following table provides an overview of the findings:



Over 41% of respondents felt that the levels of prejudice and racism were high or very high with 31% selecting low or very low/ non-existent, 28% answered not sure. A follow up question was asked on how prejudice manifests at a local level, the responses have been grouped thematically and presented below in order of most popular.

Theme	Answer 1	Answer 2	Answer 3
Murals/ Graffiti	26	13	7
Flags/ Emblems/ Parades/ Bonfires	15	12	10
Violence/ Hate Crimes	8	7	1
Bullying/ Abuse/ Intimidation	5	9	11
Segregation	3	4	3
Politics	3	3	3

Many of the thematic priority issues identified are beyond the direct control of the council.

The findings have identified a range of perceived challenges and barriers to Good Relations, the audit process seeks to translate this information into a framework for action, the following reflects the most prominent challenges/ barriers emerging from the consultation:

1. Increased visibility of positive civic and political leadership.
2. Unresolved issues/the past/parades/bonfires
3. Paramilitary influence
4. Segregation
5. Flags/emblems/murals/ graffiti
6. Attitudes/apathy
7. Socio economic issues

5.2.5 The Future of Good Relations in ANBC

The survey asked respondents to think about the future for Good Relations work in their area, they were asked to select what type of programmes/activities should be prioritised by ANBC in the time ahead. The list below provides an overview of findings. These themes are explored further within the focus group findings.

1. Shared Events: 51%
2. Cross Community Youth: 51%
3. Dialogue Events: 40%
4. Exploring Shared Space/ Shared Services: 40%
5. Multi-Cultural Events: 38%
6. Reimaging Projects (Graffiti removal/ Mural Replacement: 38%
7. Small Grants Programme: 36%
8. Shared Sporting Activities: 27%

Respondents were also asked if they had any suggestions for Good Relations activities in the future. The following table provides direct quotes from participants, the quotes are included following thematic analysis and are representative of the findings overall. The thematic areas of work identified here synergise with those outlined in the previous section.

Theme	Feedback
Youth	• *Targeting youth so that Good Relations becomes the norm.* • *More children involved from different backgrounds. It is the adults who live in the past and unfortunately, I cannot see that changing but if we work with the kid's things will hopefully change in the future.*

	• *Taking young people on residential out of their areas to form friendships and discuss values and beliefs.* • *Teen programmes that are fun rather than boring*
Schools Based Programmes	• *Work through schools to include parents who are socially isolated. Perhaps running English speaking classes to help build confidence.* • *Shared education*
Dialogue	• *Engagement with the people mentioned above. Dialogue to develop understanding of the issues Provision of appropriate agreed activities to progress meaningful development.* • *Bring small working groups together from working class areas in dialogue.* • *Dialogue with each other*
Shared Events	• *Shared events at 12th and St Patrick's day. History of poppy and Easter lily, cross community sports days with sample sports from both religious backgrounds* • *There should be a celebration event for best practice projects that are promoting GR in the Borough. There could be a GR champion across each DEA that could promote the various opportunities available to participate in GR programmes.*
Multi-Cultural Programmes	• *Workshops for information is good. Keeping the young people involved with engaging with all ages colour and creed.* • *A cafe for immigrants like the one in Belfast.* • *More multi-cultural activities and activity for young and old. We have no idea what is available in our own area??*
Training/ Capacity Building	• *More resiliency training. When people can self-regulate, they can have difficult conversations and remain calm.* • *Training on community's own background and identity. To develop confidence to reach the hand of friendship out.*
Cultural Diversity	• *There should be events and activities based on the centenary of NI, not as a political point, but as a reality of*

> *the place where we live. This should not just look backwards but its focus should be on looking forward to how we build a positive future for everyone in NI. We need to learn as a community to celebrate and appreciate the place where we live, and this must be a starting point for good relations.*
> - *As we are an Irish-medium school events depoliticising the Irish language and highlighting its cultural and economic potential for Good Relations.*
> - *Irish language events and inclusion within council*
> - *Acknowledging that activities from all traditions and backgrounds should be funded.*

In seeking to adopt an outcomes focused approach, the survey explored what success would look like for a GR strategy from the perspective of participants. Survey respondents identified two key indicators of success.

1. A reduction of the physical manifestations of division such as murals, flags, graffiti, and painted kerbstones, in essence, the visual marking of territory becoming less prominent
2. Increased GR engagement as a sign that things are improving

While the Good Relations work of the Council and its partners has the potential to improve the community relations that can lead to some of these outward demonstrations of division it has now direct role to play in their reduction or removal.

