



Fermanagh & Omagh  
District Council  
Comhairle Ceantair  
Fhear Manach agus na hÓmaí

A photograph of a town street in Fermanagh, showing a row of colorful terraced houses, parked cars, and a prominent church tower with a clock face in the background. The image is partially obscured by large, curved, semi-transparent purple, green, blue, and red shapes that frame the text.

# Good Relations Strategy

2021-2026

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## Everybody Belongs Pledge

Fermanagh and Omagh District Council has launched a new innovative campaign that demonstrates its commitment to valuing each and every resident in the district.



The pledge opposes racism, sectarianism and discrimination against any people regardless of their background, identity or ethnicity. The Council recognises that diversity and difference enrich us all and enrich this District.

If you wish to sign the Everybody Belongs pledge please visit Fermanagh and Omagh District Council's website: [www.fermanaghomagh.com](http://www.fermanaghomagh.com)

# Foreword, Chair of Fermanagh and Omagh District Council, Councillor Errol Thompson

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The Fermanagh and Omagh district has in the past faced many challenges, none more so than those presented by the global Covid-19 pandemic which has impacted on all our lives over the past two years.

However, through partnership and neighbourliness, care for others and pride in our district, we have come through these challenges much stronger. Challenge reveals our character and as a district we have demonstrated that not only can we overcome these difficulties but we can emerge more united and resolute.

The values of care and neighbourliness, however, are not just for the tough times. They are behaviours that should be with us always, that evolve and grow as we grow. I am delighted that this new Good Relations Strategy for the Council and district focuses on belonging. Regardless of someone's faith or political views, ethnicity or background, those of us that call Fermanagh and Omagh district our home, belong. It is not just that we all have a role or that we welcome or tolerate others. It is more. Everybody belongs, all of us together, equally. With that aspiration comes responsibility on everybody equally. It is a responsibility to reach out to our neighbours and co-workers to ensure they feel an equal sense of belonging; that their history, their culture, their traditions and who they are, are valued equally.

This Good Relations Strategy will help ensure we take major steps forward so that the behaviour of belonging becomes a habit that we demand of ourselves and expect of others. The Fermanagh and Omagh district is becoming increasingly multicultural, enriched by its diversity and confident in its future. This Good Relations Strategy reflects that and challenges us to recognise it.

Let us all rise to the challenge. Every morning provides a new opportunity to do what is right and to make our district, a warm, vibrant, welcoming place where everybody belongs.

I was delighted to be the first signatory of the Everybody Belongs campaign which is a key component of the Fermanagh and Omagh District Council Good Relations Strategy and I would encourage you all to log on to the Council website and add your signature to support this campaign.

I have great pleasure in endorsing and commending this strategy to you.



# Executive Summary

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This good relations audit was carried out between August and October 2020. The audit process involved around 400 people and organisations included the activities below.

Amongst other outreach activities included:

- Carried out a community survey with 140 responses;
- Carried out a survey of businesses in the district with 40 responses;
- Carried out a survey of all staff at Fermanagh and Omagh District Council with 122 responses;
- Facilitated a youth survey with 20 replies;
- Conducted approximately ten interviews;
- Facilitated three focus groups with over 25 participants;
- Engaged directly with more than 20 Elected Members through all political party groups and independents;
- Hosted a round table conversation with key respondents on draft recommendations;
- Completed the circle of consultation.

Work with Black, Asian and Minority Ethnic (BAME) communities is included within the cultural expression theme so that programme focuses on more than just “traditional” cultural expression activities. However, BAME delivery and the needs of an increasingly numerous BAME population in the Council area, goes well beyond cultural expression.

The new good relations audit and strategy is consistent with other aspects of Council strategy and delivery. The vision for the Council area in the corporate plan is of a “welcoming, shared and inclusive district”. The corporate plan asks everyone living and working in the Council area to commit to a Citizen Pledge because “this place belongs to all of us and we all have a shared responsibility to look after it and to work together to make it the best that it can be.”<sup>1</sup> This good relations strategy, Everyone Belongs, incorporates the corporate plan as core to the delivery of good relations in the district during the lifetime of both strategies.

That Citizens Pledge and its consistency with Council’s corporate plan in encouraging a sense of belonging for all people, is therefore a cornerstone of the Council’s new good relations strategy, 2021-2026.

Council also commits itself in the corporate plan to building strong leadership at all levels of the organisation using evidence to determine priorities; and commits to reviewing and developing its investment in the community/voluntary sector with longer-term funding support with community-based activities and investing in good relations.<sup>2</sup>

Key issues identified in the good relations audit included:

- The Executive Office (TEO) Racial Equality Strategy identifies the need to increase a sense of belonging of people from BAME backgrounds driven by participation in all aspects of public, political, economic, social and cultural life;
- A high proportion of Council good relations funding is allocated to Our Cultural Expression and a low proportion to grant aid;
- The amount of small grant offered is proportionately low compared to other spend despite having impact at grass roots level in encouraging cross community contact at a preliminary or initial contact level. It occupies a significant amount of officer time given two tranches of funding are administered every year;
- There is perceived to be a lack of participation by BAME communities in civic life especially in politics and everyday life such as being an integral part of school life on a board of governors – and both the Irish and UK governments acknowledge the importance of a sense of belonging and the importance of normalising BAME role as civic leaders. The Migrant Integration Strategy includes several interesting and relevant challenges for local government in the Republic of Ireland;

- Hate incidents and crimes continue to increase and have outnumbered the number of sectarian incidents and crime in Northern Ireland;
- There is serious attitudinal discrimination against Travellers, more than any other minority grouping;
- The attitudes of younger people toward good relations and mixing may not always be stronger and more progressive than their parents. Working on attitudinal change with children and young people is therefore still a key component of good relations work;
- Nearly one fifth of young people are likely to not feel a keen sense of belonging to the place they live;
- Council has already embarked corporately on better communication and marketing;
- The impact of Brexit continues to be uncertain for relationships in Northern Ireland, and for relations across the border;
- There is sometimes a lack of applications from the Council area for other good relations related funding;
- Encouraging or enabling more cross community contact at grass-roots level is important;
- Developing the small grants programme, and identifying other funding, were part of a more grass-roots approach;
- Flags and emblems was highlighted as an ongoing issue that should not be ignored;
- Encouraging greater civic and political leadership was considered important;
- Councillor engagement is important and may be best achieved with them as groups at District Electoral Area (DEA) level;
- Grass roots work and relationship-building at community level are core needs going forward.

<sup>1</sup> Fermanagh and Omagh District Council Corporate Plan, 2020-2024, p4

<sup>2</sup> Fermanagh and Omagh District Council Corporate Plan, 2020-2024, p20



As such ten key recommendations from the audit were identified as:

1. Much of the work of the good relations team has been successful and should be continued. Programmes related to shared history, children and young people, BAME inclusion and integration, cultural expression and small grants are all critical parts of the new strategy going forward reflecting priorities and issues identified in the audit.
2. There should be an overarching theme of Everybody Belongs consistent with the Council's corporate plan and include the corporate plan commitment to a pledge of belonging, supporting diversity and facilitating participation of all minority communities.
3. The grants programme should be strengthened and improved, given more focus at DEA and district level, include more budget, and incorporate one tranche only in the longer term. Further grass roots participation including with Elected Representative input for DEAs, should be encouraged through a focus on cross community relationship building at DEA level. Participatory budgeting could be explored within a cross-cutting district wide theme including sensitive or contentious issues.
4. The BAME focused programmes should be rationalised and integrated into the existing strategy with three core aims: belonging, participation and delivery of intercultural activities.
5. Delivery of cultural expression programmes should be reimaged within the needs identified in the audit but also the over-arching programme aims related to belonging of everyone.
6. The shared history programme has an important contribution to make in building a shared future, but many important 50- and 100- year anniversaries will be challenging 2020-2026. They require sensitivity but Council should not shy away from providing leadership in embracing those challenges.
7. Council, through its programmes and grants, should understand and encourage the importance of low-level cross community relationship building, that also includes cross border relationship building given the uncertainties associated with Brexit.
8. As such, the Council should actively enable more funding support from other funders to come into the district for both cross community and cross border work.
9. Council should further embrace skills and knowledge development internally – for staff, Elected Members and the good relations team.
10. Communication has been an important success factor to date evidenced by audit returns. However, communication needs to be immediate and is enhanced by closeness to a project. This is particularly true for some programmes, such as use of social media in an Everybody Belongs campaign.

As a result, the new strategy has a new vision and mission statement for the good relations function, and new core values. These are:

Fermanagh and Omagh District Council's good relations plan 2021-2026 will contribute to a vision of the Council area that focuses on all citizens believing they:

- All belong and all are valued as much as any other;
- Can and should make a pro-active and equal contribution to improving relations; and
- Are treated fairly and equitably by all public agencies.

## Vision

Everyone who lives or works in Fermanagh and Omagh District belongs equally, is valued equally, and values everyone else in the district equally.

## Mission

Fermanagh and Omagh District Council will deliver a good relations programme that further builds intercultural and cross community relations placing the principle of everyone belonging equally at its heart.

## Values

Therefore, the six critical principles around which the strategy is based include those below consistent with Council's focus on belonging. The principles identify the ACCEPTance of everyone as the core ambition of the strategy:

**Ambitious:** that Fermanagh and Omagh should be leaders in the field of good relations, cohesion and integration.

**Challenging:** that hard issues are tackled, and communities and decision-makers are asked to do more, better.

**Collaborative:** that working in partnership with community organisations and other agencies builds capacity and greater effectiveness.

**Equality:** that all people, regardless of background, are treated the same, and provided with equitable opportunity including within rural communities and those people with less access to resources.

**People-led:** that relationship building initiatives are grass-roots focused and tuned to the needs and demands of ratepayers.

**Trust:** that all public agencies including Council treat all citizens fairly and equitably.



## Budget

The Good Relations budget is secured year on year with the Executive office contributing 75% and match funding of 25% from Fermanagh and Omagh District Council.

This represents value for money for Council given the 75% support from The Executive Office, but also represents a response by Council to clear community, business and staff demand to strengthen and widen its good relations programme without significant divergence from financial commitments to date.

The Good Relations Programme is delivered by Council staff across four themes - Children and Young People, Shared Community, Safe Community and Cultural Expression.



*A group of volunteers worked together to create a Community Diversity Garden in St. Julian's Park, Omagh.*

While continuing the substance of the good relations work which was well-regarded and supported by the local community specific changes include:

- A new Everybody Belongs campaign as a principle means of incorporating the Belonging theme to BAME and other minority community work into the mainstream good relations delivery;
- A re-working of the grants programme and a greater focus on local grass roots delivery;
- Recommendations that Good Relations Officers (GROs) work with a remit for each DEA and the grants programme reflects that in small grants allocated equally across DEAs but with cross-cutting Council-wide grant availability;
- A new engagement programme for young people with a focus on BAME communities and diversity;
- A funding synergy programme to encourage more applications from the district to other good relations funders, bringing more money into the district;
- Broadening the cultural expression, faith-based dialogue and trust in institutions delivery;
- Additional attention to good relations learning within the Council;
- Re-introduction of a local democracy in action programme;
- Continued focus on communication but also on greater engagement with Elected Members at DEA level and with local groups.



