

Sligo
Peace & Reconciliation
Partnership Committee

Action Plan
2008 – 2010

Updated June 2009



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PREFACE

This Action Plan for Peace and Reconciliation in County Sligo has been developed to provide a strategic framework for decision making on the implementation of Theme 1.1 of the Peace 111 Programme: 'Building Positive Relationships at the Local Level'.

The core objective of this strand of the Programme is to challenge attitudes towards sectarianism and racism and to support conflict resolution and mediation at the local community level. This element of the Peace III Programme will support the implementation of strategic models of collaboration between the public, private and community sectors that focus on reconciliation, cultural diversity and equality. It aims to establish meaningful cross-community and cross-border initiatives that will improve trust and tolerance, and reduce levels of sectarianism and racism.

The lead partner is Sligo County Development Board (CDB) with executive support provided by the Community and Enterprise section of Sligo County Council. The CDB is fully representative of local government, local development together with the State agencies and social partners including the voluntary and community sector operating in the county. The CDB has formed a sub-committee; the Sligo Peace and Reconciliation Partnership Committee to develop and manage the implementation of the programme in the county.

The planning process has been conducted in accordance with the principles of participation, openness, shared ownership, inclusive representation and mutual respect.

EXECUTIVE SUMMARY

Under Priority 1.1 of the Peace III programme – *Building Positive Relations at a Local Level* – a Sligo Peace & Reconciliation Partnership Committee was established under the Sligo County Development Board. The first task of this Partnership is the development of a Peace & Reconciliation Action Plan for Sligo. This plan will provide the framework through which funding will be secured for actions relating to Priority 1.1 of the Peace III Programme.

The vision of the Sligo Peace Partnership Committee is:

‘Sligo as a community where ethnic and religious diversity is welcomed and where positive relationships exist within and between sections of the community and with communities in Northern Ireland’

Based on needs identified through the consultation process, the Partnership Committee has identified six aims as follows:

1. To advance a renewed emphasis on peace-building and reconciliation
2. To achieve an improved awareness and understanding of sectarianism and racism in Sligo
3. To reduce the incidence of sectarian and racist incidents in Sligo and promote the value of cultural diversity
4. To heal the damage of the Northern Ireland conflict and build new cross-border relationships
5. To achieve improved participation by target groups and new communities in the mainstream community life of Sligo

6. To increase awareness of - and engagement with - peace-building and building positive relationships with Northern Ireland on a cross border basis

To achieve these aims the committee has identified ten key objectives as follows:

1. To facilitate innovative approaches to countering sectarianism and racism through programmes that raise awareness and promote improved inter-cultural relationships at the local level
2. To commission research on the nature and extent of sectarianism and racism in Sligo
3. To acknowledge the experience of people displaced from Northern Ireland to Sligo during the conflict and support programmes that address the broad range of perspectives and experiences arising from the conflict
4. To improve understanding of the dynamics of the conflict and our role in these dynamics
5. To build positive cross-border relationships and to improve the capacity of the resulting partnerships to actively address core conflict issues
6. To develop a skills pool in the county for conflict resolution and mediation and support the establishment of community mediation projects
7. To build on the experience of 10 years of successful peace-building work in Sligo and beyond
8. To encourage the exploration of Northern traditions and cultural expressions and the legacy of Sligo as a Garrison Town
9. To promote active participation in civic life among the programme target groups
10. To work with the Peace & Reconciliation Partnership Committee to develop their capacity and leadership skills to manage the Action Plan for Sligo

The achievement of these programme objectives will be worked towards by addressing five strategic priorities as follows:

- 1 Challenging sectarianism and promoting and further developing cross border peace-building
- 2 Countering racism and promoting positive attitudes to cultural diversity
- 3 Promoting conflict resolution and mediation
- 4 Supporting active participation by target groups in civic life
- 5 Developing the capacity and leadership skills of the Peace & Reconciliation Partnership Committee

The Committee plans to implement the programme in Sligo through two lines of action:

- Line 1 Actions directly undertaken by Sligo Peace and Reconciliation Partnership Committee
- Line 2 Actions undertaken by partnerships between agencies, institutions and community and voluntary organisations.

