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

Review of Council Interaction with Black, Minority Ethnic and Travelling Communities in Fermanagh and Omagh Council District

Executive Summary

Prepared by Blu Zebra Ltd

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As Chairman of Fermanagh and Omagh District Council, I am delighted to introduce the Black, Minority Ethnic and Traveller Consultation report focusing on the issues currently facing the Black, Minority Ethnic and Traveller communities within the Fermanagh and Omagh District Council area.

Over the past number of years, the Fermanagh and Omagh district has, in common with many other areas, become a much more cosmopolitan and diverse place to live. It is this diversity which has in my view enhanced the district from a cultural perspective as the ethnic groupings have brought their customs and their culture with them. It is vitally important that they keep their customs alive and indeed share them with the indigenous population to enrich and enhance cultural experiences.

Reform of local government has coincided with demographic changes resulting from inward migration. These changes have helped sustain local businesses, driven demand for locally based services and enhanced diversity locally. However, there is no doubt that the Black, Minority Ethnic and Traveller communities face tremendous challenges in adapting to life in their new homes and this report addresses the difficulties which they face on a regular basis. Such everyday practices as access to medical, educational and social services which we largely take for granted, pose significant challenges for new arrivals in the district.

This review aims to inform the development of the new Community Plan, the Corporate Plan, the Community Development Strategy and all other plans developed by Council and others in the local area in terms of the needs of the Black, Minority Ethnic and Travelling Communities and in terms of relevant data and statistics on population trends. This will assist Fermanagh and Omagh District Council and other agencies to engage with, plan for and deliver to communities more effectively, inclusively and efficiently.

I believe this to be an incredibly important piece of work and I would like to congratulate the staff in the Community Services department of Fermanagh and Omagh District Council for all their efforts in the production of such a comprehensive and informative document.

I have great pleasure in commending the Review of Council Interaction with Black, Minority Ethnic and Travelling Communities in Fermanagh and Omagh District Council to you.

Councillor Thomas O'Reilly

Chairman

Fermanagh and Omagh District Council

Section 1: Introduction

The new Fermanagh and Omagh District Council is embarking on a new era of enhanced powers and responsibilities, including community planning, planning, regeneration, local economic development and tourism. In partnership with other Departments and agencies, this will make the Council stronger, more effective and flexible and will enable effective local responses to meet local needs.

Reform in local government coincides with demographic changes resulting from inward migration. These changes have contributed new energy and talents to local areas, have helped sustain local businesses in both urban and rural settings, driven demand for locally based services and enhanced diversity locally. There are however challenges associated with a changing demographic in particular around the delivery of services to a more diverse range of communities with varying degrees of language skills, and the related issues of cohesion and integration with the indigenous community.

This review aims to inform all new plans being developed by Council through the identification of a range of needs which the Black and Ethnic Minority Communities and Travelling Communities (BMET) face in the local area. This audit outlines the core statistics gathered, a summary of local delivery agencies, the strategic context, an overview of the primary research undertaken and suggests key priorities and actions in moving forward. This will assist Council and its partners, to engage with, plan for and deliver services to communities more effectively, inclusively and efficiently.

Section 2: Socio Economic Profile of Fermanagh and Omagh District Council Local Government District (2014)

General Statistics about the Fermanagh and Omagh area

The specific statistics on the BME community need to be contextualised within the wider socio economic profile of the area and so we outline initially some statistics in this regard.

Table 1: High Level Demographics of Fermanagh & Omagh District Council area

	Fermanagh and OmaghLGD (2014)	Northern Ireland
Total Population (2013)	114,365	1,829,725
Children (0-15 years)	24,913	382,607 20.9%
Young Working Age (16-39 years)	35,100	583,753 31.9%
Older Working Age (40-64 years)	37,165	584,231 31.9%
Older (65+ years)	17,187	279,134 15.25%
Population Change % (2003-2013)	**6.6%**	**7.3%**

Source: NINIS Population Estimates by broad age band, 2013

Ethnicity

On Census Day 27th March 2011, in Fermanagh and Omagh Local Government District (2014), considering the resident population 0.84% of the population was from an ethnic minority population and the remaining 99.06% were white (including Irish Traveller)