*Participants in a Democracy in Action programme successfully completed OCN Good Relations and Civic Leadership Training and received their certificates in Enniskillen Council Chamber.*

# Background and Process

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Fermanagh and Omagh District Council (the Council) delivers a well-respected and long-standing good relations programme in the district, building on good practice in the previous two Councils before 2015. This good relations audit and strategy reflects that success and provides recommendations on further refinement to an already established, outcome-focused programme supported by The Executive Office and Fermanagh and Omagh District Council.

Our thanks are due to the staff and Elected Members at Fermanagh and Omagh District Council, many voluntary, community, statutory and private sector organisations who provided feedback; and to all those people who participated and gave their views in forthright ways because they are committed to further improving the Fermanagh and Omagh District Council area.

## Process

This good relations audit was carried out between August and October 2020. The audit process involved around 400 people and organisations included the activities below.

Amongst other outreach activities included:

- Carried out a community survey with 140 responses;
- Carried out a survey of businesses in the district with 40 responses;
- Carried out a survey of all staff at Fermanagh and Omagh District Council with 122 responses;
- A youth survey with 20 replies;
- Conducted approximately ten interviews;
- Facilitated four focus groups with over 25 participants;
- Engaged directly with around 30 Elected Members including providing the opportunity for all political party groups and independents to participate and a final briefing;
- Completed the circle of consultation by re-engaging with stakeholders to summarise both the process, findings, conclusions and recommendations.



Conclusions and recommendations arising from the audit findings will inform on the delivery of the action plans for the good relations function within Council for the next three years. These recommendations may then be taken forward by Council, with Elected Members and stakeholders, and obviously with The Executive Office that provides 75% of the funding for the good relations action plans.



*From Around the World, Celebrating Our Cultures' exhibition on display in Enniskillen Castle, Enniskillen. A virtual exhibition is now available*

# District and Regional Context

## Regional

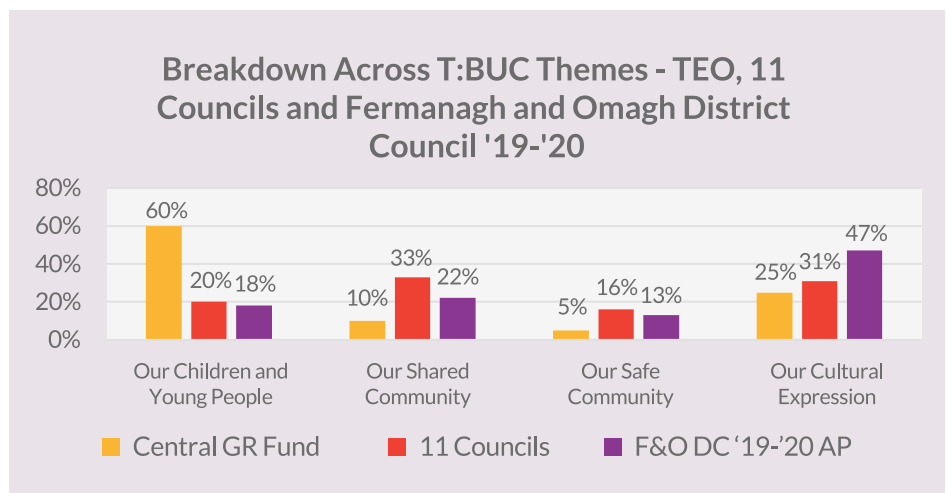
There are four core areas of policy relevant to the Fermanagh and Omagh District Council good relations strategy. They are:

- The Together: Building a United Community, 2013, good relations policy for the whole of Northern Ireland;
- The Racial Equality Strategy, 2016, with particular emphasis on inclusion and diversity for BAME communities;
- The Race Relations Order, 1997, which includes the duty on Council to promote good relations incorporating BAME communities;
- The Northern Ireland Act, 1998, and section 75(2) which puts a good relations focus on people from different community backgrounds, political opinion and ethnic background.

The Council's good relations strategy has been developed in the context of the over-arching regional Northern Ireland strategy Together: Building a United Community (T:BUC). The District Council Good Relations Programme is delivered as part of T:BUC and is consistent with the approach from the department across all local government areas, investing up to 75% of the funding for all Councils' good relations delivery.

The T:BUC strategy includes four thematic priorities which are:

- Our children and young people;
- Our shared community;
- Our safe community; and
- Our cultural expression.



The 11 local authorities have reasonable and proportionate effort allocation across the four T:BUC themes, as does Fermanagh and Omagh District Council.

However, it is worth noting that many areas of work cut across different T:BUC themes and contribute to the achievement of multiple outcomes.

In Northern Ireland for all 11 Councils this equates to:

- 33% toward Our Shared Community;
- 31% toward Our Cultural Expression;
- 20% toward Our Children and Young People;
- 16% toward Our Safer Community

The central good relations fund administered by TEO allocates even more funding centrally - £3.2 million for 92 projects. The breakdown of this funding across the four themes of the T:BUC strategy was:

- 10% toward Our Shared Community;
- 25% toward Our Cultural Expression;
- 60% toward Our Children and Young People;
- 5% toward Our Safer Community.<sup>3</sup>

The Executive Office (TEO) also works through its Racial Equality Strategy to:

- Tackle racial inequalities;
- Eradicate racism and hate crime;
- Promote good race relations and social cohesion.

The racial equality strategy also includes a focus on participation to increase a sense of belonging of people from minority ethnic backgrounds in all aspects of public, political, economic, social and cultural life; and it also targets equality of service provision, improving social cohesion and safeguarding peoples' rights to maintain their own cultural identity.

<sup>3</sup> The Executive Office, T:BUC Annual Update 2018-2019, p24



The Northern Ireland Housing Executive (NIHE) is coming to the end of its five-year community cohesion strategy which it focuses on five core aims:

- Creating a common vision and sense of belonging;
- Valuing and appreciating people from diverse backgrounds and circumstances;
- Providing similar life opportunities for people from diverse backgrounds;
- Developing strong, positive relationships between people from diverse backgrounds in the workplace, in schools and within neighbourhoods;
- Brokering good relations between groups and communities.

Within these aims the five main themes are: Communities in Transition; Race Relations; Interfaces; Flags, emblems and sectional symbols; and, Segregation and integration.

As part of its shared housing commitment, alongside The Executive Office, the NIHE and Department for Communities (DfC) has committed to another 27 shared housing schemes on top of the previous ten. Under the Housing for All programme these new schemes are anticipated to bring the total shared housing units across Northern Ireland to 1,298 at approximately 200 new homes per annum. Of the first ten not a single scheme was in Fermanagh and Omagh, but now one of the 27 new schemes is in the Council area at Woodside Avenue, Omagh. The Council area is, therefore, under-represented in the proportion of schemes allocated by Council area despite having one of the most prominent shared education projects in Omagh; although the Strule education project which has been delayed for many years at significant cost, is expected to be delayed further until at least 2025.

There has been little shift in shared housing since 1998 with 90% of social housing in Northern Ireland still segregated just as it was in 1998.

## Key Issues

Taking the above policy context into account, the key issues for the audit include:

- The TEO racial equality strategy identifies the need to increase a sense of belonging of people from BAME backgrounds driven by participation in all aspects of public, political, economic, social and cultural life;
- TEO's highest invested theme, more than half of its overall central good relations fund budget, is toward Our Children and Young People. There is, of course, overlap between themes and the nature of the indicators may also be relevant;

- A high proportion of Council good relations funding is allocated to Our Cultural Expression and a low proportion to grant aid;
- The amount of small grant offered is proportionately low compared to other spend despite having impact at grass roots level in encouraging cross community contact at a preliminary or initial contact level. It occupies a significant amount of officer time given two tranches of funding are administered every year;
- There is ambition for several additional shared housing schemes in the next ten years and some discussions have been held to try to align them with shared and integrated education changes. Council should be mindful of the location of those new schemes and monitor proportionate allocations and how they link to educational need and provision.



*Members of the Erne District Chinese Families' and Friends' Association planted a ginkgo tree in the Community Diversity Garden in St. Julian's Park, Omagh.*

# Other Strategies, Programmes and Influences

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## Council Corporate Plan

The corporate plan for Fermanagh and Omagh District Council, 2021-2024, also covering the three-year period of the Council's good relations strategy, includes significant reference commitments and actions with high good relations value.

The vision for the Council area is of a “welcoming, shared and inclusive district”. The plan asks everyone living and working in the Council area to commit to a Citizen Pledge because “this place belongs to all of us and we all have a shared responsibility to look after it and to work together to make it the best that it can be”<sup>4</sup> This good relations strategy, Everyone Belongs, incorporates the corporate plan as core to the delivery of good relations in the district during the lifetime of both strategies.

That pledge and consistency with Council's corporate plan in encouraging a sense of belonging for all people is therefore a cornerstone of the Council's new good relations strategy, 2021-2026.

Council also commits itself in the corporate plan to building strong leadership at all levels of the organisation using evidence to determine priorities.<sup>5</sup>

Fermanagh and Omagh District Council is committed to reviewing and developing its investment in the community/voluntary sector with longer-term funding support with community-based activities and investing in good relations.<sup>6</sup>

Following a generally positive residents survey in 2018 Council decided to prioritise better communication with residents and marketing of Council activities.<sup>7</sup>

## Fermanagh and Omagh District Council Corporate Plan 2021-2024

*This place belongs to all of us and we all have a shared responsibility to look after it and to work together to make it the best that it can be.*

*Citizens Pledge, Fermanagh + Omagh District Council Corporate Plan*

<sup>4</sup>Fermanagh and Omagh District Council Corporate Plan, 2020-2024, p4

<sup>5</sup> Fermanagh and Omagh District Council Corporate Plan, 2020-2024, p12

<sup>6</sup> Fermanagh and Omagh District Council Corporate Plan, 2020-2024, p20

<sup>7</sup> Fermanagh and Omagh District Council Residents Survey, 2018

## Peace IV Programme

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The Peace IV Programme provides significant investment in peacebuilding and reconciliation activities in the district. The Council is responsible for delivering the PEACE IV Local Action Plan and secured £2.6 million of funding for the area. There is complementarity with the Council's good relations programme and the local action plan and collaboration between the Officers and strategic interventions of both.

The delivery is across the following themes:

- Children and young people;
- Shared space and services;
- Building positive relations.

The Peace Programme is time-limited although the exact limitation is uncertain as a Peace Plus programme has already been agreed post-2020 and the impact of Brexit is still to be determined with no commitment from the UK government or EU beyond the existing PEACE funding. It is not expected that funding from the Peace Plus programme will be available until at least 2022.

The Special EU Programmes Body (SEUPB), through the PEACE IV programme, supports several regional programmes and programmes beyond support for the local partnership. These regional programmes include the Fermanagh and Omagh district, and several of them have real and tangible impact on good relations delivery in the district. They may also have impact on the focus for good relations spend by Council through its good relations programme.