The following indicative actions are envisaged:

- Action Research into issues of Sectarianism, Racism and Lessons Learned from the Peace work done in the county to date.
- Rural Peace Project(s): Addressing Sectarianism/Cross-border Peace-building
- Urban Project(s): Addressing issues of sectarianism, racism and promoting conflict resolution at local/cross-border level

- Women's Peace Project looking at the impact of conflict/peace on women and children on both a local and global level
- Traveller Peace Project
- New Communities Peace Project
- Cultural/Heritage/Arts Projects which address core issues of sectarianism and racism
- Sports Projects which address core issues of sectarianism and racism
- Programme of Cultural Diversity Training
- Programme of Conflict Resolution and Mediation Training
- Inter-Faith Programme (Moving Beyond Sectarianism)
- Workplace Programme (Addressing Sectarianism and Anti-Racism)
- Political/Historical Projects (Broadening Perspectives)
- Youth/Education Anti-Racism/ Anti-Sectarian Programme(s)
- Developing the Capacity and Leadership Skills of Partnership Committee
- Small Grants scheme

The budget required to implement the programme to 2010 is €1,960,605

INTRODUCTION

The Sligo Peace and Reconciliation Partnership Committee has undertaken a thorough consultation involving focus group sessions, an open call for submissions from individuals and groups and internal discussions, to inform the development of this action plan. The plan has been prepared in the context of a growing religious and cultural diversity in the County, increasing cross-border trade and mobility and a national policy climate encouraging the peaceful transition to a more culturally-diverse and integrated society.

This Action Plan is based on the responses received to these consultation questions and the evidence of need provided by key statistical indicators and trends.

The plan has been prepared to reflect the following standards

- Responsive to need – evidence-based
- Additional to mainstream provisions
- Cooperative, involving a partnership of key stakeholders
- Focussed on key strategic issues
- Sustainable
- Measurable

Sligo County Development Board is the lead agent in bringing together the Peace and Reconciliation Partnership Committee in the county. Membership of the County Development Board includes elected members and the County Manager of the local authority, representatives of the social partners, key statutory agencies, the local development sector and of the community and voluntary sector in the county. The Peace and Reconciliation Partnership Committee has been constituted as a sub-committee of the Board and has the following membership:

Sligo County Council Elected Representatives (3 members)

Sligo County Council Executive (1 member)

Sligo County Community Forum (5 members)

Irish Creamery Milk Suppliers Association (1 member)

Irish Congress of Trade Unions (1 member)

Sligo LEADER Partnership Company (1 member)

Health Service Executive (1 member)

Sligo institute of Technology (1 member)

Sligo Vocational Education Committee (1 member)

Three places have yet to be filled on the Peace & Reconciliation Partnership Committee and the Committee has discussed the possibility of selecting representatives from different sectoral and religious denominations. This will be decided in the coming months.

SECTION 1

COUNTY SLIGO PROFILE

This section provides an overview of the county in terms of:

- Impact of the Conflict on County Sligo
- Population
- Settlement Pattern
- Diversity
- Disadvantage
- Local Service Provision and Policy Development
- The National Policy Context

A detailed statistical profile of the county is included in Appendix 2.

Impact of the Conflict on County Sligo

Although Sligo does not share a direct border with Northern Ireland, it would be inaccurate to say that Sligo has not been significantly affected by the conflict. The county has suffered indirectly by the tightening of the border during the conflict, resulting in the economic and social connections with Sligo's northern hinterland in Fermanagh and Tyrone and with the port of Belfast, being weakened. As recently as the last century, travel and trade was so extensive that Sligo was known as 'Little Belfast'. This sense of an east-west link has all but been lost in the conflict.

The border has also had quite a profound psychological effect leading to severed relationships, feelings of isolation and loss of social connection with Sligo's natural hinterland. It has created, in Sligo, a sense of silence around issues related to the conflict. Over the years, that has manifested into a certain sense of apathy with regard to the impact the conflict might have had and to our societal responsibility for addressing these issues.

Consistent with the experience with other border counties, the Protestant minority community has experienced some degree of prejudice and discrimination in Sligo, though as a community they express that the distance from the border meant Protestant identity was a less conflictual issue than in other places. Further discussion of the sectarianism experienced is detailed in Section 3: Statement of Needs

The main direct impact in Sligo was the bombing in August 1979 in which Lord Mountbatton and three others were killed off the shore of Mullaghmore. The impact of this bomb is still felt in the area.