Ethnic Background

Table 2: Ethnic Background in Fermanagh & Omagh District Council area

	Fermanagh and Omagh	Northern Ireland
White	112,092 (99.06%)	1,778,449 (98.21%)
Irish Traveller	115 (0.1%)	1,301 (0.07%)
Mixed	212 (0.19%)	6,014 (0.33%)
Indian	202 (0.18%)	6,198 (0.34%)
Pakistani	48 (0.04%)	1,091 (0.06%)
Bangladeshi	6 (0.01%)	540 (0.03%)
Other Asian	191	4,998

	Fermanagh and Omagh	Northern Ireland
	(0.17%)	(0.28%)
Black Caribbean	10 (0.01%)	372 (0.02%)
Black African	23 (0.02%)	2,345 (0.13%)
Other Black	10 (0.01%)	899 (0.05%)
Chinese	142 (0.13%)	6,303 (0.35%)
Other	110 (0.1%)	2,353 (0.13%)
Total	**113,161**	**1,810,863**

Source: ninis.nisra.gov.uk Dataset used: Census 2011, KS201NI Ethnic Group

Crime Rates Motivated by Hate

Such statistics provide a useful indication of trends of hate motivated crimes across the area, however it should be noted that, as with all statistics, only a limited amount of data validity can be assumed. For example, statistical increases may occur as a result of increased policing activity rather than simply an increase in hate crime.

Table 3: Hate Incidents and Crimes in Fermanagh & Omagh District Council area

Fermanagh and Omagh	2011/12	2012/13	2013/14	% Change 2011 - 2014
Racially Motivated	12	13	19	58%
Homophobic	7	1	5	-28.5%
Sectarian	28	16	24	-14%

Source: NINIS.nisra.gov.uk: Crime and Justice; Hate Incidents and Crime 2009, 2010,2011

Nevertheless, such statistics do provide a reasonable indicator of offence frequency in the cluster area. Hate incidents are defined as any incident which is perceived by the victim, or any other person, as being motivated by prejudice or hate. The hate motivation definitions used are racist, homophobic and sectarian.

Summary of Key Statistics on Black and Minority Ethnic Communities

This section outlines the most up to date official statistical data about the Black and Minority Ethnic Community in the Fermanagh Omagh area. It is derived from the Northern Ireland Strategic Migration Partnership (NISMP)[1]– Community Profiles of Local Government Districts 2015 report[2] which is based on data from the 2011 Census data from the Northern Ireland Statistics and Research Agency.

The term 'migrant' is not consistently defined in different contexts. 'Migrant' can refer to both short-term and long-term residents, although statistical data tends not to include migrants who move to another country for between three and 12 months. The term also tends to gloss over the mix of individuals, families and communities who move to live, study or work in jurisdictions beyond the borders of their country of origin.

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1 The Northern Ireland Strategic Migration Partnership works with local government and other stakeholders to support the retention and integration of migrants in a way that promotes social cohesion and future economic growth. It is hosted by its lead partner, Northern Ireland Local Government Agency (NILGA), and is funded by the UK Border Agency. It is a multi-agency, cross-party and cross-departmental body working to reflect the regionally specific needs of Northern Ireland in the development and implementation of UK immigration policy. It aims to ensure that Northern Ireland is a welcoming place for migrants, refugees and asylum seekers, and supports the retention and integration of people in a way which meets skills and labour requirements to support future economic growth

2 Northern Ireland Strategic Migration Partnership – community Profiles for Local Government Districts, 2015.

There are also distinctions between the terms minority ethnic and migrant. The terms should not be used as a mere substitute for the other. While some recently arrived migrants may be from minority ethnic backgrounds, others will consider themselves to be of 'white' ethnicity. Similarly, there are members of long-established minority ethnic communities who have been born and raised in Northern Ireland who are therefore not migrants. It is important to bear this in mind when reviewing statistics and information relating to migration and minority ethnic issues.

Irish citizens in the UK and UK citizens in the Republic of Ireland are treated with the same rights as any other European Economic Area (EEA) citizen. The term 'migrant' tends to refer to someone born outside the UK or Ireland who now lives in Northern Ireland. This includes those from the EEA who generally have freedom of movement in the UK, those from outside the EEA who are subject to immigration control and also asylum seekers and refugees.