Example of projects currently supported regionally – across Northern Ireland and the border counties including Fermanagh and Omagh - by Special EU Programmes Body SEUPB include:

Organisation	€ millions	Focus
Education Authority	28.9	Shared education
Early years	4.3	Shared education
Youthlink	2.4	Building positive relations
Youth pact – Co Operation Ireland	1.4	Quality assurance for youth projects
Springboard	5.1	Skilling marginalised young people
Bytes	3.8	Young people and ICT
Include Youth	4.0	Good relations and personal development for 800 young people

Extern	4.0	Personal development and good relations for 800 marginalised young people
Ashton Community Trust	1.2	Sectarianism, racism and isolation focusing on 1,300 ex-prisoners in NI and border counties
Co Operation Ireland	1.7	Dialogue with 4,000 ex-combatants
IFA	1.8	Sports-related uniting community's activities
Red Cross	0.8	Seven projects changing attitudes to asylum seekers
Connecting Pomeroy	6.1	Physical regeneration and sports activities

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Within the Fermanagh and Omagh District, Peace IV activities include six with a focus on children and young people, four focused on shared spaces and services, and five on building positive relations. These include:

- Inter-linkage programme between youth groups;
- Cross community youth volunteering programme;
- Language support programme;
- Cross-border sports programme;
- Re-imaging existing spaces;
- A flags and emblems programme;
- An inter-generational programme;
- A cross border inter-linkage programme.

<sup>8</sup>Fermanagh and Omagh District Council Corporate Plan, 2020-2024, p4

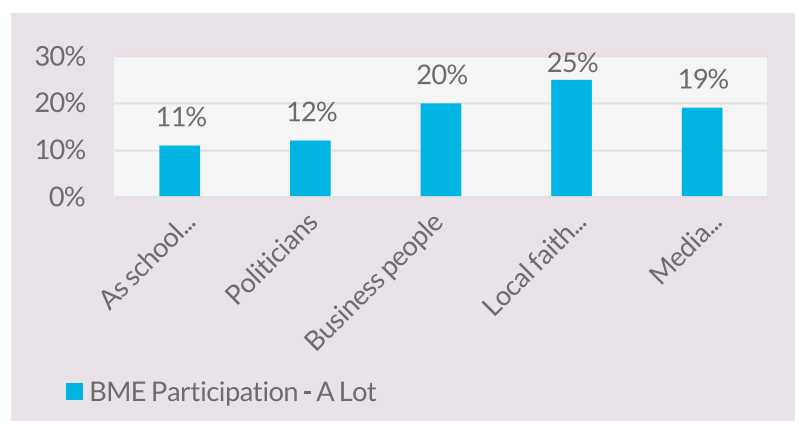


The overall investment in regional projects through the PEACE IV Programme, therefore, including their impact on Fermanagh and Omagh is considerable, and significantly more than the Council's overall good relations budget. There is a clear focus on themes such as children and young people and building positive relationships. It also includes activities on more sensitive issues such as flags and emblems, cross community and cross border understanding.

## Other Funding

There are other forms of funding for good relations including, for example, through the Community Relations Council and directly through The Executive Office. However, often that funding is not accessed by community organisations in the Council area. For example, in the latest Community Relations Council mapping of its spend in Northern Ireland, of all its grants worth approximately £3million per annum just £6,300 was allocated to three projects in Fermanagh and Omagh District in small grants – two in Enniskillen and one in Omagh. In general terms this is more because of a lack of applications coming from the area than any other factor. As a comparison in Derry/Londonderry (the city only, not the Council area) there were 14 grant allocations by the Community Relations Council including five large grants as core funding and nine small grants.

## Northern Ireland Life and Times



The Youth Life and Times Survey is carried out by ARK focusing on the attitudes of young people 15-18 years of age. The attitudes of young people to the “other” is consistently lower than adult’s attitude to the “other”. In the 2019 Northern Ireland Life and Times Survey (latest to be published) while 77% of Catholic adults describe themselves as favourable to

Protestants, just 54% of Catholic young people describe themselves as favourable to Protestants. While 76% of Protestant adults describe themselves as favourable to Catholics it is just also 54% of Protestant young people are favourable to Catholics.

However, most people throughout the community believe their culture is respected. While 62% strongly agree/agree their own culture is respected (Including 66% of people from a Catholic background and 64% of people from a Protestant background), just 13% strongly disagree/disagree that their own culture is respected (including 13% from both a Protestant and Catholic background).<sup>9</sup>

<sup>9</sup>Northern Ireland Life and Times, 2019 (published June 2020)



In addition, the survey results show young people socialising less together in 2018 (62% regularly socialising with people from the other side of the Community) than in 2013 at the start of T:BUC (68%).<sup>10</sup>

Attitudes to Travellers in the 2019 NILT are worse than attitudes to other BME groups, though as can be seen from the table below attitudes are also problematic toward those from a Muslim faith background.

Question – Would you accept	Traveller %	Eastern European %	Muslim %	Other Ethnicity %
Living in local area	64	93	83	94
Relation by marriage	58	80	64	76

Fewer than two thirds of people (64%) would accept a Traveller living in their local area and just over a half (58%) would accept a Traveller as a relation by marriage not much lower than acceptance of a Muslim by marriage (64%).

The 2011 census suggests there are 1,000 Travellers in Northern Ireland, though Traveller representative bodies believe this is a low figure given lack of willingness/accessibility of Travellers to the census gathering model. They believe there are nearer 10,000 Travellers in Northern Ireland.

Just 25% agree that Traveller culture is more respected now than in years gone by while 40% disagree, suggesting there has been regression.

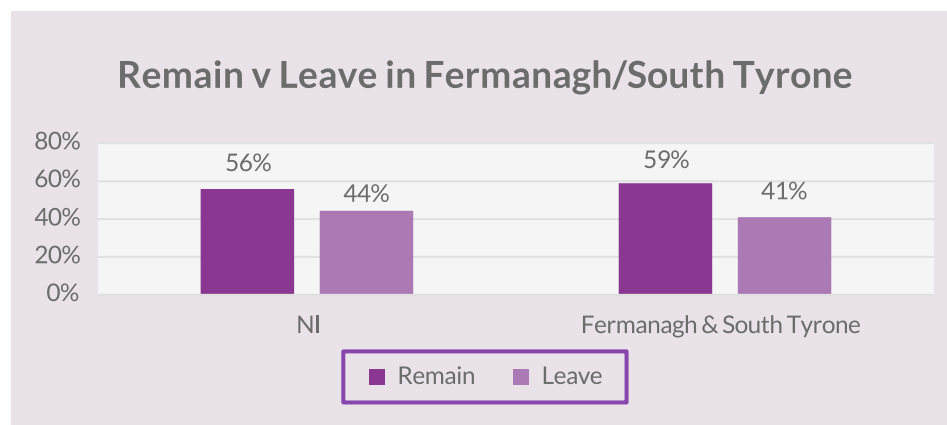
However, 64% strongly agree or agree that public bodies (such as Council) should do more to encourage BAME communities to play a greater part in civic life while just 9% disagree or strongly disagree. Few respondents believe people from BAME background are playing a significant role in areas of life such as a school governor (6% a lot), leaders within their own faith/communities (13% a lot) or as politicians (7% a lot).<sup>11</sup>

More than three quarters of young people across both main faith traditions (78%) believe religion will always make a difference to how people feel about each other – similar in each main faith traditions.

<sup>10</sup> Northern Ireland Good Relations Indicators, TEO and NISRA, November 2019

<sup>11</sup> Northern Ireland Life and Times, 2019 (published June 2020)

While 61% of all young people would prefer to live in mixed housing and 54% would prefer to go to mixed schools, this is lower than the figures recorded in the NILT for adults. Indeed, 50% of Catholic young people – more than they record for any option – say they would prefer to go to a school with people of their own faith background.



The Youth Life and Times Survey suggests that if asked to vote on Brexit now 12% would vote to leave the EU and 71% to remain; however, there is significant divergence by faith background (25% of young Protestants would vote to leave compared to 5% of young Catholics). This probably broadly reflects

voting patterns in Fermanagh and South Tyrone during the Brexit referendum.

The Brexit debate continues to be contentious across the district. There are reports of an increasingly polarised response to the issue within unionist and nationalist areas. The impact of a border – North-South or East-West or both – touches the nerve of many in the Council areas including those with negative experience of the border in previous decades.

## Other Groups

A recent study by ARK Social Policy initiative of Queen’s University and Ulster University into the Missing T: Baseline Attitudes Toward Transgender People in Northern Ireland, found that 21% self-identified as having some prejudice.

However, it also found that prejudice was three times higher amongst those who did not know anyone who is transgender (26%) than those who do know someone who is transgender (9%).

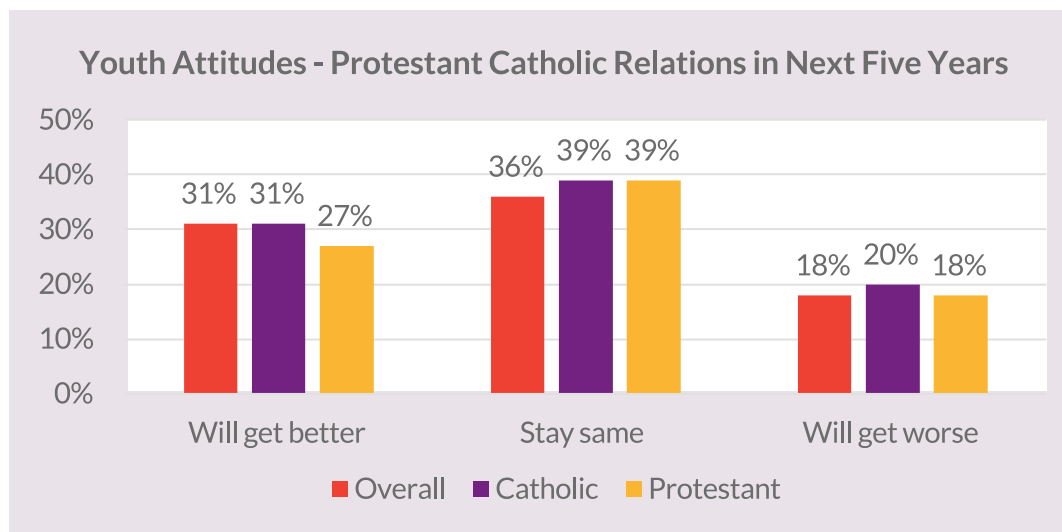
The report concludes there are positive attitudes to transgender people and fairly important levels of support for the realisation of their rights. <sup>12</sup>

## Youth

In October 2019 Youth Pact, the quality and impact body for the EU Peace IV Children and Young Peoples’ programme produced a paper for a round table entitled the role of youth work in peacebuilding: challenges and opportunity.



*Young people from across Fermanagh and Omagh District took part in a Youth in Action programme and successfully completed their Sports Leadership Qualification.*



The paper indicates a shift toward an employability paradigm of peacebuilding in youth work through the T:BUC strategy as with the Fresh Start agreement in 2015. It also references an academic report in 2019 Result of a Hard Border due to Brexit or a Rushed Border Poll by Daly, Dolan and Brennan, which explores the risks for youth catalysed by the Brexit process, anticipating that a hard border would lead to a return to violence and that, rather controversially or soberingly, suggests that Northern Ireland is in a pre-conflict not post-conflict scenario.<sup>13</sup>

The United Nations through resolution number 2250 on youth, peace and security anticipates the inclusion of young people in shaping peace initiatives and contributing to decision making including, in this case, on good relations work.

As evidenced in the Northern Ireland Life and Times survey and Young Life and Times survey in 2019 one fifth of young people in Northern Ireland do not report a sense of belonging to their neighbourhood and 19% do not have a sense of belonging to Northern Ireland. This is higher than adults (11%).