5.3 Focus Group Findings

During DEA focus groups, survey findings relative to each DEA were shared with participants. These were the basis for the subsequent discussion which focused on three key questions:

- What type of Good Relations initiatives has worked well in the past?
- What are the challenges and barriers to Good Relations going forward?
- What type of Good Relations work should ANBC priorities within the strategy?

The information presented in this section is a summary of emerging issues and ideas from respondents captured during the engagement process. These views are 'perceptions, rather than facts, and in some instances, are the opinion of a limited number of people who have shared their views and or ideas.

5.3.1 What type of Good Relations initiatives has worked well in the past?

Participants were asked to think about what type of activities/ initiatives stood out for them in terms of improving relations in the past. The findings have been analysed and grouped thematically along with examples of feedback from across the DEA's. There was a general uniformity across DEAs in terms of identifying these themes/ areas of work which are presented below along with sample feedback from a cross section of DEA's.

1. **Youth Programmes:** The findings indicate that youth-based programmes have had a positive impact on Good Relations in the past, the examples include relational development within and between communities and between young people and statutory agencies such as the police. The examples provided also highlight the that the nature of previous projects focussed on common interest such as sport or drama.

    - ✓ *"Pizza with the Peelers" night- worked well. Relationships development on a personal level. Worked well coming off the back of it. (Ballyclare)*
    - ✓ *Programmes through creativity and innovation- There have been strong links created with New lodge Arts (Drama and performing arts). (Macedon)*
    - ✓ *Early intervention to prevent barriers being created. (Glengormley)*
    - ✓ *Newtown project between Monkstown and New lodge youth centre- emphasised similarities of each person, rather than focus on the differences. (Threemilewater)*

2. **Shared Events:** Focus group participants highlighted shared events as a positive example of previous work that has had a positive impact on Good Relations across the borough, whilst the COVID19 Restrictions limit the scope and potential of similar work for the foreseeable

future, the findings clearly identify Shared Events as something that can work at a local level in terms of bringing people together from different backgrounds.

- ✓ *Event Green/Black meeting at the border- 60 in attendance. (Ballyclare)*
- ✓ *Cultural events/ shared event. (Antrim)*
- ✓ *Great Glengormley get together- Based on Jo Cox theory- 3000 people attended throughout the day. (Glengormley)*
- ✓ *Political reps attending events that would be out or their comfort zone. (Glengormley)*

3. **Schools Based Programmes:** Each of the focus group sessions identified the positive role that schools have played in Good Relations. The discussions reflected on the value of early intervention in terms of Good Relations and the fact that schools offer a safe and structured environment for children and parents/ guardians to engage in positive activities together.
    - ✓ *Links in with local school. Rathcoole, Kings Park, Monkstown, and Whitehouse Primary. (Macedon)*
    - ✓ *22 schools involved in MFT programme- Peace IV MFT programme. Programme is seen as a model of Good Relations practice- Envy of a lot of areas in Northern Ireland. (Dunsilly)*
    - ✓ *CRIS programme- Good Relations established between schools. (Dunsilly)*
    - ✓ *Schools based intervention – Threemilewater.*

4. **Cultural/ Awareness Celebrations:** The positive impact that cultural awareness and cultural celebrations has and can have on Good Relations across the Borough. Many participants emphasised the need to provide education and information in relation to the traditional cultures based on previous work that has increased awareness and reduced tension around cultural celebration and why it happens.
    - ✓ *Upcoming Ulster Scots event. (Antrim)*
    - ✓ *Irish history classes and Irish language classes in chapel. (Ballyclare)*
    - ✓ *Williamite tours. (Macedon)*
    - ✓ *Projects in Randalstown through the Culture Awareness Association. (Dunsilly)*

5. **Multi-Cultural:** There was a consistent emphasises on need to expand the remit of Good Relations beyond the traditional orange and green, the participants reflected on the positive impact of multi-cultural initiatives in the past, offering localised examples of activities and projects that have went well.
    - ✓ *Syrian programme (English programmes/classes). (Antrim)*
    - ✓ *Upcoming holocaust memorial unveiling. (Antrim)*
    - ✓ *Integration from different ethnic backgrounds was hard especially coming to Northern Ireland. Stereotypes based on assumptions of prejudice. (Glengormley)*