The Fermanagh and Omagh Profile

The profile of the Fermanagh and Omagh District maps the size and diversity of migrant and minority ethnic communities represented within its constituency boundaries. Using figures collated principally from NISRA data sets, the profile gives an indication of migration flows into and out of the area over time. This includes nationalities represented, the level of economic activity of migrant and minority ethnic communities, their needs in relation to public services and housing as well as levels of racist hate crime offences.[3]

A: Migrant And Minority Ethnic Communities: Population Size And Diversity

The 2011 Census provides important information on the population of Northern Ireland. Although not yet fully configured to 2015 local government boundaries, a close approximation to these boundaries can be achieved from aggregating Super Output Area data where available. Compiled from Census data, the table below shows the place of birth for people resident in the Fermanagh & Omagh Local Government District (LGD).

Table 4: Place of Birth of Residents of Fermanagh & Omagh LGD (2014)

Table 4: Place of Birth of Residents of Fermanagh & Omagh LGD (2014)		
Place of Birth	Number of Residents	% of Total Usual Residents
Northern Ireland	98,051	86.6%
United Kingdom (Other) + Channel Islands, Isle of Man	5,299	4.7%
Republic of Ireland	5,314	4.7%
Europe (outside UK and RoI)	3,178	2.8%
Africa	161	0.14%
Middle East	32	0.03%
Asia	505	0.45%

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[3]NB: All NISRA data sets are currently being configured against the 11 new council boundaries. Where available these data sets were used in the compilation of the NISMP Community Profiles. Where this data is not yet available, the NISRA technical guidance on production of official statistics for the 11 new local government districts has been used. It is important to note that many nationals from A2 countries (Bulgaria and Romania) are not included in a number of these data sets as, until January 2014, transitional restrictions limited their access to the labour market with related limitations on access to health care and housing.

Table 4: Place of Birth of Residents of Fermanagh & Omagh LGD (2014)		
Place of Birth	Number of Residents	% of Total Usual Residents
North America and Caribbean	492	0.43%
Central and South America 37	37	0.03%
Oceania and Antarctica	92	0.08%
All Usual Residents 113,161	113,161	

Source: NISRA Census 2011

The table below shows the range of languages currently spoken as a main language within Fermanagh & Omagh LGD[4]. Some 2,972 residents aged 3+ speak a language other than English or Irish as their main language. Of those whose main language is not English or Irish, 29% cannot speak English, or cannot speak it well[5].

Table 5: First Language spoken within Fermanagh & Omagh LGD

Table 5: First Language spoken within Fermanagh & Omagh LGD			
First language	No of Residents age 3+	First language	No of Residents age 3+
English	105,218	Chinese	50
Polish	1,242	Tagalog/Filipino	71
Lithuanian	432	Latvian	121
Irish (Gaelic)	212	Russian	105
Portuguese	33	Malayalam	51
Solvak	135	Hungarian	235
		Other	497

Source: NISRA Census 2011- Main language

B: Measuring migrant population stocks and flows within Fermanagh & Omagh Local Government District

It is difficult to accurately measure migrant population flows in Northern Ireland mainly due to the freedom of movement accorded to EU citizens. The disparity in time periods covered by the various data sources used to approximate migration trends presents further complications in accurately calculating migration stocks and flows. Nevertheless these data sources can enable an approximation of trends related to migration.

Data sources most frequently used to compile estimates of migrant stocks and flows are:

> 1. Health card registrations from non-UK nationals;
>
> 2. Number of births to foreign-born mothers; and
>
> 3. National insurance number allocations to non-UK nationals.

The estimates are based on aggregated data from the Fermanagh and Omagh District, unless otherwise indicated.

B1: Health Card Registrations from Non-UK Nationals

The most recent trend in inward migration peaked in 2007. During this year 1,491 health card registrations from non-UK nationals were made in Fermanagh and Omagh councils, against 411 deregistrations (a net increase of 1,080 registrations).

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[4]www.ninis2.nisra.gov.uk: Census 2011>Main Language
[5]www.ninis2.nisra.gov.uk: Census 2011>Main Language

2013 data has been configured for the eleven new local government districts. In this year the corresponding figures for Fermanagh & Omagh Local Government District are 643 new registrations and 326 deregistrations (a net increase of 317 registrations). [6][7]

Data has also been configured for the eleven new local government districts with regard to health card registrations against country of birth and reasons given for coming to the UK.[8]

In 2013 the top three countries of birth for non UK-born health card registrations for Fermanagh & Omagh LGD were: Republic of Ireland; Poland; and Hungary.

In 2013 the top three reasons given for coming to the UK for Fermanagh & Omagh LGD were[9]: Work (43%); Family (38%); and Other (11%).

B2: Number of Births to Foreign Born Mothers

The proportion of children born in Northern Ireland whose mother was born outside the UK or Ireland has risen more than three fold over the last ten years.