<sup>12</sup> ARK Research Update, The Missing T; Baseline Attitudes towards Transgender people in Northern Ireland, June 2019

<sup>13</sup> The role of youth work in peacebuilding, Andy Hamilton, p3

A further 10% of young people feel they could influence decision making in their local area and just 7% believe they could influence decision making in Northern Ireland.

## Gender

Women are also considered critical to peacebuilding through the United Nations security resolution 1325 which recognises the contribution women have made to peacekeeping and peace building but in Northern Ireland peace making and peacekeeping are often seen as male preserves. This is accentuated when issues such as reproductive rights and marriage equality are regarded as contested issues.

Gender equality and inclusion should be a core theme for all aspects of this strategy.

## BAME Communities

The Northern Ireland Race Equality Strategy seeks “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” <sup>14</sup>

The strategy also highlights a desire to move from multi-culturalism to interculturalism where people do not lose their culture or identity and the diversity enhances the area and region. It believes that it is important 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.” <sup>15</sup>

In Ireland, the Migrant Integration Strategy identifies several risks with not addressing the needs of integration of BAME and newcomer communities. Risks identified include:

- Loss to Irish society of the contribution that migrants can make in all spheres of life;
- Segregation and ghettoization;
- Racism and discrimination;
- Increasing pressure on public services from additional and unanticipated demands.

<sup>14</sup> NI Racial Equality Strategy 2015-2025 p27, The Executive Office, 2015

<sup>15</sup> NI Racial Equality Strategy 2015-2025, p30, The Executive Office, 2015

Recommendations for local government in the strategy of the Irish Government include the establishment of networks to reach harder-to-reach migrant communities and initiatives to increase the role and profile of BAME communities in public life. It recommends a small grant to encourage local communities to take actions to promote greater integration. It also asks businesses to sign up to a diversity charter to demonstrate commitment to diversity.<sup>16</sup>

## Migrant Integration Strategy, Government of Ireland, 2019

*Recommendations for local government in the Republic of Ireland include:*

- *Small grants to encourage work by local communities;*
- *Initiatives to raise the role and profile of BAME communities in civic and public life;*
- *Networks to reach harder-to-reach migrant communities;*
- *A charter of diversity.*

## Hate Crime

The Northern Ireland Peace Monitor Report (October 2018) shows that in the 11 years since 2006 sectarian crime accounted for the largest number of hate crimes recorded. However, race hate is the next most numerous during that period. However, by 2017 the number of race hate crimes had overtaken the number of sectarian hate crimes. Most victims of race hate were white (from the UK or Ireland and Poland) but there had been a sharp increase by 2017 of race hate against black people (rose from 6% in 2008 to 17% by 2017).<sup>17</sup>

The next most numerous types of hate crime by 2017 was homophobic crime.

The last 12 months has indicated a reduction of hate crime generally however, for the second year running in 2018/2019, the number of racially motivated hate crimes was greater than the number of sectarian hate crimes. The number of racially motivated hate crime increased from 609 in 2017/2018 to 702 in 2018/2019, while sectarian hate crimes also increased in the same period from 576 to 672. These changes, of course, may also be impacted in greater propensity to report crime.<sup>18</sup>

<sup>16</sup> The Migrant Integration Strategy, A Blueprint for the Future, pp7-9

<sup>17</sup> Northern Ireland Peace Monitor Report, 2018, pp97-98

<sup>18</sup> Northern Ireland Good Relations Indicators, TEO and NISRA, November 2019

## Flags

The Northern Ireland Life and Times survey in 2018 reflects a very divided public opinion on whether flags should be flown on lamp posts on specific dates. Overall, 37% agree or strongly agree that they should while 39% believe they should not. The remainder either do not know or suggest it depends on the flag. Typically, there is significant variance between people from a Protestant and Catholic religious background.

## Key Issues

Key issues in this section include:

- Through its corporate plan Fermanagh and Omagh District Council is already committed to citizens engagement in promoting a sense of belonging and inclusion, in reviewing funding support for good relations including longer-term funding with relevant priorities, and in building strong leadership at all levels.
- There is considerable overlap between the good relations and the PEACE IV programme but also considerable effort to ensure complementarity.
- The regional PEACE IV projects that include Fermanagh and Omagh District, and some specific local projects, include significant investment especially on children and young people and shared space themes.
- There is perceived to be a lack of participation by BAME communities in civic life especially in politics and everyday life such as being an integral part of school life on a board of governors – and both the Irish and UK governments acknowledge the importance of a sense of belonging and the importance of normalising BAME role as civic leaders. The Migrant Integration Strategy includes several interesting and relevant challenges for local government in the Republic of Ireland.
- Hate incidents and crimes continue to increase and have outnumbered the number of sectarian incidents and crime in Northern Ireland.
- There is serious attitudinal discrimination against Travellers, more than any other minority grouping.
- The attitudes of younger people toward good relations and mixing may not always be stronger and more progressive than their parents. Working on attitudinal change with children and young people is therefore still a key component of good relations work.
- Council has already embarked corporately on better communication and marketing.
- The impact of Brexit continues to be uncertain for relationships in Northern Ireland, and for relations across the border.
- Nearly one fifth of young people are likely to not feel a keen sense of belonging to the place they live.
- There is sometimes a lack of applications from the Council area for other good relations related funding.



# Surveys

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As part of the audit, surveys were undertaken with four distinct groupings. These were:

- All staff within Fermanagh and Omagh District Council with 122 returns;
- The public and community organisations with 140 returns;
- Businesses in the district with 40 returns;
- Young people in the district with 20 returns.

With 322 responses, given the population size of the Council and the strong proportionate response by age, gender and community background, we estimate in the survey responses overall a confidence rate of 94% and have a margin of error of +/- 5%.

Results are given for overall within the community, then by sector and data sliced by different backgrounds where results are markedly different and relevant. Where data slicing takes place, results are relevant but may have a higher margin of error.

We have provided some of the key results only at this stage for:

- Awareness and Involvement;
- Council corporately;
- Respect for culture and shared history;
- Staff feedback;
- The business community;
- Youth.



*Young people from across Fermanagh and Omagh District took part in a Youth in Action programme delivered in partnership with the Rio Ferdinand Foundation in Fermanagh Lakeland Forum, Enniskillen.*

## Awareness and Involvement:

### Survey findings

- 85% believe good relations in the district is very important - just 1% say it is not at all important
- 72% are aware of Council's good relations strategy, 57% have attended a good relations event, and 68% are aware of the small grants programme
- Nearly as many people believe relations between Protestants and Catholics will get worse in the next five years (22%) as that they will get better (25%) - especially amongst the Protestant population (29% worse) compared to Catholic background (9% worse)
- Critical issues are considered to be dealing with sectarianism and racism, encouraging more cross community work, involving young people, working with victims and increasing a sense of belonging



### Inherent impact - outgoing strategy

- Positive delivery by the Council on good relations
- Communications as a stand-alone theme has had a positive effect
- Community-based delivery has engaged people with events and grants
- Some of the issues, such as Brexit, relevant to the outgoing strategy may have long-lasting relational legacies



### Residual impact - incoming strategy

- Continued need to focus on communication and engagement as timely and targeted
- Events should continue to be well branded
- Focus on involving young people, victims, and importance of greater participation at grass roots level in the new strategy
- Small grants should play a more significant role in the new strategy especially facilitating grass roots cross community contact, dialogue and relationship-building, and involving Elected Members
- Council should optimise other funders and opportunity for relational development including on issues of potential long lasting impact such as Brexit, and encouraging relationship building locally and across the border
- The far-reaching meaning for majority and minority communities for encouraging a greater sense of belonging

## Respect for Culture and Shared History:

### Survey findings

- 36% believe their culture is well respected but 32% do not
- The Protestant, Unionist, Loyalist (PUL) community are more likely to believe their culture is not respected (33% well v 43% poorly) - the Catholic, Nationalist, Republican (CNR) more likely to believe their culture is respected (47% well v15% poorly)
- 58% believe commemorations and history is very important especially in the Protestant, Unionist, Loyalist (PUL) community (74%)
- 58% also believe celebrating culture is very important



### Inherent impact - outgoing strategy

- Our cultural expression delivery may be impacted by wider political and perceptual issues
- Perception may be reality for some
- Political and civic leadership is considered very important but often as barriers to good relations
- Shared history programmes are well regarded and have made significant impact on people - and issues of culture, history and commemorating continue to be important
- Flags and emblems continue to cause concern



### Residual impact - incoming strategy

- It may be an appropriate time to re-focus some of the cultural expression delivery
- The PUL community have particular concerns that should be addressed in the new strategy appropriate to belonging and the perception of cultural expression
- Finding mechanisms for dialogue around flags and emblems and their impact on all sides of the community
- Involving young people in cultural expression discussions may be appropriate

## Council Corporately:

### Survey findings

- 38% believe Council is very good/good at promoting good relations
- Nearly half (43%) believe it average
- Priority issues included challenging sectarianism (88% thought it critically important), involving young people (74%), working with victims (73%) and increasing a sense of belonging (60%)
- Many people refer to political disagreement at Council and Stormont as negative factors for good relations within communities



### Inherent impact - outgoing strategy

- Many priorities within the existing strategy continue to be important
- Political leadership and disagreements are considered key reasons for those polling average/poor for Council's less positive good relations scores
- Survey findings often touch on corporate plan priorities such as the citizens pledge and importance of funding



### Residual impact - incoming strategy

- The new strategy should continue to have a focus on young people, victims and cultural expression
- Supporting civic and political leadership could be a priority for the new strategy
- A focus on belonging would be consistent with a priority identified in the survey

## Council Staff:

### Survey findings

- 86% are aware of the good relations strategy, and 90% believe good relations relevant or very relevant to the work of Council, while much fewer (15%) have attended a good relations event and 28% have engaged with the good relations team in the last three years (especially in Corporate and Environment)
- 63% believe Council promotes good relations well/very well Most people (54%) sometimes change the way they refer to things in council, though a healthy 19% never feel they have to, yet 27% frequently change the way they refer to things.
- However, 38% say they are always able to freely express themselves, 51% sometimes and just 11% never able to freely express themselves.
- Just 7% believe they can influence the good relations agenda a lot, 44% not at all
- Nearly half (47%) believe their culture is respected very well/well (56% of Catholics and 44% of Protestants)
- Staff are generally optimistic about existing and future relations between Protestants and Catholics
- Critical issues for staff going forward are involving young people, tackling racism and sectarianism, cross community contact and more BAME people in civic leadership.



### Inherent impact - outgoing strategy

- Awareness is good but contact and engagement with staff could be higher
- Positive feedback from staff about how well Council does good relations and how important it is
- However, staff do not believe they can influence the good relations agenda
- Cross community contact, BAME integration and involving young people are regarded as key issues
- Freedom to express and having to change how one refers to things are not significant issues for either side of the community, nor is there a major concern about cultural identity being respected



### Residual impact - incoming strategy

- Greater internal engagement with staff on good relations, especially in Corporate Services and Environment and Place
- Relationships going forward will be important, with a focus on cross community relationships
- Belonging is again a factor in encouraging BAME leadership, involving young people, and civic and political leadership
- Focus on engaging more female staff employees but also addressing some of the concerns more evident with male employees - this should include sessions on expression and validity of expressions that may identify community background.