- ✓ *Work supporting migrants. (Airport)*

6. **Intra community approach (Single identity work):** Many of the focus group participants reflected on the value of intra community activities, highlighting the view that preparatory work is required in order to facilitate genuine Good Relations engagement based on different levels of readiness.
   - ✓ *Single identity work, people should be secure in own identity first before branching out to other communities. (Ballyclare)*
   - ✓ *Laganside (Cooperation Ireland), this was a single identity PUL community 5-year programme. Good relations made with senators in the Republic of Ireland. (Macedon)*
   - ✓ *GR workshops- priority work around single identity before engaging with different communities. (Threemilewater)*
   - ✓ *Some single identity work is needed, not everyone is ready to engage cross community. (Antrim)*

7. **COVID 19:** The community response to the COVID 19 Pandemic was identified as an example of how people come together at a time of crises, there are examples of sharing information and resources for the common good through this time, this is something that could be built on.

   - ✓ *Crumlin people are hard to engage with, however lockdown helped with the communication as people were reaching out for help. (Dunsilly)*
   - ✓ *People have come together well through the pandemic. (Ballyclare)*
   - ✓ *Groups are communicating and working well to support each other through COVID 19. (Glengormley)*

The focus groups identified several thematic areas of work that align with the survey findings and the emerging priorities for action such as shared events, youth programmes and multi-cultural programmes. Identifying what has worked well in past can help to shape the future strategy framework by building on success and not reinventing the wheel.

5.3.2 Barriers and Challenges

The focus group sessions explored the barriers and challenges facing Good Relations in the Borough, there was broad agreement in all focus group sessions that the survey findings were reflective of the realities across the Borough:

1. Opportunities to set a positive tone for Good Relations through leadership
2. Unresolved issues/ the past/ parades/ bonfires
3. Paramilitary influence
4. Segregation
5. Flags/ emblems/murals/ graffiti
6. Attitudes/ apathy
7. Socio economic issues

The findings from focus groups are presented thematically below interspersed with direct quotes from focus group participants. Issues such as segregation was accepted as an obvious barrier to Good Relations and therefore did not yield significant feedback within the sessions. We have not presented the qualitative information below in order of prominence, rather as reflection of what the groups wanted to expand upon, this process has identified other barriers such a lack of diversity and lack of resources.

Leadership: The importance of maximising the opportunities for and visibility of positive civic and political leadership was identified as being significant, highlighting the opportunities to build on positive examples of leadership such as Irish Language Week and NI Centenary Celebrations as opportunities for Elected Members to promote shared culture and Good Relations. The participants also identified the challenges of negative role models for young people.

- ✓ Lack of positive leadership in young people's lives. (Ballyclare)
- ✓ Gatekeepers exist in communities and have a reluctance to change. (Glengormley)
- ✓ Need for positive leaders to have a greater influence on younger people in communities. (Glengormley)

Attitudes/ Apathy: Negative attitudes towards Good Relations, particularly amongst older people within families and communities was identified as a key barrier, apathy, and an apparent fear of or unwillingness to engage in this type of work was identified as a challenge.

- ✓ *Communities find it hard to accept what they see as outsiders. (Antrim)*

- ✓ *Older generation- the upbringing of the younger generation is taking on the negative perceptions of their parents/ grandparents/ family members. (Ballyclare)*
- ✓ *Older generation are stuck in their own ways/ unwillingness to change- time to focus on younger generation and change their mind set. (Glengormley)*
- ✓ *Values we hold onto and the assumptions we make about each other. (Threemilewater)*
- ✓ *Apathy- Good Relations does not affect people. There is a lack of understanding of that Good Relation is. Previously seen as Catholic/ Protestant coming together. (Dunsilly)*

Lack of Diversity: The focus groups identified a lack of diversity in terms of mindsets, programmes and activities highlighting practical barriers such as language as standing the way of engagement.

- ✓ *Engaging with other cultures there needs to be open discussion/ dialogue. (Ballyclare)*
- ✓ *Programmes have been put forward for projects on education. It was not specific to just Catholic/ Protestant but was supposed to be branched out to all communities and cultures. Educating from within. (Macedon)*
- ✓ *BME communities- Lack of integration/ hard to engage all communities. Create a space to enable communities and people of all backgrounds to come together and ask questions. (Threemilewater)*
- ✓ *Good relations are more than orange and green, it has evolved into bringing all communities together, now more so than even. The building of better relationships with people from all communities and backgrounds. (Dunsilly)*

Physical Manifestations of Division: The issues of murals, graffiti, flags, and painted kerbstones were identified across the DEA's as being a barrier to Good Relations, there was a general acceptance that the marking of territory was having a negative impact on relational development across the Borough.