In 2001, 700 out of 22,000 births in Northern Ireland (3%) were to foreign-born mothers. This has risen to 2,459 out of 25,269 in 2012 (10%).

In Fermanagh and Omagh District Council 122 babies were born in 2012 to mothers who were themselves born outside the United Kingdom or the Republic of Ireland (68 in Fermanagh and 54 in Omagh). This represents 7.8% of all births registered[10].

B3: National Insurance Number Allocations to Non-UK Residents

National Insurance Numbers (NINo) can be used to gauge the number of migrant workers within a local government district. Using data sourced from the Department for Work and Pensions and compiled by NISRA, the table below show the numbers of NINo allocations to non-UK nationals for Fermanagh and Omagh District between 2002 and 2012[11].

Table 6: NINo Allocation to Non UK Nationals resident within Fermanagh and Omagh District

NINo Allocation to Non UK Nationals											
	2002	'03	'04	'05	'06	'07	'08	'09	'10	'11	'12
Fermanagh	80	130	170	500	660	620	480	350	400	250	270
Omagh	50	80	140	370	530	620	440	190	230	170	170

C: Public Services and Housing

C1: Health

The Northern Ireland Health and Social Care Interpreting Service (NIHSCIS) provides a regional interpreting service for all Health and Social Care organisations.

[6] www.ninis2.nisra.gov.uk (Home > Health and Social Care > Health Card Registrations from Abroad (administrative geographies)
[7] www.ninis2.nisra.gov.uk (Home > Health and Social Care > Health Card Deregistrations from Abroad (administrative geographies)
[8] www.ninis2.nisra.gov.uk (Home > Health and Social Care > Health Card Registrations from Abroad by Country of Birth, LGD2014
[9] www.ninis2.nisra.gov.uk (Home > Health and Social Care > Health Card Registrations from Abroad: Reason to UK, LGD2014
[10] www.nisra.gov.uk/archive/demography/publications/births_deaths/births_2012.pdf p. 7 *(provisional figures)*
[11] www.ninis2.nisra.gov.uk (Population> Migration > National Insurance No. Allocations to non-UK Residents)

From April 2006 to March 2014, the number of requests to NIHSCIS for interpreter services from within the Western Health and Social Care Trust increased by 299%.

The most requested languages across Northern Ireland in year ending March 2014 were Polish, Lithuanian, Portuguese, Chinese (Mandarin) and Slovak[12].

C2: Education

The term 'newcomer' pupil is defined by the Department of Education as referring to a pupil who has enrolled in a school but who does not have satisfactory language skills to participate fully in the school curriculum and does not have a language in common with the teacher. Between 2007 and 2013 there has been a 55% increase in the number of newcomer pupils enrolled in schools within the two council areas[13].

C3: Housing

From 1st August 2011 to 31st July 2012, NIHE Fermanagh District Office received 75 social housing applications and 25 homeless applications from migrant workers, and made social housing allocations to 5 migrant worker applicants. On 31st July 2012 they had 15 migrant worker tenants (all figures have been rounded to the nearest 5).

Within the same period, NIHE Omagh District Office received 55 housing applications and 10 homeless applications from migrant workers, and made social housing allocations to 15 migrant worker applicants.

On 31st July 2012 they had 35 migrant worker tenants (figures rounded to the nearest 5)[14].

D: Economic Activity

The table below shows the percentage of economically active residents aged between 16 and 74 according to their main language spoken. Economically inactive residents will fall within one of the following categories: Retired; Student; Looking after home/family; Long-term sick/disabled; and Other[15].

Table 7: Percentage of economically active residents aged between 16 and 74 according to their main language spoken

Percentage of economically active residents aged between 16 and 74 according to their main language spoken						
	English	Polish	Lithuanian	Irish	Portuguese	Slovak	Chinese
Fermanagh	67%	86%	86%	63%	77%	74%	60%
Omagh	64%	80%	88.5%	66%	69%	79%	68%
	Tagalog /Filipino	Latvian	Russian	Malayalam	Hungarian	Other	
Fermanagh	96%	78%	86%	87%	78.5%	78	
Omagh	77%	73%	82%	87.5%	79%	71%	

E: Community Safety

The total number of offences recorded with a racist motivation within Fermanagh & Omagh LGD has been on average 19.5 between 2008- 2013

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[12] Figures provided by NIHSCIS, Belfast HSCT
[13] www.ninis2.nisra.gov.uk Home>Children Education and Skills > Newcomers
[14] Figures provided by NIHE
[15] www.ninis2.nisra.gov.uk Census 2011 > Ethnicity, Identity, Language and Religion > Economic Activity by Main Language

There is recognition in the Northern Ireland Community Safety Strategy that many hate crimes and hate incidents go unreported.