## Business Community:

### Survey findings

- 54% are aware of the good relations team and have attended a good relations event, 69% are aware of small grants
- 34% believe Council promotes good relations well/very well and just 17% says Council does it poorly
- Leadership is considered very important on how Council does good relations, as are encouraging more cross community events
- Significant numbers (41% and 34% respectively) believe sectarianism and political divisions negatively affect their businesses
- While 21% say relations between Protestants and Catholics will get better in the next five years, the same number also say relations will get worse
- 43% of business people believe their culture is well respected compared to 17% who do not - Catholic business owners are more likely to believe their culture is respected than Protestant business owners



### Inherent impact - outgoing strategy

- Communication and engagement by Council is again good with awareness ratings high from the business community
- Political divisions are a matter of concern for business people that subsequently affects good relations in their view
- There continues to be uncertainty about political/religious relationships going forward
- Business owners are positive about the impact of migrant workers over the last few years



### Residual impact - incoming strategy

- Engaging the business community further should be included in the new strategy
- Diversity and migrant workers have positive outcomes for business in the district, according to business people
- Business people understand the negative and positive impact of good relations related issues on their businesses
- Cross community engagement and civic leadership are considered priorities for business people and will be prominent parts of the new strategy



## Youth Returns:

A total of 20 youth surveys were returned, therefore there is no data slicing and is not necessarily representative of all young people in the district.

### Survey findings

- 70% of young people believed good relations as very important and 30% fairly important - no one believed good relations was not at all important;
- Young people both thought it important to go beyond Protestant/Catholic but also to focus on the ongoing Protestant/Catholic issues - however, priorities should also include LGBT and ethnicity;
- Barriers to good relations were considered language and a lack of understanding between communities;
- 63% said they had attended a Council good relations event;
- Young people believed Council should increase the mixing of people, develop their understanding of each other, support different programmes and more events.



### Inherent impact - outgoing strategy

- The Council's focus on young people in the strategy has been impactful and met the criteria or priorities identified by young people;
- The focus on ethnicity and challenging racism has been correct though Council should ensure it is more integrated into mainstream good relations work;
- Young people recognise the need to both focus on existing traditional divisions but also move beyond that to engage better on other issues such as racism, socio-economic and LGBT issues;
- Many young people replying had already engaged with Council activities.



### Residual impact - incoming strategy

- Continue to focus on young people especially relating to developing understanding between people from different backgrounds;
- Widen the scope to include a broader sense of belonging for all communities including around ethnicity and LGBT issues;
- Explore further engaging and inter-active ways to hold more events focusing on young people.

## Surveys: Qualitative Feedback

Survey participants were asked for qualitative feedback on the most important good relations issues, barriers to better good relations, and how Council may respond to the issues and barriers. There was significant repetition in feedback such as those listed below, where the same or broadly similar comment was made at least five times.

### Important Good Relations Issues

Feedback, where broadly similar feedback was received at least five times included:

- Work with younger people
- Deal with sectarianism
- Lack of cross community contact
- Political leadership
- Need for greater BAME integration
- Brexit and its consequence
- Flags and emblems
- Racism
- Cultural diversity
- Segregated education
- Understanding history



A word cloud of the most mentioned words is highlighted, right, the larger words being mentioned most frequently.

## Barriers to Good Relations

The issues raised most often regarding barriers echoed those issues identified earlier. They included:

- Political leadership
- Flags and emblems
- Segregated education
- Covid-19
- Lack of cross community contact
- Funding

Segregation Covid Flags  
communities people work  
political parties  
change respect schools others  
council Religion Political groups  
Sectarianism

A word cloud of the most mentioned words is highlighted, right, the larger words being mentioned most frequently.

## What Council and Others Should Do?

When asked to identify what Council or other agencies could do to deal with the barriers most numerous feedback included:

- Involve young people;
- Take risks
- Organise cross community events
- Councillor engagement
- Adopt new initiatives rather than repeated existing ones
- BAME integration
- More staffing
- Remove flags and emblems
- Funding

promote programmes flags  
groups events area people  
council work community minority  
Stop background

A word cloud of the most mentioned words is highlighted, right, the larger words being mentioned most frequently.

## Key Issues

Key issues from the surveys include:

- Continuing to work at, and expand, its good relations programmes was considered very important and a major priority for Council;
- However, Council was being urged to be even more challenging and risk-taking in its approach;
- Encouraging or enabling more cross community contact at grass-roots level was important;
- Developing the small grants programme, and identifying other funding, were part of the more grass-roots approach;
- Working with young people and being involved in education was a priority;
- Further integrating new and BAME communities into civic life was important;
- Shared history and understanding history as an important aspect of good relations;
- Working with minority populations was still a priority especially regarding cultural diversity;
- Flags and emblems were highlighted as an ongoing issue that should not be ignored;
- Encouraging greater civic and political leadership was considered important;
- Organising events within Council, and engaging more staff, were priorities;
- Better communicating activities, events and key messages was an ongoing need.



*Primary School Children learned about different cultures in a guided tour of the 'From Around the World' exhibition and educational workshop in Strule Arts Centre, Omagh.*

# Consultation and Interviews

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Consultation was restricted to a degree due to the ongoing management of Covid-19 guidelines but more than 50 people provided feedback through face-to-face or on-line meetings. This included three community-based meetings, meetings with Sinn Féin, DUP, SDLP, UUP, Alliance, Labour and independent Elected Members, staff and other agencies. Added to the surveys it means around 400 people have been involved directly in the audit.

Comments below are included as generic feedback not from anyone or area or grouping in particular, and feedback is only included if it came from three or more sources.

Feedback from the interviews and focus group is summarised under the T:BUC themes, and in no particular order.

## General

Comments for consideration included:

- Good relations should not be about reducing or ignoring cultural expression or identity but should ensure the richness of traditions, cultural expression and identity is reflected and embraced – it should not be a diluting of culture.
- Local relationship-building was important and might be a means to both challenge silent sectarianism in isolated communities and also better deal with needs in rural areas.
- Perhaps at DEA level there should be greater contact between the good relations function and Elected Members who know the DEAs best and who are often the public face of the Council.
- Elected Members often work together well, especially on an issue- or area-based need, while the work itself should be delivered by local communities and supported by Council Officers.
- There has been positive and impactful investment in sharing of physical space through public realm work that should be recognised and utilised.

## Our Children and Young People

Feedback included:

- Working with young people was an important and successful part of the Council's good relations programme. It should continue, carefully ensuring balance in its coverage and narratives.
- Additional means for engaging young people should be explored including, for example, through sport and conflict elsewhere.

## Our Shared Community

Comments included:

- There has been positive change to the demographics through greater diversity of backgrounds and faiths which has enriched the Council area.
- However, segregation continued to be an issue between those from traditional political and religious backgrounds, and those backgrounds should continue to be the most significant focus for the good relations strategy – dialogue between Loyalist and Republican communities has been neglected.
- The dialogue around the Decade of Centenaries remains important but should be about better understanding different perspectives, fears and aspirations rather than celebrating any part of future key dates. Any dialogue on a shared history also needed to be realistic and acknowledge the difficulties associated with the past.
- Cross border relationships, partly in the light of Brexit and partly as a matter of course, should be an element of the strategy going forward.
- The community should be welcoming for all section 75 categories - for example, LGBTQ+, Travellers, and with disability.
- Activities should be local as far as possible – while good relations is reasonable in the Council area, relationships at a local level could be stronger.

## Our Cultural Expression

Feedback included:

- On the one hand issues needed to significantly include traditional divisions around cultural expression but also include other issues more broadly, and ensure significant attention to BAME integration;
- The council area had become enriched through inclusion of minority communities including refugees from Syria;
- There was considered an imbalance of on the one hand for too much focus on Irish language and less on Ulster-Scots and, on the other hand, too much focus on Ulster-Scots and less on Irish language. But there was also a view that there should be focus on other cultural expressions beyond those “traditional” areas as well.
- Some sensed a “Britishness” was being eroded while others thought “Irishness” was inadequately recognised.
- The display of flags and emblems was a regular feature of discussion including a perceived unfair or unhelpful branding of both Omagh and Enniskillen through displays on the main approach roads.



- Travellers were mentioned by many, including a view that Council and other public agencies had an inadequate relationship with the Traveller community.

## Other

Comments included:

- Rural issues and rural proofing activities were important.
- Some public agencies such as the PSNI still had work to do to build relationships and trust with some local communities.
- Within some community's gatekeeping was still a factor.
- Grass roots work was considered key by many including small grant funding.
- Several people commented that while Elected Members could work well together, there had been a failure to have some difficult conversations and that Elected Members needed to work on their good relations roles and responsibilities.
- Some concern was expressed that work with young people was too often single identity and relationships had not been sufficiently developed.
- There was a perception that cross-border relationships had suffered through barriers and fear but that the opportunity existed to revisit those relationships especially in the light of Brexit.
- While there was some thought that the good relations function and community support function could work more closely together with a joined-up approach to help local communities undertake good relations work, especially if for the first time.
- Other funding and support organisations especially working on a regional basis, should be encouraged to get more involved in the district and ensure a fair allocation of resources to the Council area.

Key issues include:

- There has been significant positive work carried out by the Council on good relations that should be further supported and recognised;
- There are specific rural needs which should be part of decision making as a new strategy is implemented;
- Council should not hide away from the harder and most sensitive issues;
- Councillor engagement is important and may be best achieved with them as groups at DEA level;
- Grass roots work and relationship-building at community level are core needs going forward;

- Cross-border co-operation and relationship-building has been neglected and should be a factor post-Brexit;
- The Travelling community have less of a relationship with public agencies, including Council, than they should.

## Conclusions and Recommendations

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Arising from the audit we draw the following key conclusions and ten recommendations for the new Council good relations strategy.

### Conclusions

The good relations programme at Fermanagh and Omagh District Council is well known and respected in the district and is making a difference to relationships locally. The Officers and Council are to be commended for the range and quality of work undertaken in a sometimes difficult contextual environment.

The new strategy should continue to expand the impactful work started within the outgoing strategy implementation.

However, there remain important relevant issues including:

- Challenging sectarianism and racism;
- Grass roots contact and relationship building;
- Increasing a sense of belonging especially for BAME communities, Travellers, other political/religious minorities, and young people;
- Working with victims and survivors;
- Engagement of Elected Members in good relations issues, understanding of the programme and at a community level, perhaps by DEA;
- Developing an ongoing knowledge and understanding of a shared history, especially in the coming years with important 50- and 100-year anniversaries to come, to better inform and understand that the past is present today and will help shape a shared future;
- Continuing to work on perceptions of cultural imbalance within communities, perhaps with a refinement of the cultural expression priorities;
- Continuing impact of and resentment of so many flags and emblems at key locations in the district;
- Encouraging further political and civic leadership often seen to date by those participating in the audit as a barrier to good relations.

The grant aid offered by Council through the good relations programme is quite small but makes a significant impact, especially if Council wants communities to better respond to building cross community relationships at a local level. The small grants allocation is a way the Council can encourage grass-roots engagement on key issues and on genuine relationship building at a local level.