While the experience of people displaced from Northern Ireland to County Sligo during the conflict is similar to that in the rest of the region, it is - - in Sligo - also somewhat unique. The relatively small numbers of this population in comparison to other border counties has increased the sense of isolation resulting from displacement. The size of this community also leads to a certain sense of vulnerability.

Finally, the republican community in Sligo faces unique challenges. As a former garrison town with strong Anglo influences there was little support for – or discussion on – republicanism and its concerns. This contributes to the isolation and exclusion experienced by the ex-prisoner and former combatant community.

Population

The area covered by this plan is the entire administrative area of County Sligo. In 2006 the county had a population of 60,894 persons. The main urban area of the county is Sligo Borough with a population of 19,402 in the town and its environs.

Sligo Borough is designated as a Gateway city under the National Spatial Strategy.

Settlement Pattern

In comparison with the State as a whole, Sligo is a strongly rural county with 68% of the population living in the aggregate rural areas. The average for the State is 39% living in rural areas. However in comparison with the Border Region, Sligo is relatively urban in terms of its settlement pattern. Within the region the proportion of the population living in the aggregate urban areas is surpassed only by County Louth. The nature of this settlement pattern indicates the need for distinct approaches to both rural and urban peace-building in Sligo. Over the years this has been one of the key learnings of peace projects in the County of Sligo: the need for peace-building models suitable to rural dispersed populations where the issues of conflict/peace are less evident but nonetheless embedded in community structures.

At the same time, Sligo town experiences issues particular to urban environments, for example it experiences higher densities of displaced persons, new ethnic communities and Travellers.

Therefore this plan emphasises the need for two distinct actions addressing Rural Peace Projects and Urban Peace Projects.

Diversity

Both religious and ethnic diversity in the population of County Sligo have increased in recent years.

Figures indicating the level of religious and ethnic diversity in the county are drawn from the Census of Population 2006 (CSO, 2007).

Religious Diversity

The growth in religious diversity in the county has accelerated markedly since the 1981 census. The percentage of the county population affiliated to the Roman Catholic Church has declined from a high point of 94.2% in the mid 20th century to a historic low of 88.1% in 2006

The 2006 level of Catholic affiliation is marginally above the average rate for the Border Region of 87.7%. Four Electoral Districts in County Sligo recorded a Roman Catholic population below 80%. These are: Toberpatrick West, Annagh, Coolaney and Temple.

The religious mix of the population of Sligo is shown in table 1. The Church of Ireland is the main minority religion in the county with approximately 2,500 members recorded in the 2006 Census of Population.

Table 1

Religion	Number	Percentage
Roman Catholic	53,650	88.1%
Church of Ireland (incl. Protestant)	2,498	4.1%
Muslim (Islamic)	361	0.6%
Other Christian religion	302	0.5%
Presbyterian	284	0.5%
Orthodox	90	0.1%
Methodist	186	0.3%
Other stated religions	562	0.9%
No religion	2,187	3.6%
Not stated	774	1.3%
	60,894	

Nationality

Census 2006 recorded 5,477 people of non-Irish nationality in County Sligo representing 9.2% of the population, marginally above the average figure for the six border region counties of 9.1%. The number of non-Irish nationals usually resident in Sligo increased by 36% between 2002 and 2006.

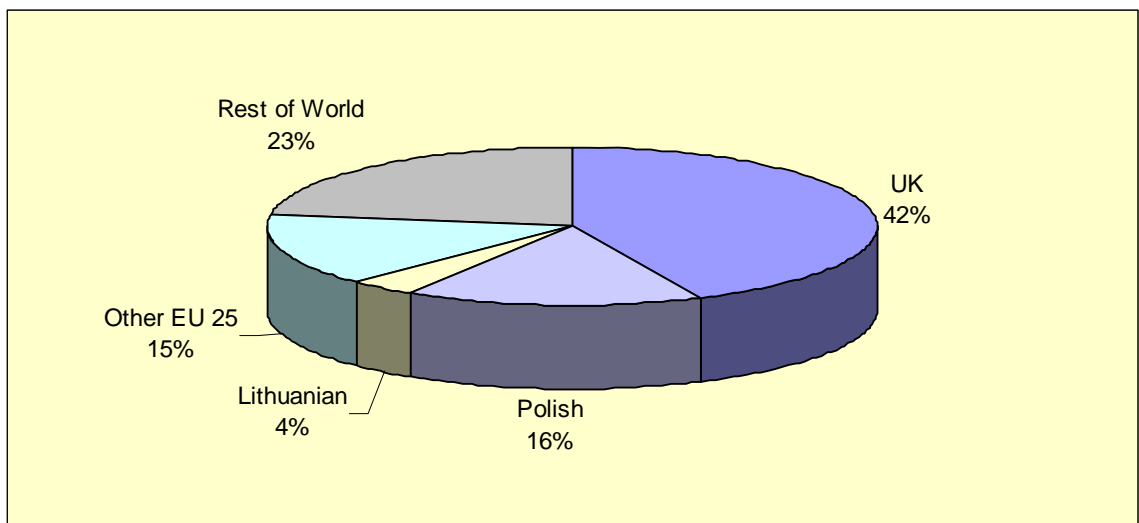
Table 2. shows the breakdown of the population by nationality in the county recorded in Census 2006.