Section 3: A review of service provision for BME and Travelling communities

As part of the audit, a snapshot of service provision delivered to and with the BME and Travelling communities by a range of both statutory and voluntary bodies was undertaken. It demonstrates that a significant amount of work is being undertaken but that there are still gaps in provision in certain areas. It also demonstrates a need for further coordination among existing support groups and their statutory partners in the area, as well as a need for capacity building at the community and voluntary sector level and front line staff training for public bodies in working with BME and Traveling communities.

In Fermanagh and Omagh there are a number of local voluntary groups who actively deliver services to the BME and Traveller community in the area. Some of these include:

- Women of the World Fermanagh

- Omagh Ethnic Communities Support Group

- Focus Omagh; working with Travellers and the wider Community

- The ARC Healthy Living Centre, Irvinestown; working with Travellers and the wider Community

- Westville Family Resource Centre, Fermanagh

- Toy Box – a project of Early Years delivering programmes to Traveling families

Non voluntary groups delivering services in this sector include but are not restricted to:

- Education Authority Youth Service

- SELB – The Traveller Education Support Service (TESS)

- SW College and ESOL at South West College (SWC)

- Public Health Agency, Traveller Action Group

- Fermanagh and Omagh District Council

- Fermanagh and Omagh Policing and Community Safety Partnership

- Other Services of Fermanagh and Omagh District Council.

Section 4: Strategic and Local Context

The Audit, Strategy and Action Plan for the Black and Minority Ethnic Communities and the Travelling Community for Fermanagh and Omagh has been shaped by 38

EU, UK, NI and Local policies and strategies as well as a range of recent research reports. The full list of these and summary is included in the main report.
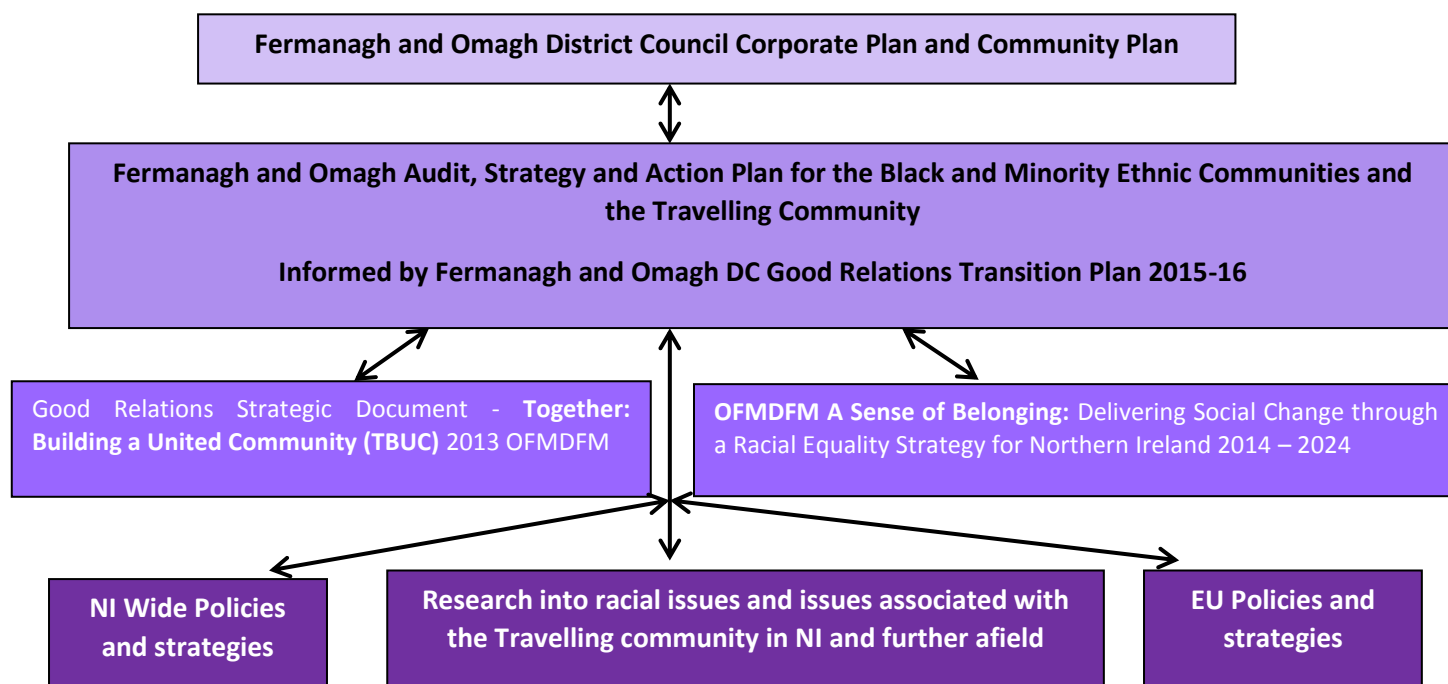
Fermanagh and Omagh District Council Corporate Plan and Community Plan