The grant aid budget should be increased and allocated across all DEAs, with a top-sliced budget for cross-Council activities. This may include working with Travellers and the BAME communities but may also include highly sensitive issues such as flags and emblems. In addition, the small grants programme should in future only have one call for decision at the start of the fiscal year.

Good Relations Officers should take on both a focus and responsibility for a particular District Electoral Area, possibly in line with thinking in Council more broadly at local level, but also take a lead responsibility for Council-wide themes within the strategy and action plan. This will complement a change to how small grant funding is delivered by the good relations team.

The Council, through small grants and other elements of the strategy, should continue to encourage cross community contact and relationship building. These small projects will increasingly draw community organisations in to undertaking more and bigger good relations projects. It would be a useful mechanism, especially if there is focus on DEAs to involve Elected Members more.

We suggest small grant funding should:

- Increase to a total of £31,000 without increasing the overall good relations budget – meaning a reduction in the number of action plan programmes or/and a reallocation of budget;
- The £31,000 should include two specific types of grant: a) approximately £2,500 allocated for each DEA subject to demographics and rural proofing (grants of up to £500 so five or more per annum per DEA) focused on groups collaborating across communities that have not previously worked together on good relations issues undertaking relationship building activities (this may include using Council facilities together and specific capacity-building work together). Allocating the small grants by DEA will mean the Good Relations Officers has a specific role in the DEA working with Community Support Officers to identify new groups to undertake good relations work and will ensure there is geographic and community equity in the allocation of funding. It will also allow the team to work with Elected Members in each District Electoral Area; and b) a grant programme of £14,000 for cross-cutting Council-wide work on targeted harder issues including Travellers and BAME communities and sensitive issues (this might be for amounts of up to £2,000 each); and
- Explore opening grant aid once per annum and give local communities as much of the fiscal year as possible to deliver their activities;
- Communications provision for all of these additional grass-roots projects.

The first year of change may require flexibility in how small grants are managed. We suggest Council, in the first year, adopt a rolling application mechanism to allow GROs, as they approach and work with some groups for the first time, to both take advantage of an opportunity for cross-community collaboration quickly when it presents itself but also to not be restricted by set timelines for applications to be submitted.

Perhaps more importantly, we suggest Council has flexibility after six months of the financial year to review the allocations per DEA so that Officers may reallocate budgets to ensure grants are spent by the end of the financial year. However, the facilitation of greater equity across each DEA should make this an option Council should use only reluctantly, after it has made additional efforts in those DEAs where there is proportionately less spend.

While support for single identity work can be important, such as for capacity building with groups that have less strong infrastructure support, this should not be an alternative for genuine cross-community and intercultural engagement. Council should prioritise cross-community and intercultural work over single identity work; and should strenuously test the intent of those who wish to receive funding for single identity work.

Small grant and Council-wide cross cutting grant aid should be used as a mechanism to engage Elected Members in good relations activities in their own DEAs. It will allow the GRO leading in each DEA to develop a relationship with Elected Members, allow for discussion on key good relations concepts and aims; and allow Elected Members to identify and shape projects with local groups. This will provide a degree of experiential learning for Elected Members rather than supporting possibly less well attended formal training.

Council, however, should also seek to be an enabler for drawing in other funding on good relations to the district, especially encouraging cross community and cross-border relationship building given the uncertainties created by Brexit. Other funders that Council should ensure are engaging with Council include the Community Relations Council and the TEO central good relations fund or organisations such as the International Fund for Ireland, PEACE Programme, Reconciliation Fund and CFNI.

Much positive work has been carried out through the Our Cultural Expression programmes, but it may be time to re-evaluate both the proportion of funding on that theme and aspects of its delivery. The delivery of work with and for the BAME community encouraging diversity and a greater sense of belonging would better fit with Our Shared Community set of programmes. While cultural expression is an important part of that work, the thrust is to encourage participation and engagement within the BAME communities.

Support for BAME communities and prioritising action for BAME communities has been an impressive part of the Council's good relations delivery. Council developed a separate strategy for engaging with minority ethnic communities. It is, however, time to fully integrate the delivery of support to and with BAME communities into Council's good relations strategy. It is also important to provide clearer and more focused activities that are consistent with good relations outcomes.

Council should amalgamate the strands of the strategy supporting BAME communities in to a programme of belonging for minority communities, traditionally excluded groups (real or perceived) and those who are victims of higher than average hate incidents and crimes (including some beyond the usual s75(2) groups such as dealing with homophobia) consistent with Council's corporate strategy.

More specifically:

The existing work with children and young people is a successful programme blending exploring history with key good relations themes. Clearly going forward there needs to be continued focus on balance, appropriateness and inter-active activity to keep young people engaged and learning,

The establishment and support for churches forums has been ground-breaking and has built positive relations over many years. It may be time to move the forums on to broaden their outreach and membership which could include beyond the three church forums to work in tandem with the Everyone Belongs programme, providing valuable Christian input.

The core BAME focused programme is concentrated not just on the cultural expression of BAME people but their integration in to the civic and political life of the district, however given indicators will continue to be allocated within the Our Cultural Expression theme. This should be termed the Everyone Belongs programme and include four specific streams:

- A pledge of belonging that all public agencies, businesses and community organisations are be asked to commit to and display on their premises;
- Strengthen and diversify BAME networks;
- Encourage greater mainstream involvement of BAME people in civic and political life;
- Delivery of that part of the small grants programme to encourage district-wide activities designed to encourage greater profile of BAME people as civic and political leaders (this might be delivered by a community-based organisation).

Clearly, as with other programmes, delivery will take time and targets each year should be realistic and achievable, while still challenging.

The valuable talks exploring cultural diversity that to date have used the Holocaust as a starting point should continue but might explore other international examples that are more recent, or talk more closely to ethnic, political and religious issues.

The audit has identified the need to provide further comfort to people that Council takes cultural expression of people from all parts of the community seriously. The good relations programme going forward, therefore, should continue but should be delivered in another way encapsulating the ambition that everyone belongs not just those advocates of Ulster Scots and Irish cultural

expression, important as those things are. This also could be enhanced by being part of a district-wide small grants offering.

Trust in institutions is an essential part of good relations and community cohesion. Trust, and sharing space and services obviously goes beyond organisations like the Orange Order and GAA, though critical support organisations that they are. The institutions that should be the focus of the programme include those where some communities still exhibit lack of trust such as with the PSNI and Council. It should also focus on community venues more broadly than, but including, GAA venues and Orange Halls.

If Council wants to further develop the knowledge and skills of staff and Elected Members it needs to ensure the good relations team are up-to-date and continue to enhance their own skills. This should be part of mainstreaming good relations thinking with the Council as a whole.

Communications has clearly provided valuable outcomes during the previous strategy and should be continued and enhanced. There are reasons why those most associated with programme delivery need to be close to communications and the use of social media is one example where it can significantly enhance a programme but needs volume and immediacy.

## Recommendations

As such ten key recommendations from the audit were identified as:

1. Much of the work of the good relations team has been successful and should be continued. Programmes related to shared history, children and young people, BAME inclusion and integration, cultural expression and small grants are all critical parts of the new strategy going forward reflecting priorities and issues identified in the audit.
2. There should be an overarching theme of Everybody Belongs consistent with the Council's corporate plan and include the corporate plan commitment to a pledge of belonging, supporting diversity and facilitating participation of all minority communities.
3. The grants programme should be strengthened and improved, given more focus at DEA and district level, include more budget, and incorporate one tranche only in the longer term. Further grass roots participation including with Elected Representative input for DEAs, should be encouraged through a focus on cross community relationship building at DEA level. Participatory budgeting could be explored within a cross-cutting district wide theme including sensitive or contentious issues.
4. The BAME focused programmes should be rationalised and integrated into the existing strategy with three core aims: belonging, participation and delivery of intercultural activities.
5. Delivery of cultural expression programmes should be reimagined within the needs identified in the audit but also the over-arching programme aims related to belonging of everyone.



6. The shared history programme has an important contribution to make in building a shared future, but many important 50- and 100- year anniversaries will be challenging 2020-2026. They require sensitivity but Council should not shy away from providing leadership in embracing those challenges.
7. Council, through its programmes and grants, should understand and encourage the importance of low-level cross community relationship building, that also includes cross border relationship building given the uncertainties associated with Brexit.
8. As such, the Council should actively enable more funding support from other funders to come into the district for both cross community and cross border work.
9. Council should further embrace skills and knowledge development internally – for staff, Elected Members and the good relations team.
10. Communication has been an important success factor to date evidenced by audit returns. However, communication needs to be immediate and is enhanced by closeness to a project. This is particularly true for some programmes, such as use of social media in an Everybody Belongs campaign.

## Vision and Mission

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Fermanagh and Omagh District Council's good relations plan 2021-2026 will contribute to a vision of the Council area that focuses on all citizens believing they:

- All belong and all are valued as much as any other;
- Can and should make a pro-active and equal contribution to improving relations; and
- Are treated fairly and equitably by all public agencies.

### Vision

Everyone who lives or works in Fermanagh and Omagh District belongs equally, is valued equally, and values everyone else in the district equally.

### Mission

Fermanagh and Omagh District Council will deliver a good relations programme that further builds intercultural and cross community relations placing the principle of everyone belonging equally at its heart.

## Values

Therefore, the six critical principles around which the strategy is based include those below consistent with Council's focus on belonging. The principles identify the *ACCEPTance* of everyone as the core ambition of the strategy:

**Ambitious:** that Fermanagh and Omagh should be leaders in the field of good relations, cohesion and integration.

**Challenging:** that hard issues are tackled, and communities and decision-makers are asked to do more, better.

**Collaborative:** that working in partnership with community organisations and other agencies builds capacity and greater effectiveness.

**Equality:** that all people, regardless of background, are treated the same, and provided with equitable opportunity including within rural communities and those people with less access to resources.

**People-led:** that relationship building initiatives are grass-roots focused and tuned to the needs and demands of the community.

**Trust:** that all public agencies including Council treat all citizens fairly and equitably.

## Outcomes and Programmes

Future good relations programmes will flow from the audit and priorities identified through interviews, discussion, surveys and research. They will build on those programmes already having been successfully delivered by the Council in previous years.

There is overlap between programmes and across themes. There is also hope and expectation that programmes will be delivered in collaboration with others in Council, with partner public agencies, and especially with community organisations and leaders at grass roots within communities.

Ambitious, challenging, collaborative work based on equity and equality that is people-led and builds trust between communities and between people and public agencies will be the basis of the new strategy going forward.

# Good Relations Quiz



## How to Use This Pack

These quizzes will introduce some of the basic concepts around good relations in an informal way.

There are four sets of Quiz Questions:

- History and Politics
- Faith and Religion
- Travellers and Romani
- General Topics

Also there is a hand-out with some suggested themes to pursue in discussion during the quizzes.

After each answer is a suggested question to ask quiz-goers.

Enjoy....