Chart 1 shows the breakdown of the non-Irish population in 2006.

Table 2

Irish	UK	Polish	Lithuanian	Other EU 25	Rest of World	Not stated
54366	2119	769	184	733	1110	577
90.8%	3.5%	1.3%	0.3%	1.2%	1.9%	1.0%

Chart 1. Breakdown of Nationalities of Non-Irish Nationals Sligo 2006



Ethnic Origin

Of those responding to the question on ethnic origin, Census 2006 recorded 91.2% of the population of Sligo as 'White Irish'.

Table 3. shows the breakdown of ethnic origin of the population of the county recorded in Census 2006.

Table 3

White Irish	White Irish Traveller	Other White	Black or Black Irish	Asian or Asian Irish	Other
53732	326	3611	193	499	524
91.2%	0.6%	6.1%	0.3%	0.8%	0.9%

Ex-prisoners, displaced persons and former combatants

Tus Núa Sligeach represents ex-prisoners, displaced persons and former combatants in the county. This group was established in late 2002 in Sligo Town but covers the whole of County Sligo. The group has identified 80 – 85 individuals and their families (i.e. approximately 400 people) as their target population within this area.

Asylum Seekers and Refugees

Globe House Reception and Integration Centre for Asylum Seekers in Sligo is home to 250 individuals awaiting decisions on their appeals for refugee status. Coming from a wide array of cultures and situations many have suffered directly for the effect of conflict in their country of origin. The situation of Globe House in Sligo town offers a unique opportunity for this Peace III Programme to address issues of racism, integration, multiculturalism and the connection between local and global peace issues.

In addition, Sligo has a population of 68 Kurdish Programme Refugees. Programme refugees are invited to Ireland by the Irish Government as part of a specific humanitarian crisis. This particular group of refugees came from a UNHCR (UN High Commission for Refugees) camp near Ruwayshid in Jordan. Iranian Kurds had fled from Iran to Iraq during 1979 – 1981. Following heightened insecurity associated with the Spring 2003 military intervention in

Iraq, the group fled to the Jordanian border where they lived in 'No Mans Land' refugee camp. Due to the vulnerability of the camp the UNHCR proposed to close the camp in 2005 requiring a strong humanitarian response. It was in this context that the Irish government decided to resettle a number of these refugees to Sligo. In all, families had spent 25 years in various temporary camp-like sites – the children have known no other kind of existence.

The racism experienced by both Asylum Seekers and Programme Refugees in Sligo will be further discussed in Section 3: Statement of Needs

Traveller Community

Census 2006 recorded 326 members of the Traveller community living in Sligo. By definition the Traveller population in an area is variable. A survey of the Traveller community in Sligo conducted in 2006 showed a total population for Sligo of 448 travellers, representing 1.8% of the national traveller population.

Examining the age profile of the traveller population in comparison to that of the total population of Sligo reveals a stark contrast in life expectancy levels and the relative proportions of young people in the two communities. Nationally, Traveller males have a life expectancy at birth that is ten years less than males in the general population. For female Travellers the expectancy is twelve years less (*Traveller Health – A National Strategy 2002-2005*). Nationally, only 3.3% of travelers live beyond the age of 65 years.

Sligo County Development Board was requested by the Government in mid-2006 to initiate a process of developing a strategic plan to enhance inter-agency co-operation in the delivery of service and supports to the Traveller Community (Circular LG12/06). Consequently, an Inter-Agency Traveller Strategy Group (ITSG) was established by the County Development Board in July 2006 to develop an '*Integrated Traveller Strategy*' for the County .