Fermanagh and Omagh Audit, Strategy and Action Plan for the Black and Minority Ethnic Communities and the Travelling Community

Informed by Fermanagh and Omagh DC Good Relations Transition Plan 2015-16

Good Relations Strategic Document - **Together: Building a United Community (TBUC)** 2013 OFMDFM

OFMDFM A Sense of Belonging: Delivering Social Change through a Racial Equality Strategy for Northern Ireland 2014 – 2024

NI Wide Policies and strategies

Research into racial issues and issues associated with the Travelling community in NI and further afield

EU Policies and strategies

Figure 1: Strategic Context

Alignment with and Contribution to the Strategic Regional Context

Taking into account the regional and local policy context relevant to the review of Council interaction with the Black, Minority Ethnic and Travelling Community in Fermanagh and Omagh area and in making sure the proposed strategy and action plan can align and contribute to that context, then the plan:

- must promote a culture of sharing and integration
- must create the conditions for an integrated planning approach towards the BME and Travelling community in the area
- ensure that the needs of the BME and Travelling community are included in the new Community Plan and considered in the development of the new Local Development Plan for the area
- identify and promote the building of partnerships which help all involved to deliver quality services based on evidenced need
- access support to build capacity and access to existing resources
- promote real engagement and opportunities for all
- promote a shared community and shared services

In doing this the Strategy will contribute to the overall Council vision of making sure that Fermanagh & Omagh District Council is more citizen focused. The Strategy will ensure that the needs of the BME and Traveller communities are embedded into all aspects and policies of the new Council with a specific link to Community Planning and the wider regional influences in this regard.

Section 5: A summary of Consultation and Engagement Process

5a: Qualitative consultation feedback

During the consultation and engagement process 409 people were consulted for the audit.

Table 8: Brief summary of consultation and engagement process feedback

Qualitative Consultation Feedback	
i) What Racial inequality, discrimination, racism and hate crime looks like in the area • Hate crime, racism, discrimination or racial inequality is silent and hidden and often underreported. • Misperceptions and myths about BME and Travelling Community - lead to intolerance • There is no halting site for the Travelling Community in Fermanagh • Human trafficking and enforced labour is an emerging but hidden issue	**ii) Barriers for people from a minority ethnic background in accessing and benefiting from public services** • Language - the array of languages across area provides a challenge in service delivery situations • Many BME communities don't know about local services or how to access advice • Educational attainment and literacy levels among Travellers is very poor for many • Many BME communities come to NI with excellent skills but cannot use these skills - equivalency of qualifications is an issue
iii) How public agencies and the general public help to increase participation and representation from people from BME communities engage in all aspects of life • Language classes can help in removing barriers • Involve people in practical support and pilot projects • Use sports and arts as engagement tools • Improve sharing of information and data • Supports BME Communities in job search and interview skills	**iv) How the CVS help to increase participation and representation from people from BME Communities in all aspects of life** • Understand, respect and plan with different cultures • Provide support groups for people to come together • Offer counselling training, translation and advice • Identify capacity building and support around BME volunteers • Train BME people how to get onto boards
v) The types of support required to develop BME leadership and capacity • Promote the importance of learning English to the BME communities' immaterial of age • Assistant with how to get a job locally • Support in ideas of how to set up new businesses • Online support information before coming to NI • Encourage BME communities to take a greater leadership responsibility role	**vi) How social ties and interactions between different faiths and cultural backgrounds can be strengthened - How a greater sense of belonging can be created locally** • More language classes – understanding of English for Speakers of Other Languages (ESOL) and newcomers could be taught to the indigenous community • More interaction with parents when BME children go to primary school initially. • Increasing understanding of the importance of family support systems in BME communities • Integrated services and opportunities delivered through the Community Planning mechanism

vii) What political leaders can do to make the area a more equal and integrated place