## History and Politics Quiz

No.	Question	Options	Tick if correct
1	Enniskillen castle was first built in 1428 and is home to the Inniskilling Regimental Museum. Inniskilling was the first Irish name of the town before it got changed to Enniskillen. What did Inniskilling mean in Irish?	<ul style="list-style-type: none"> <li>a) Island of Dreams</li> <li>b) Island of Murder</li> <li>c) Island of Kathleen</li> <li>d) Island in the Sun</li> </ul>	
2	The Ulster-American Folk Park in Omagh tells the story of emigrating to America from Ireland. How many people are thought to have left Ireland for the USA during the Great Famine?	<ul style="list-style-type: none"> <li>a) ½ million</li> <li>b) 1 million</li> <li>c) 2 million</li> <li>d) 3 million</li> </ul>	
3	The Co. Fermanagh or Enniskillen War Memorial was first erected in 1922 at a cost of £1,500. Who has visited it every year since 2012 as part of Remembrance Sunday?	<ul style="list-style-type: none"> <li>a) An Taoiseach, the Irish Prime Minister</li> <li>b) The Archbishop of Canterbury</li> <li>c) The President of the USA</li> <li>d) The First and deputy First Ministers</li> </ul>	
4	What famous man who went to Protora Royal School in Enniskillen wrote: "Words are the clothes that thoughts wear"?	<ul style="list-style-type: none"> <li>a) The Duke of Wellington</li> <li>b) Oscar Wilde</li> <li>c) Father Brian D'Arcy</li> <li>d) Samuel Beckett</li> </ul>	
5	In 1689 famous battles were fought near Newtownbutler and in Enniskillen between Williamite (King Billy) forces and forces loyal to King James II. Who was one of King Billy's best-known supporters?	<ul style="list-style-type: none"> <li>a) The Maguire's of Enniskillen</li> <li>b) The Head of the Orange Order</li> <li>c) Oliver Cromwell</li> <li>d) The Pope</li> </ul>	
6	When was the first physical customs post first located on the island of Ireland?	<ul style="list-style-type: none"> <li>a) 1st April 1923</li> <li>b) 1st January 1801</li> <li>c) 1st April 1969</li> <li>d) 1st July 1690</li> </ul>	
7	On 30th December 1942 how many people died when an RAF plane crashed in Omagh?	<ul style="list-style-type: none"> <li>a) None</li> <li>b) 2</li> <li>c) 11</li> <li>d) 7</li> </ul>	

8	William Scott from Fermanagh fought in the 1916 Easter Rising. What was his son, Bill Willoughby, also known for?	<ul style="list-style-type: none"> <li>a) He was the first Irish person to fight against Franco in the Spanish Civil war</li> <li>b) He won the Sam Maguire Cup with Fermanagh</li> <li>c) He became the Archbishop of Canterbury</li> <li>d) He won a Victoria Cross fighting in the British Army against the Nazis.</li> </ul>	
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*Tom McDonnell, a Traveller Tin-smith, hand-crafting a tin pot in front of an audience of primary school children from Enniskillen*



*Beautifully crafted tin objects hand-made by Tom McDonnell, one of only two remaining Traveller Tin-smiths on the island of Ireland.*



## Answers – Historical/Political

Question	Correct Answer
1	B – It is Irish for the Island of Kathleen. We don't know who Kathleen was but why do you think in 1751 the name of the regiment was changed to the Irish (Inniskilling) while the town name used the anglicised Enniskillen? Can you think of other areas where the Irish language is used by British or Unionist organisations?
2	C – 2 million people. Many went through Canada to the USA. Most settled in the cities and around New England. What effect did that emigration have on a) Ireland and b) the USA? What do migrants especially need when they arrive in a strange new land?
3	A – Each Taoiseach has considered it of such symbolic importance they have visited every Remembrance Sunday since 2012. Why do you think that is? Who had relatives who fought in WW1?
4	D – Samuel Beckett who won a Nobel prize for Literature in 1969. Oscar Wilde also went to that school. When people utter racist or sectarian words what do you think it says about what they really think?
5	D – The Pope, Innocent XI, wanted to limit the power of France who he suspected of wanting to destroy his Holy Roman Empire so, Innocent XI thought my enemy's enemy is my friend. He supported William of Orange because his opponent, James II, was an ally of France. Was the Battle of the Boyne just about Protestants versus Catholics? What was the impact of William of Orange's victory on both Catholics and Dissenters (like Presbyterians) in Ireland?
6	A – It happened in 1923, after partition, at the start of the next financial year in April. What do you think the effect was on communities close to the border? Did it affect both Protestants and Catholics? How? Do you think there are lessons for the island post-Brexit?
7	C – 11, all of them air crew. No one from the town died. Maybe some older people remember it but why has this been largely forgotten about? In 1942 more people from the Republic of Ireland were in the British Army fighting Nazis than there were from Northern Ireland. Why was that?
8	A - He is said to be the first Irishman to enlist to fight against Franco. They were Anglicans so he could have become the Archbishop of Canterbury though. What do you think William Scott's family and friends would have thought of him being in the 1916 Rising? Were many people both in the British Army and were Irish Volunteers in the Easter Rising? William Scott reports being booed by Dublin people in 1916 – why would Dubliners have booed the rebels?



## International Quiz

No.	Question	Options	Tick if correct
1	In the USA black and white children were not allowed to go to the same school in some States until segregation in education was banned. When was it banned?	a) 1867 b) 1912 c) 1967 d) 2012	
2	In Bosnia there was a bitter civil conflict 1992-1995 between Bosniaks (Muslim), Croats (Catholic) and Serbs (Orthodox) who had competing identities. Over 100,000 people were killed including in genocide at Srebrenica against Muslims in 1995. What is unique about the current Bosnian national anthem?	a) It is written in three languages b) It has no words c) It has one word only: peace d) It is written in English and Greek	
3	Genocide in Rwanda led to Hutu people killing Tutsi people. Around what percentage of the country's population was killed during the genocide?	a) 3% b) 5% c) 10% d) 15%	
4	The island of Cyprus is divided in two – one half claimed by Turkey and the other half by Greece. What do you call the demarcation line that runs throughout the island but especially through the capital city, Nicosia?	a) The Red Line b) The Green Line c) The Blue Line d) The Yellow Line	
5	The first black South African to play rugby for the national South African Springbok was called Errol Tobias. When was that?	a) 1981 b) 1994 c) 1996 d) 2012	
6	The word genocide means systematic and premeditated extermination of a group or identity in a geographic area, often done within legal parameters. The word was first coined in 1943 and has been used many times since, sometimes rightly but often wrongly. The first modern genocide is thought to be started in 1915 against people with what identity?	a) Jewish b) Armenian c) Turkish d) Muslim	
7	How many people are still thought to be missing since the end of the Spanish Civil War and its aftermath?	a) 110,000 b) 75,000 c) 45,000 d) 10,000	
8	In the mid-1970s Pol Pot led the Khymer Rouge in Cambodia when they took over the country. Around 2 million people were killed in the next four years. What did they rename the year 1975?	a) Year of the Dead b) Year of the Reds c) Year Zero d) Year of Victory	

## Answers – International

Question	Correct Answer
1	C – Segregation of black and white children in schools was only banned in 1967 in the USA, a consequence of campaigning by Martin Luther King and others. What would be the consequence of children being educated apart? Would they grow up in different ways? What would be different?
2	B – It has no words because after the Dayton peace agreement power-sharing between the three ethnic blocks includes a veto for each. They can't agree the words although there are informal verses that have not been formally approved. Where else can power-sharing lead to a veto? What form does a veto take? What happens as a result?
3	D – 15% of the population were killed – nearly 1 million people out of a population of 6.5 million, killed in the space of four months. If that happened in NI it would equal around 270,000 people killed in four months, and 17,500 people in Fermanagh and Omagh alone. What would the impact of so many people being killed because of the identity be in Fermanagh/Omagh or NI? How would you start to reconcile those communities?
4	B – The Green Line. It came into existence after a ceasefire on Christmas Day 1963 and is named after the colour of ink used by the British peace-keeping soldier who drew the link on the map. It has remained ever since. What is the impact of peace barriers like this being built? Do people either side feel more safe or less safe? What needs to happen to have them removed?
5	A – 1981 during the apartheid years. He made his debut against Ireland who were touring South Africa. After apartheid was ended Tobias became the first black mayor of his home town, Caledon, in the Western Cape. Are you surprised Ireland Rugby was touring South Africa in 1981? Or should sport and politics be kept separate? What effect did Tobias 's selection have on the black population and the white population of SA? In South Africa the white population was especially proud of the Springbok. What effect did it have on some of them after apartheid when more black players were selected and captained the team? Why did Nelson Mandela put on a Springbok shirt when they won the 1994 world cup?
6	D – Around 1.5 million Armenians are thought to have perished in this first, and often forgotten, modern genocide. It was carried out by the Ottomans during the First World War. It explains why there are so many dispersed Armenian communities around the world. Many genocides have happened since. What could stop genocide happening? Things such as using dehumanising language, polarising communities and discrimination are considered preludes to move toward genocide. What would that be? What effect would these things have on peoples' attitudes? Two of the answers were religions and two national identities. You might discuss prejudice by religion or national identity – how does that work in Ireland and Northern Ireland?

7	A – 110,000 are still believed to have been killed and buried secretly, and still considered missing. Most were killed by Franco forces and often in areas that host tourists today in southern Spain. Some parents and many siblings and children are still alive today seeking to locate the graves of their loved ones. A controversial law in 1975 called the Pact of Forgetting sought to move forward by preventing any arrests or prosecutions during the Franco regime. How do the relatives feel about this law? Is such a law necessary for a country to move forward after such horrible events?
8	C – Year Zero was meant to symbolise an attempt to build a new society from the start, so the calendar was re-set to the beginning. That must have been confusing! People in the cities were sent to the country to work on farms amongst many other things. Intellectuals and people who wore glasses were killed because they might be clever and so oppose the regime. Would people be loyal to that state and government? What would make them loyal? Would people feel safe and protected? What role should a government play?