- ✓ *Flags/ emblems- 39 flags were recorded in one area on a particular road. It can be intimidating for those coming into the Ballyclare area. Politicians seen to turn a blind eye to it and are not willing to help work to resolve the issue and it seems to fly under the radar. (Ballyclare)*
- ✓ *Graffiti and murals do not help the situation as they mark territory. (Glengormley)*
- ✓ *Images of paramilitary murals has a massive effect. It creates a barrier to good relations as it is trying to counteract the good work that has been done. (Threemilewater)*

It is important to note that ANBC Good Relations function only has an indirect opportunity to influence these issues.

Lack of Communication/Information: The focus groups identified a lack of information through ANBC and between organisations as a key barrier to Good Relations such as the awareness of the

projects that are ongoing or a failure to reach the BAME community or young people in terms of information and opportunities that exist.

- ✓ *Lack of knowledge of what is available. (Airport)*
- ✓ *There is not enough information provided around to know what is going on to be able to provide young people with opportunities, to engage with other young people through schools/ youth clubs. (Ballyclare)*

Lack of Understanding/ Cultural Awareness: The sessions identified a general lack of understanding out in the community in terms of what Good Relations was about or why cultural celebrations happen as a barrier.

- ✓ *People are not aware of what good relations is and the work that is carried out. (Airport)*
- ✓ *Not enough awareness of cultures and why they are celebrated, this leads to conflict. (Macedon)*
- ✓ *A lot of people are not aware of what is on offer, the communication from ANBC could be better. (Glengormley)*

Lack of Facilities/Amenities/Resources: There was an acknowledgment across the DEA's that there was a general lack of resources to facilitate Good Relations work, and that this was a barrier to building Genuine relations at a local level, this included physical infrastructure, shared spaces, and project resources to develop and sustain Good Relations work.

- ✓ *No youth club in Ballyclare. (Ballyclare)*
- ✓ *We do not have the space or the funding to do meaningful work. (Macedon)*
- ✓ *There is a lack of Good Relations work happening. (Glengormley)*
- ✓ *There is nowhere for this work to take place really. (Threemilewater)*

Negative Narrative/ Media: The findings highlight negative media coverage and stereotyping of communities as a barrier to progress, the reluctance to highlight good news stories.

- ✓ *Media- Bad news stories hit the media first. Lack of media coverage for the work Good Relations are doing in the area. Positive news stories need to be at the forefront. (T Media and the language they use. Rathcoole seen as a sprawling loyalist estate. Loyalist/ Nationalist. Headlines that they use is irrelevant to the story itself. (Macedon)*
- ✓ *Who tells the good news stories? There is positive work happening all the time, but it never gets promoted. (Ballyclare)*

5.3.3 The Future Good Relations Priorities for ANBC

It was accepted across all DEA's that thematic areas such as Shared Events and The Small Grants Scheme should be priority areas of focus in the time ahead, the other key thematic priorities are presented below along with examples of the feedback under each heading:

Cross Community Youth Programmes: Focus group participants across the DEAs identified projects that bring young people together from different backgrounds as a key priority for the Strategy, the examples include intergenerational work and projects that address issues of common concern for young people.

- ✓ *Intergenerational work needs to happen. Be able to break down life differences between adults and children. (Airport)*
- ✓ *Stop dwelling on sectarian issues and find commonality in young people. (Ballyclare)*
- ✓ *Generational programmes- the effects of COVID 19 on them leading onto their stories and narratives of their lives. (Ballyclare)*
- ✓ *Engage with kids that are deemed hard to reach i.e., complex needs and mental health issues. (Macedon)*
- ✓ *Intergenerational work is needed- work needs to begin at home. - Leads to open dialogue - Find similarities then speak on differences. - Day trips/ residential/ events. (Dunsilly)*

Schools Based Programmes: The consultation findings have identified that Good Relations work with young people should be a priority for ANBC. The feedback consistently suggested that the focus should be on a new generation, this might involve schools-based activities, intergenerational work or projects that focus on issues of common concern such as the impact of COVID 19.