The overall aim of the ISTG group stated:

'To devise an integrated plan for the delivery of services at a local level that will result in greater participation by Travellers in mainstream society with better outcomes for Travellers in Co. Sligo. The plan will address health, education/training, employment/income, accommodation, youth issues, childcare, culture, community development and relationship with the Garda Síochána'.

Disadvantage

Using the Haase Index of Relative Deprivation, the relative advantage of Sligo has weakened over the past fifteen years from a score of 3.3 in 1991 to 1.8 in 2006. This index shows the most affluent areas located in the suburban areas of Sligo town, whilst the Western parts of the county tend to be slightly more disadvantaged. The urban wards of Sligo East and Sligo North recorded relative deprivation scores of -6.1 and -8.2 respectively and together they account for almost 20% of the county population.

The index of disadvantage derived by the Small Areas Health Research Unit (SAHRU) from the results of the 2006 Census of Population provides an indication of the relative levels of disadvantage in the county and the pattern of distribution of economic and social disadvantage.

- Map 1 illustrates the distribution of relative disadvantage in County Sligo based on this index. The most disadvantaged areas are located in the main towns of Sligo, Tubbercurry and Ballymote with concentrations of disadvantage in certain rural EDs in the West of the county, the north-western peninsula, the rural areas to the east of Lough Arrow and in south Sligo in the vicinity of Gurteen.

Urban Disadvantage:

RAPID is an initiative of government to target the most concentrated areas of disadvantage in the country. Designation as a RAPID area confers a priority for investment in social and community infrastructure in an area.

In Sligo, the following urban areas have been designated under the RAPID Programme:

- Cranmore Estate,
- Forthill Area/Cartron Estate,
- Garravogue Villas/Doorly Park,
- St Josephs Terrace/St Bridgets Place/Pilkington Terrace,
- Maugheraboy/Jinks Avenue/Tracey Avenue

In total, approximately 1,645 households are included in the Sligo RAPID area. This represents 25% of households in the Sligo Borough Council area.

(Implementing the RAPID Programme – Action 7.11 of the CDB Plan. 2006-8)

The RAPID Programme has recently re-focused its attention in RAPID areas in several thematic areas – Community Safety being one of these. The lead agency of this RAPID Sub-Group, Garda Siochana, has recently identified that racist crime and reports of incidents perpetrated against members of ethnic groups and non-Irish nationals are increasing in the Sligo-Leitrim division, and are of particular of concern in Sligo Borough area. Such incidents as criminal damage, vandalism, verbal abuse and assaults are being carried out by some indigenous people against those from the New Communities, Asylum Seekers and Refugees.

One of the measures that are proposed to deal with such incidents is to tackle the attitudes leading to this behaviour through community education, cultural awareness and anti-racism training in RAPID areas. Positive events to showcase each new culture and ethnic group are also proposed by linking with Sligo Leader Partnership Migrants' Worker, Diversity Sligo and Sligo Immigrant Organisation.