*From Around the World, Celebrating Our Cultures' exhibition on display in Strule Arts Centre, Omagh. A virtual exhibition is now available*

## General Quiz

No.	Question	Options	Tick if correct
1	Whitney “Whitey” McDonald was a famous footballer who came from Omagh. He played twice for Ireland in the 1930s. Which other team was he most famous for playing with?	<ul style="list-style-type: none"> <li>a) Celtic</li> <li>b) Liverpool</li> <li>c) Barcelona</li> <li>d) Rangers</li> </ul>	
2	What is the name of the current good relations strategy for Northern Ireland?	<ul style="list-style-type: none"> <li>a) A Shared Future</li> <li>b) A Sense of Belonging</li> <li>c) Together: Building a United Community</li> <li>d) Forward Together</li> </ul>	
3	Alan Turing was gay, one of the main scientists in Bletchley Park decoding Nazi communications during the War and is credited with building the first ever computer. What happened to him?	<ul style="list-style-type: none"> <li>a) He went on to help set up Microsoft and became the first openly gay CEO of a FTSE 100 company</li> <li>b) He was prosecuted for gross indecency in 1952, undertook chemical castration treatment, and probably committed suicide in 1954, at age 41</li> <li>c) He won a Victory Cross for single-handedly fighting off 12 Nazi paratroopers who tried to steal the Enigma machine</li> <li>d) He had a breakdown and tried to assassinate Prime Minister Winston Churchill during a visit to Bletchley Park in 1944</li> </ul>	
4	I won 39 tennis grand slam titles including the Wimbledon Singles title six times, was the first senior athlete of any sport to come out as lesbian, and I set up the Women’s Tennis Association. Who am I?	<ul style="list-style-type: none"> <li>a) Martina Navratilova</li> <li>b) Yvonne Goolagong</li> <li>c) Chris Lloyd</li> <li>d) Billie Jean King</li> </ul>	
5	What is Omagh native, Sam Neill, most famous for?	<ul style="list-style-type: none"> <li>a) He was the Uncle Sam that signed the US declaration of independence</li> <li>b) He ran with dinosaurs and hunted wilder people</li> <li>c) He is a singer/songwriter</li> <li>d) He was a GAA player for Tyrone and Fermanagh</li> </ul>	

6	My name is Peter Canavan from Ballygawley. I won two All-Ireland titles with Tyrone and I am a teacher. But what was one of my nicknames?	<ul style="list-style-type: none"> <li>a) Peter Perfect</li> <li>b) Pistol Pete</li> <li>c) Petrol Pete</li> <li>d) Pete the Feet</li> </ul>	
7	Who Am I? I was President of the USA. I had polio and often used a wheelchair and crutches to get around?	<ul style="list-style-type: none"> <li>a) Franklyn Delano Roosevelt</li> <li>b) John F Kennedy</li> <li>c) Abraham Lincoln</li> <li>d) George Washington</li> </ul>	
8	According to The Executive Office the term good relations applies to which groups of people?	<ul style="list-style-type: none"> <li>a) Different political opinion and religious background</li> <li>b) Different political opinion and sexual orientation</li> <li>c) Different sexual orientation, religious background and ethnicity</li> <li>d) Different political opinion, religious background and ethnicity</li> </ul>	

## Answers – General

Question	Correct Answer
1	D – Whitey McDonald also played for Rangers, 185 times. Before 1950 Ireland played football on an island-wide basis – Rugby still does. Since 1950, 11 players have played for Northern Ireland and Rangers (including Steve Davis the current NI captain) but none have played for Rangers and the Republic of Ireland. Why do you think that is?
2	C – Together: Building a United Community or TBUC. Is this the best name? What name would be better? What words should the name include?
3	B – Turing was voted one of the greatest British people in the 20th century yet look what happened to him. If he had lived what might he have achieved in the computing worlds by the 1960s-1980s? What has changed and why for LGBT people since the 1950s?
4	D – Billie Jean King was a pioneer for women and LGBT sportspeople. Can you think of other LGBT sportspeople today? If 6% of the population is LGBT why can you not think of more?
5	B – Sam is a famous actor and starred in Jurassic Park and the Hunt for the Wilderpeople, amongst other movies. What is stopping other young people from the Council area doing the same?
6	C – Petrol Pete because of his ability to keep running and running. Are there other sports stars from the Council area? What did it mean for people when Tyrone or Fermanagh won the All-Ireland? Why does one side of the community rather than another play and follow Gaelic Games?
7	A – Considered by many to be the greatest ever USA President Roosevelt lived with polio from being a young man. He is often seen in photos sitting down or holding on to rails or bannisters. Would that be possible today? Why did he keep his disability hidden from the public? Did it hamper his job?
8	D – Political opinion and religious or ethnic background. Should it include other groups of people? Which ones? If it did include others would that strengthen or weaken the need to work on sectarianism and racism??



## Faith Based Quiz

No.	Question	Options	Tick if correct
1	What is the main day of worship for a Muslim?	<ul style="list-style-type: none"> <li>a) Thursday</li> <li>b) Friday</li> <li>c) Saturday</li> <li>d) Sunday</li> </ul>	
2	Christianity, Islam and Judaism are called the Abrahamic faiths. Why?	<ul style="list-style-type: none"> <li>a) After Abraham from the Bible</li> <li>b) Because their leaders were all called Abraham</li> <li>c) Abraham means those who will not eat ham in Hebrew</li> <li>d) Because Abraham once visited the Temple Mount in Jerusalem</li> </ul>	
3	What animal do Hindus believe is special?	<ul style="list-style-type: none"> <li>a) Cow</li> <li>b) Pig</li> <li>c) Horse</li> <li>d) Snake</li> </ul>	
4	Which of these statements IS true?	<ul style="list-style-type: none"> <li>a) All Arabs are Muslim</li> <li>b) All Irish people are Protestant or Catholic</li> <li>c) Christians wrote the Old Testament of the Bible</li> <li>d) The Qur'an recognises Jesus as a major Prophet</li> </ul>	
5	A Jewish religious leader is called a Rabbi. What does Rabbi mean?	<ul style="list-style-type: none"> <li>a) Teacher</li> <li>b) Clever One</li> <li>c) Righteous</li> <li>d) Worker</li> </ul>	
6	Of these religions which is the oldest?	<ul style="list-style-type: none"> <li>a) Christianity</li> <li>b) Islam</li> <li>c) Hinduism</li> <li>d) Baha'i</li> </ul>	

7	What religion was Jesus?	a) Christian b) Muslim c) Jewish d) No religion	
8	The Temple Mount is important for Jews, Christians and Muslims because it contains many shrines and locations of significance for all faiths. Amongst other things for Christians, what is supposed to have happened there?	a) Richard the Lionheart won a final victory during a Crusade b) Jesus' disciple, Peter, died there c) Noah's ark landed there after the flood d) God used dust from the mountain to create Adam	



*P7 students from Gibson Primary School, Omagh learnt about African culture and enjoyed a drumming session on the African djembe drums*

## Answers – Faith Based

Question	Correct Answer
1	B – Up to five times on a Friday with the main prayer session at lunchtime. Muslims need to face east and have clean facilities. Why is that? What are the worship days for other faiths and how might worshipping on those days affect peoples' lives? Would you think about organising events on a Friday in the same way as on a Sunday?
2	A – After Abraham. He said there was only one God. All three faiths believe there is only one God (Yahweh for Jews and Allah for Muslims). What else do these faiths have in common? Which of these faiths are the oldest and youngest?
3	A – Does anyone know whether other faiths have different attitudes to different animals? Why do different faiths not eat certain animals or respect/dislike the animals so much?
4	D – What is your perception of a Muslim? Has anyone ever visited a Mosque and discussed Islam with Muslims? Do you know any famous Muslim footballers, sportspeople or actors? Do they fit your image?
5	A – What are the qualities needed to be a good teacher and role model? Are these qualities needed regardless of a role models background?
6	C – How old are most other main religions? What do they have in common?
7	C – Jewish. Jesus was a Jewish leader. Followers of Jesus became known as Christians after his death. Who wrote the Old and New Testaments?
8	D – Adam is supposed to have been created by God from the dust gathered there. Why is Jerusalem so contested? Should people have equal access to their holy sites?

## Traveller and Romani Quiz

No.	Question	Options	Tick if correct
1	Travellers mainly are from an Irish background but in what country are the Romani believed by most people to have their roots?	a) Romania b) India c) Russia d) Syria	
2	Romani have been living in Europe for approximately how many years?	a) 100 years b) 200 years c) 500 years d) 800 years	
3	Across the world what percentage of Travellers and Romani now live in houses?	a) 90% b) 70% c) 40% d) 15%	
4	What religion do Romani practice?	a) Catholic b) No official religion c) Jewish d) Hindu	
5	How many Romani are estimated to have been killed by the Nazi's during the Holocaust?	a) None b) Up to ½ million c) Up to 2 million d) Up to 3 million	
6	How many Travellers are there thought to be in Northern Ireland?	a) 1,000 b) 10,000 c) 20,000 d) 50,000	
7	How do Travellers often refer to non-Travellers?	a) Lucky people b) Unlucky people c) Boring people d) Settled people	
8	Some Traveller communities speak a special language called what?	a) Cant b) Wont c) Shant d) Dont	

## Answers – Traveller and Romani

Question	Correct Answer
1	B – Originally from India the Romani made their way to Europe via Asia and the middle east. What would it feel like to be living in countries that you weren't used to? What support would these travellers need in new countries and areas? Would they keep to themselves or integrate to their new places? What are the similarities to refugees in our times?
2	D –After 800 years does it still feel like the Romani are outsiders? What changes in Europe would have most affected them?
3	A – Almost all Travellers and Romani now live in houses? Does that make them like other people who live in static accommodation? What are the advantages and disadvantages of living in static accommodation?
4	B – They tend to either adopt the main religion of the country where they are staying or have no religion. What does this say about the need to “fit in” in Europe hundreds of years ago?
5	B – There were 8-11 million people killed in the Holocaust. While a majority of those killed were Jewish there were many other types of people killed. Travellers and Romani were particularly badly affected. What other groups of people were killed? What motivated the Nazis? What could people have done to prevent it?
6	A – While officially there are 1,000 Travellers in Northern Ireland, Traveller representatives suggest it is closer to 10,000. Why would there be less officially registered than in reality? How many Travellers are there in Fermanagh + Omagh? Has anyone ever met and talked to a Traveller?
7	D – Non-Travellers would often be called settled people although 90% of Travellers now live in static accommodation. What do you think Travellers think of settled people? What do settled people think of Travellers? What is myth and why is there sometimes suspicion?
8	A – Many Travellers will speak the Cant or Shelta. What do you know of the language? How old do you think it is? Why would people use a language that outsiders don't understand? What effect does it have?

## Discussion themes

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With each answer is a possible question(s) to start discussion, some more controversial than others. In addition, here are a few other suggestions for discussions.

Theme	
Perceptions and Realities	<p>You might like to discuss:</p> <ul style="list-style-type: none"><li>• The importance of relationship</li><li>• How much prejudice is caused by misinformation</li><li>• How many things important to people are often long-standing historical or cultural significance</li></ul>
What people have in common	<p>You might like to discuss:</p> <ul style="list-style-type: none"><li>• Common origins of things like different faiths</li><li>• Common values that people, political parties or religions have</li><li>• Common needs people have regardless of their background</li></ul>
What stops people feeling a sense of belonging?	<p>You might like to discuss:</p> <ul style="list-style-type: none"><li>• How people feel when they are new to a place</li><li>• What happens if people think they or their history aren't valued</li><li>• Do people see other people like them in the media or in positions of authority</li></ul>
What encourages a sense of belonging?	<p>You might like to discuss:</p> <ul style="list-style-type: none"><li>• A persons background being accepted and normalised</li><li>• People understanding what they aren't familiar with</li><li>• Seeing decision-makers and role models like them.</li></ul>
Changing attitudes	<p>You might like to discuss:</p> <ul style="list-style-type: none"><li>• Changes to the law and attitudes</li><li>• Societal changes</li><li>• Demographic changes</li></ul>
What explains prejudice against people?	<p>You might like to discuss:</p> <ul style="list-style-type: none"><li>• Lack of knowledge</li><li>• Lack of respect</li><li>• How untrue stories get repeated and believed</li></ul>
People may have hidden who they really were in the past	<p>You might like to discuss:</p> <ul style="list-style-type: none"><li>• How people might have been frightened</li><li>• The lack of role models</li><li>• What those who were discriminated</li></ul>
What is the effect of prejudice and bullying?	<p>You might like to discuss:</p> <ul style="list-style-type: none"><li>• How peoples' confidence might be affected</li><li>• How people might become violent or hostile</li><li>• How a community is impoverished without equal input from all</li></ul>





*A Traveller barrel top wagon displayed in a Traveller Living History Exhibition by Meath Travellers Workshop in Enniskillen Castle, Enniskillen*





For more information on the  
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