- ✓ *GR programmes in schools. Positive effect on what has happened so far. (Airport)*
- ✓ *Previous events for cultures how and why they celebrate different calendar events- also tie in with the schools on this is a possibility. (Ballyclare)*
- ✓ *Education in schools about single identity- council backed programmes- promoting positive attitudes to Good Relations "Why the flags are put up, the traditions of the culture, and the use of sayings and slogans and why those tunes are played and the meaning behind them." Education at grassroots level could disperse myths. (Macedon)*

Multi-Cultural Programmes/ Events: The focus groups across the DEA's all identified the need to ensure that Good Relations work encapsulates more than the traditional 'Orange and Green' divisions, the feedback has identified the need to ensure that the strategy includes multi-cultural programmes and events that promotes and celebrates diversity.

- ✓ *Learning of difference cultures and beliefs. (Airport)*
- ✓ *Neutral/ shared/ multicultural events- there is an absence of a shared space. (Antrim)*

- ✓ *Mini 'Mela' connecting with other cultures- previous events held included food from other cultures and African drumming. (Ballyclare)*
- ✓ *Celebrate cultures- openness to learn about different cultures around food, where they came from, history etc. Engage with parents. (Dunsilly)*
- ✓ *Change prejudice views of cultures, tackle racism comments. - Disability/ vulnerable communities need to be made a priority. (Threemilewater)*

Physical Manifestations of Division: The issues of flags, murals, graffiti etc was highlighted as the key barrier to Good Relations, it was also identified as the primary indicator of success i.e., a reduction of graffiti, murals, and painted kerbstones. The emerging strategy needs to involve reimaging projects that address these issues.

- ✓ *Positive imagery project- revamp run down areas. (Threemilewater)*

It should be noted that the Good Relations Function of Antrim and Newtownabbey Borough Council only has an indirect opportunity to influence these issues.

Cultural Awareness Projects: The focus groups identified this theme based on the need to provide programmes that increase awareness and understanding of the traditional cultures and why they are celebrated as the following example suggest:

- ✓ *Cultural awareness. (Airport)*
- ✓ *Education of cultural history/ differences. (Airport)*
- ✓ *Project work with band members like those projects in East Belfast. Teach kids about history and context. (Ballyclare)*
- ✓ *Centenary on Northern Ireland- Potential to be diverse but can be positive if done in the right way! Brilliant opportunity for all if people are genuinely looking to move forward. Sustained approach. (Glengormley)*

Capacity Building/ Training: The need for capacity building and training as part of a Good Relations strategy was identified through the consultation process, the feedback emphasises the need to develop new young leaders in the time ahead and to empower marginalised communities such as ethnic minorities to become more involved in Good Relations in the Borough.

- ✓ *Community young eadership programme- re introducing of a civic programme. (Ballyclare)*
- ✓ *People do not know how to approach others from different backgrounds. Help ethnic minorities to be part of the community. (Glengormley)*
- ✓ *Succession planning/ building capacity/ growing potential of young people. (Threemilewater)*

- ✓ *Need more young people trained up as community leaders, we are looking and the same faces for 20 years. (Airport)*

Dialogue Events: The need to bring people together from different backgrounds to engage in discussion on a wide range of topics was seen by consultees as a priority. The themes of these discussions may focus on issues of common concern such as COVID 19 or mental health or they could be focussed on issues such as the past. Throughout the consultation there is consistent reference of the need for this type of activity as

- ✓ *Projects need to be dialogue lead. Leads need to be from Council. Community directory to help pair off different areas and develop GR. (Glengormley)*
- ✓ *Build confidence to engage and have open discussions of a range of topics. (Macedon)*
- ✓ *We need to bring people together to talk, whether it is contentious or softer issues, talking is always good. (Dunsilly)*

There was feedback across all focus groups the emphasised the need for more sustained and strategic Good Relations work as opposed to short term projects with no real outcomes.

- ✓ *Changing minds- breaking down barriers/ change people's minds and perceptions. Not just holding one off events- needs to be an ongoing occurrence. (Antrim)*
- ✓ *Long term support for community groups who are associated with Good Relations. Sustained approach. (Glengormley)*
- ✓ *Nothing worse than delivering a short-term project, young people engage for a while and then are dropped when the resources run out. (Threemilewater)*

5.4 Summary Analysis

This audit set out to review Good Relations in Antrim and Newtownabbey Borough Council area with a view to developing and prioritising a framework for action for the period 2020 – 2025. Based on strategic context and desktop research we have established a macro level profile of the Borough and an overview of Good Relations work in recent times. We have augmented these findings with a comprehensive piece of local research across the Borough, seeking to find out from local people, stakeholders, and elected members about the current situation in terms of Good Relations in Antrim and Newtownabbey.