- All consulted embraced and praised the Council for taking the lead in developing this audit
- Many believed that there is a need to push for a budget to be attached to the new NI Racial Equality Strategy
- More leadership needs to be demonstrated in regard of condemning racism attacks
- Citizen's panels, Coffee mornings and Open nights for BME communities were seen as ways of promoting engagement between the BME and Travelling community with the Elected Members.
- Demonstrating to the wider community the importance of the BME community to the local area is a very important message to be conveyed by elected members as a first step around breaking down myths and misperceptions.

5b:A summary of the online survey which related to Race Relations

An online survey was carried out including race relations questions as part of the development of Black and Minority Ethnic and Travelling Communities in Fermanagh and Omagh Audit and had 334 responses. A complete analysis of the survey is available in the full report.

A summary of results demonstrated that the majority of respondents believe the Fermanagh and Omagh District Council area was welcoming to people of different political opinions, different religions and different racial backgrounds.

Levels of Sectarianism and Racism were seen as a major problem by 6% of respondents. The majority of respondents however believe that both sectarianism and racism manifest themselves *silently – not overt but subtly*.

In regard of racism, 26% believe there is none, while 44% believe it is subtle, and 11% believe it manifests itself overtly while a further 19% did not know or put forward an opinion.

The majority of respondents (55%) believed that levels of sectarianism have stayed about the same in the past two years.

Section 6: Strategic Priorities, Aims and Action Plan

Strategic Priorities

The following is a summary of the strategic priorities emerging from the consultation process. We have categorised them against the 6 strategic aims of the draft new Racial Equality Strategy for Northern Ireland 2014-2024 - A Sense of Belonging: Delivering Social Change through a Racial Equality Strategy for Northern Ireland 2014 – 2024.

The vision in Fermanagh and Omagh is one of:

The Fermanagh and Omagh District is an area where racial equality and diversity is supported, understood, valued and respected and where people of minority ethnic backgrounds have a sense of belonging which is acknowledged and valued by people from all backgrounds.

Table 9: Strategic Priorities and Aims

Strategy Aims	
Elimination of Racial Inequality	To eliminate racism, racial inequality and unlawful racial discrimination and promote equality of opportunity in all aspects of economic, social, cultural, political and public life, for people of different ethnic backgrounds
Combating racism and hate crime	To combat racism, and race hate crime and provide effective protection and redress against all manifestations of racism and racist crime and to promote a victim-centred approach
Equality of Service Provision	To ensure equality of opportunity for people from a minority ethnic background in accessing and benefiting from all public services and jointly work towards removing barriers that prevent this
Participation	To increase participation, representation and a sense of "belonging" of people from minority ethnic backgrounds in all aspects of public, political, economic, social and cultural life
Social Cohesion	To strengthen social relations, interactions and ties between different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms
Capacity Building	To support and enable minority ethnic communities develop leadership and collective capacity at local and regional level, contributing to fulfilling these shared aims

Section 7: Action Plan2015-2018

The table below outlines the proposed actions that need to be delivered in making the Fermanagh and Omagh area a more integrated place to live, work and play. This action plan will require a multi-agency approach in order to be delivered. The action plan has been developed on the assumption that not all of it can or should be delivered by Council. Peace IV and other statutory players have a key role in delivery as well so a coordinated implementation plan will be important in the spirit of Community Planning and integrated delivery.