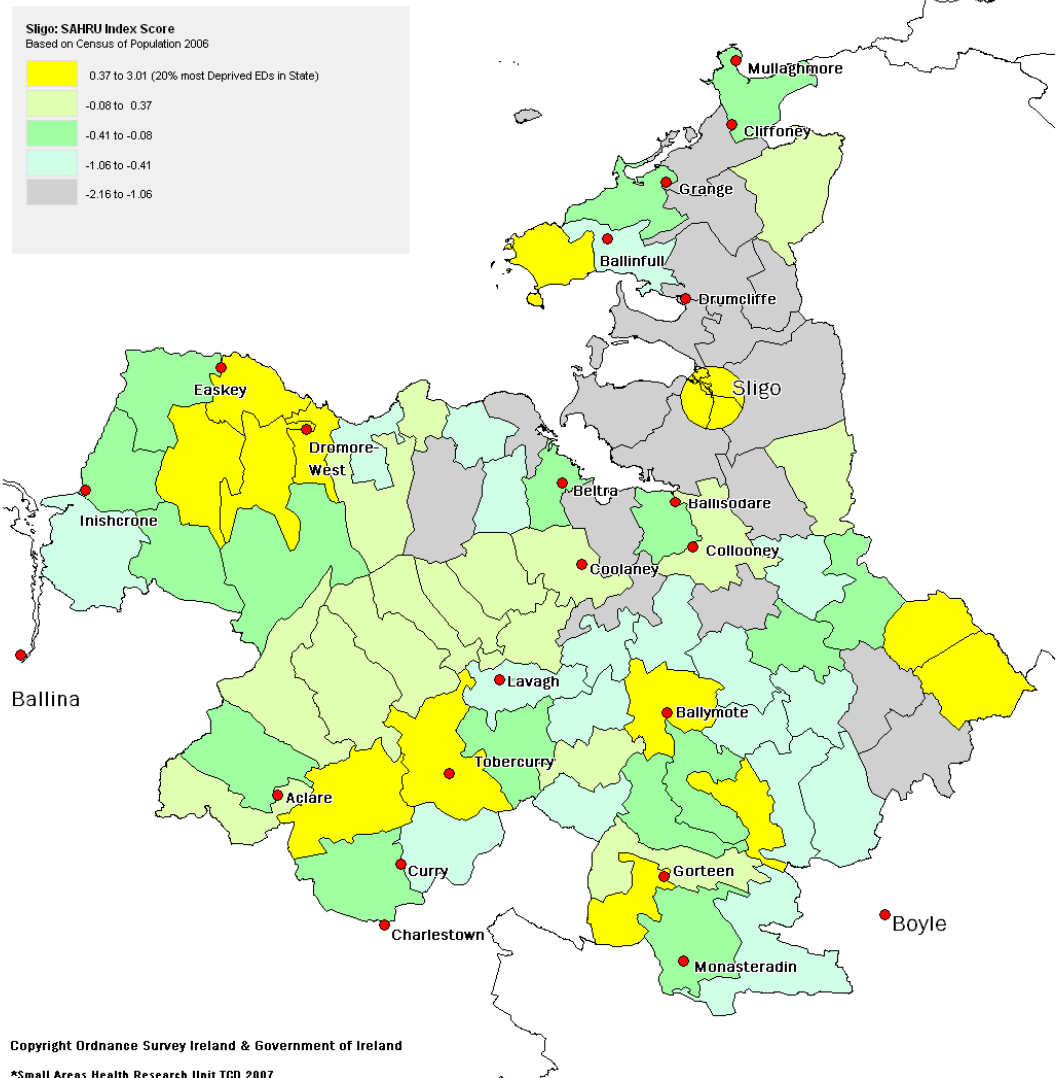
Rural Disadvantage:

CLÁR is an investment programme for disadvantaged rural areas. It was introduced in October 2001 arising from a commitment in the Programme for Prosperity and Fairness to provide a targeted investment programme in disadvantaged rural areas

Sligo is a predominantly rural county with a relatively low proportion of the population living in large towns. The Clár designated areas in the county include 34,572 people or 53% of the county population.

Sligo urban area and its immediate hinterland are the only areas excluded from the programme.

SAHRU* - National Deprivation Index, 2006: Ranking by ED



Local Service Provision and Policy Development

Services relevant to this plan are provided by both public sector and local development organizations in the county.

Sligo County Council

Sligo County Council delivers a wide range of services necessary to the physical, economic, social and cultural life of the county. Services of particular relevance to this plan are managed by the Community and Enterprise Section

The Office of Community, Enterprise and the Arts aims to further enhance the Council's role in working with local community groups and voluntary organisations in the economic and social regeneration and development of their areas.

Work programmes such as Urban & Village Renewal, CLÁR Village Enhancement, RAPID, the Community & Voluntary Grant Scheme, the Arts Grant Scheme and the Pride of Place Awards allow this department to work with communities in improving their areas physically, socially or culturally.

The office is also responsible for securing significant external funding sources to undertake new activities including: the establishment of a Volunteer Bureau for Sligo, the development of a play policy and play facilities in the county and a Rural Economic Development Strategy for Tubbercurry and Enniscrone. The office of Community and Enterprise continually strives to improve cross border relationships with key projects like the Seaside Towns Initiative, Linear Park project and the Omagh Sligo Partnership.

Sligo County Development Board (CDB)

The role of Sligo CDB is to co-ordinate and integrate the activities of all public sector activity in the County in conjunction with the social partners. Membership of the Board is drawn from Local Government, Local Development, State Agencies and the Social Partners including the Community and Voluntary Sector.