The research team has worked closely with the staff at ANBC to develop and implement a consultation framework and process that would maximise participation. The Borough wide survey was launched by the Lord Mayor and cascaded through ANBC social media and networks, findings were filtered and analysed on a DEA basis before facilitating focus groups in each DEA with key stakeholders and subsequently Elected Members.

This research is focussed on Good Relations in Antrim and Newtownabbey, it primarily sought to identify what type of work has had a positive impact in the past, seeking to build on that work in areas such as shared events, cross community youth projects and schools-based work. The research also focussed the existing strengths, weaknesses, threats and opportunities regarding Good Relations in the Borough that may impact on the delivery of the strategy which were identified as follows:

- Opportunities to Promote Positive Leadership
- Physical Manifestations of Division
- Attitudes/ Apathy
- The Past/ Unresolved Issues
- Paramilitary Influence
- Lack of Cultural Awareness/ Understanding of Diversity
- Segregation
- Lack of Resources/ Facilities/ Amenities

The research team has analysed the findings across both survey and focus groups, the thematic priorities areas for action have been identified based on the quantitative data and qualitative input from the survey and across the 12 focus group sessions, those priorities have been identified as follows:

1. Shared Programmes (Events/Spaces/Services)

2. Cross Community Youth Programmes/ Schools Based Programmes
3. Addressing the Physical Manifestations of Division
4. Multi-Cultural Programmes/ Events
5. Dialogue Initiatives (issues such as cultural awareness, the past, common concern i.e., COVID19 or mental health)
6. Capacity Building/ Training (Language, leadership, integration, inclusion etc.)

The consultation process was designed to ensure that the priorities emerged organically through a genuinely open-ended framework. The subsequent strategic planning process sought to explore how these ANBC Priorities align with priorities of Together Building a United Community (TBUC) The Executive Office Strategy for building a united community.

This approach has led to an authentic prioritisation of Good Relations themes specific to ANBC based on the research findings, the alignment with the T:BUC priorities and outcomes is demonstrable of how local government strategy can synergise with national government strategy in a way that is unique and specific to the needs of local communities, the strategy framework is reflective of this.

Section 6: Strategy

This section sets out the strategic the strategic framework that has emerged through the audit findings, the priorities and outcomes were initially developed for ANBC specific to the identified need and subsequently aligned to the T:BUC priorities and outcomes.

TBUC Priority 1	ANBC Priority	TBUC Outcomes	ANBC Outcomes
Our Children and Young people	Cross Community Youth Programmes/ Schools Based Programmes	1.1: Positive attitudinal change towards people from different backgrounds. 1.2: Bringing Communities together.	• Greater collaboration between stakeholders to improve good relations outcomes for children and young people. • Children and Young people feel more comfortable engaging with people from a different community background to their own. • Children and young people expressing a greater feeling of comfort and safety in accessing facilities and services outside of their own areas.

TBUC Priority 2	ANBC Priority	TBUC Outcomes	ANBC Outcomes
Our Shared Community	Shared Programmes (Events/Spaces/ Services)	2.1: increased use of shared space. 2.2: Shared space is accessible to all.	• More people expressing a greater feeling of comfort and safety in accessing facilities and services outside of their own areas. • Greater participation in shared space activities and initiatives across the Borough

TBUC Priority 3	ANBC Priority	TBUC Outcomes	ANBC Outcomes
Our Safe Community	Addressing the Physical Manifestations of Division Dialogue Initiatives (issues such as cultural awareness, the past, common concern i.e., CIVID19 or mental health)	3.1 Reduce the prevalence of hate crime and intimidation. 3.2: A community where places and spaces are safe for all.	• More people feel safer and less intimidated within the community that they live in. • More people feel safer and less intimidated visiting communities different to their own.

TBUC Priority 4	ANBC Priority	TBUC Outcomes	ANBC Outcomes
Our Cultural Expression	Multi-Cultural Programmes/ Events Dialogue Initiatives	4.1: Increased sense of community belonging (widens contribution beyond community background) 4.2: Cultural diversity is celebrated.	• More people express a greater understanding of their own culture. • More people express a greater understanding of other cultures. • Cultural expression and celebration are less contentious and more inclusive.