Table 10: Action Plan 2015-2018

	Action no.	Programme details	Delivery Agent
Elimination of Racial Inequality	1.1	Education about different cultures locally through primary and secondary schools and through youth clubs using arts as a medium of expression	FODC EA
	1.2	Raising awareness of laws and rights for Employers and Employees through an education and awareness programme through Fermanagh and Omagh District Council	FODC
	1.3	Maximising the skills and talents of minority ethnic communities through a business start programme for BME communities supported through Fermanagh and Omagh District Council, delivery partner to be identified	FODC
	1.4	Promotion of intergenerational and intercultural programme in local community settings within Fermanagh and Omagh District Council and the Community and Voluntary Sector.	FODC CVS
	1.5	Promoting awareness of diversity through the media programme-with a proactive approach taken by local media in terms of monthly promotion of diversity articles	FODC
Combating racism and Hate Crime	2.1	Building respect and tolerance and addressing harassment including abusive language, assaults, racist graffiti, threatening behaviour, incitement, discrimination and stereotyping through a joint GR, PEACE IV, PSNI, and PCSP programme over the next 3 years with a focus on the effects of this on the victim and what needs to be undertaken to address these issues through joint working	FODC PCSP
	2.2	Developing a programme for front line staff in Council in reinforcing the Section 75 and equality duties and how to enact these in the delivery of services in a practical manner and in the employment and promotion of staff	FODC
	2.3	Develop an Integration Programme for Council Services with regard to working with groups across all genres around how they can be more inclusive of the BME and Travelling Community in what they do	FODC
	2.4	Promote Neighbourliness within local Communities with an	FODC

	Action no.	Programme details	Delivery Agent
		annual programme outlined in the Good Relations Action Plan	
	2.5	Develop a Knowing your Neighbours e-Booklet, explaining some facts and figures about each area, the languages spoken, the types of pastimes etc.	FODC
	2.6	To promote resilience training among young people to actively combat racism	FODC
	2.7	Encourage the establishment of a student ambassador scheme for Fermanagh and Omagh district.	FODC
Equality of Service Provision	3.1	Work with all Departments of the Council to ensure high equality service provision for the BME and Traveller Community	FODC
	3.2	Training for staff in equality and linguistic diversity	FODC
	3.3	Develop a training programme for CVS stakeholders in equality and linguistic diversity	FODC CVS
	3.4	Work in partnership with generalist advice providers in order to enhance access to their services	FODC
	3.5	From a policy perspective, work with the NI Strategic Migration Partnership in regard to issues around migration, recruitment and equivalency issues in regard of qualifications	FODC
	3.6	Develop a new section on the Fermanagh and Omagh District Council Web site for people coming to live in the area, explaining the area and the "who, what, where, when and how" about living and working in the Fermanagh and Omagh area. This basic guide will aim to make the transition to the area much easier. This project will be developed with other agencies.	FODC
	3.7	Promote programmes aimed at BME communities through all Council services	FODC
	3.8	Continue to promote and support education attainment of BME young people through the works of local agencies e.g. support groups.	FODC
Participation	4.1	Host a "Welcome to The Fermanagh & Omagh District" event each year in Council Chamber organised by the Chairman as a way of making people feel they belong to the local area	FODC
	4.2	Host a "Newcomers Information Fair" each year encouraging all statutory body deliverers and CVS groups to engage in this information session. Work with the schools and DEL to update	FODC

	Action no.	Programme details	Delivery Agent
		information on newcomers	
	4.3	Develop the capacity of local BME groups to apply for grant aid	FODC
	4.4	Within Local Democracy week, promote participation by people from the BME and Travelling community in Council programmes as a way of spreading awareness of their culture and increasing their participation in local issues	FODC
	4.5	Support the work of the PHA and Health Trust in regard of health improvements for the Traveller communities in the District	FODC PHA
	4.6	Continue to engage in the NI Local Government Partnership on Travellers issues – in particular around accommodation and health based issues	FODC
Social Cohesion	5.1	"Learn the language of my Neighbour", workshops this year to include Polish, Latvian and Mandarin, with emphasis on cultural understanding as well as some useful phrases in the language	FODC
	5.2	Organise a range of "Come and Try food events" based on different cultural celebrations like the Spring Equinox, Christian European, Asian, African etc. with talks and discussions about the different traditions and for people to have the opportunity to speak and discuss different cultural aspects of their lives and the effects on their lives of intolerance	FODC
	5.3	Encourage the Churches Forums in each area to host a dialogue workshop once a year with other Faiths about how to promote a tolerant society in Fermanagh and Omagh and to share information about different faiths – work with CRC in this regard	FODC CRC
	5.4	Promote shared spaces and promote cross cultural themes within Council events.	FODC
Capacity Building	6.1	Identify a community voluntary sector mechanism for supporting the Travelling community in the Fermanagh and Omagh Council area.	FODC
	6.2	Support good practice visits (one per annum) to other BMET Support groups as a way of building ideas on integration and working with other service providers – how to become an enabling organisation	FODC
	6.3	Deliver English to Speakers of Other Languages (ESOL) classes in co-operation with local providers	FODC

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