The Community and Enterprise Section of Sligo County Council provides the secretariat to the CDB.

The shared vision of the County Development Board is of Sligo as *a place with vibrant cultural and commercial activity, a thriving urban centre, dynamic and safe urban and rural communities, a strong sense of civic pride and a superior quality of life*

Key goals of the CDB process include:

- The development of a critical mass of infrastructure Developments in enterprise, industry, agriculture, retail and tourism that maximise opportunities and employment potential in an environmentally sustainable way.
- The development of a co-ordinated and multi-agency approach in tackling the structural and attitudinal barriers surrounding social inclusion
- The promotion of Sligo's cultural life whilst balancing accessibility and development with the need to protect and preserve the County's heritage and unique environment.

The strategic plan for the County Development Board *'An Integrated Economic, Social and Cultural Strategy for County Sligo 2002 – 2012'* acknowledges the importance of addressing issues of sectarianism, racism and equality under Priority 6 titled 'Equality and Diversity'. The overarching objective of this priority is: *'to promote equality of access to and participation in economic, social and cultural development and to acknowledge diversity'*.

Initiatives undertaken under this priority have included interagency groups providing support for; Refugees, members of the Traveller Community, Lone Parents and Youth. The County Council and County Sligo Vocational Educational

Committee are currently in the process of establishing an interagency group for the development of Sligo Youth Council which has strong cross-community representation.

Local Development Social Inclusion Programme

This programme provides a series of measures designed to counter disadvantage and to promote equality and social and economic inclusion. This Programme is operated in county Sligo by Sligo LEADER Partnership Company. The Programme provides for actions across three sub-measures – Services for the Unemployed, Community Development and Community Based Youth Initiatives, designed to address poverty and social inclusion in county Sligo.

The Local Development Social Inclusion Programme specifically targets the following groups:

- Long-term unemployed
- Socially and economically disadvantaged women
- Young people at risk
- Travellers
- People with disabilities
- Homeless people
- Ethnic minorities
- Lone parents
- Ex-prisoners
- Low income households

Community Development Programme

This Programme provides financial assistance to projects towards the staffing and equipping of local resource centres which provide a focal point for

community development activities and to other specialised community development projects and initiatives having a strategic importance. The Programme is aimed at addressing all areas of poverty and disadvantage. Projects are concerned with the needs of women and children, those with disabilities, the homeless, lone parent families, the elderly, the unemployed, young people at risk, Travellers, and other disadvantaged groups.

Two community development projects are supported under this programme in Sligo. These are:

- CLASP the Community of Lough Arrow Social Project operating in the southeast of the county
- Sligo Northside Partnership located in the North Ward of Sligo Borough

Supports for Specific Minority Communities

The following groups provide support services to specific minority communities within the county:

- Sligo Traveller Support Group
- Sligo Interagency Refugee Group
- Sligo Immigrants Organisation
- Diversity Sligo

National Policy Context

National Policies of particular relevance to this plan are the *National Action Plan for Social Inclusion 2007 – 2013* and the *National Action Plan against Racism 2005-2008*.

The National Action Plan for Social Inclusion 2007 – 2013 (NAPinclusion) sets out a comprehensive programme of action to address poverty and social exclusion. The overall poverty goal is:

“To reduce the number of those experiencing consistent poverty to between 2% and 4% by 2012, with the aim of eliminating consistent poverty by 2016, under the revised definition”.

The target groups under this programme include:

- Children;
- People of Working Age;
- Older People;
- People with disabilities; and
- Communities.

The overall aim of the *National Action Plan against Racism* is to provide strategic direction to combat racism and develop a more inclusive, intercultural society in Ireland based on a commitment to inclusion by design, not as an add-on or afterthought and based on policies that promote interaction, equality of opportunity, understanding and respect.

The intercultural framework underpinning the Plan is based on five objectives and can be summarised as follows:

- Effective protection and redress against racism;
- Economic inclusion and equality of opportunity;
- Accommodating diversity in service provision;
- Recognition and awareness of diversity; and
- Full participation in Irish society

SECTION 2

DEVELOPMENT OF THE PLAN

This section provides an account of the development of the plan under the following headings:

- Review of previous Work under the Peace Programme
- Consultation Process
- Consultation Findings
- Review of Evidence of Need
- Area SWOT

Review of Previous Work under the Peace Programme

While the legacy or impact of the conflict in County Sligo was depicted in Section 1, it is important too to reflect on the legacy or impact of a decade of peace initiatives in County Sligo. The Peace I programme brought necessary investment to local community development and infrastructural projects. It also laid the foundation for several of Sligo's most successful peace initiatives such as the Riverbrooke Cross-border Project, the Sligo/Omagh Partnership and the NUI Galway Diploma in Peace-building Practice delivered from St. Angela's College. Cross-border Projects in Sligo's Northside and Cranmore areas were established while Sligo Leader Partnership were delivering a range of programmes funded under Peace I, including initiatives targeting women and Travellers. Additionally a wide range of local community development, community infrastructure, local social economy and cross-border projects were funded through the SEUPB Peace I fund (through Border Action and CFNI – Community Foundation for Northern Ireland) through the IFI (International Fund for Ireland), Co-operation Ireland and the CRC (Community Relations Council).

At that time, the Sligo St. Patrick's Day Festival also established impressive cross-border partnerships with loyalist groups in East Belfast long before many other groups were even dreaming of such links. Over the years these links have continued, deepened and broadened to other local community groups.

What is known now as the Peace II Programme brought a sharpened focus on the need for reconciliation. Some groups rose to the challenge of addressing the core issues of the conflict and put this work at the core of their programmes: Notably, the Riverbrooke Project, the Diploma in Peace-building Programme, and the then newly established Tus Nua organisation. Other groups understandably struggled with the notion, reality and difficulty of reconciliation and tended to concentrate their efforts on building cross-border co-operation, engaging in cross-community contact or developing specific projects with communities north of the border.

As a result, Sligo has a wealth of cross-border partnerships which are ripe for further development. Firm foundations have been laid over the last decades in projects such as the Sligo/Omagh Partnership, the St. Patrick's Day Festival with East Belfast, Kids Own projects in Fermanagh, and cross-border projects in Northside Partnership and Cranmore Community Co-op. These are by no means the only cross-border partnerships in the Sligo ready for the next stage of dealing with core conflict issues and creating opportunities to promote meaningful cultural diversity and understanding.

While the successes of some of Sligo's peace initiatives are notable and have served as models of good practice throughout the region and internationally, there have been difficulties experienced in peace-building in Sligo. There is still an obvious need for issues of peace-building to be mainstreamed into the institutional fabric of the County. The Peace and Reconciliation Partnership Committee hope to significantly contribute to this aim over the next five years.

A further difficulty has been the 'piece-meal' nature of funding – or gaps and time delays in funding – which has seen a high turn-over of staff in key peace projects. The loss of project memory and the peace-building capacity of organisations have been significantly impacted and it has proved difficult to attract and maintain

appropriately skilled staff. Also, not to be underestimated is the administrative burden experienced by groups delivering peace projects. This situation has led to a number of key projects expressing concern about their capacity to meet the requirements of delivering future 'peace' projects.

It is hoped that the proposed structure of this Action Plan will help to mitigate against some of the difficulties experienced in the past, will highlight the success of peace projects to date in the County and will support these and new initiatives delivering the goals of PEACE III.

Consultation Process

Consultation was conducted through a series of public meetings, one-to-one consultations with Partnership Committee members and an open call for submissions.

Questions posed in the course of the consultation were as follows:

1. What would you consider to be the specific needs and key issues with regard to reconciliation in County Sligo?
2. What would you consider to be the specific needs and key issues with regard to sectarianism in County Sligo?
3. What would you consider to be the specific needs and key issues with regard to racism in County Sligo?
4. Who do you consider to be most affected by sectarian and racist incidents?
5. What effect do sectarianism and racism have on the wider community and what responsibility does the community have to address these issues?
6. In your opinion, are there other issues or challenges in Sligo that have implications for peace-building and reconciliation within the context of the Peace 111 Programme?

7. Bearing in mind the aims, objectives and focus of the Peace 111 programme and of Priority 1.1 in particular, in your opinion what projects or activities need to take place?
8. How to strengthen existing institutional arrangements and instruments with regard to the themes of reconciliation, sectarianism and racism?

Public Meetings:

Three public consultation meetings were held:

- April 1 2008 Enniscrone
- April 2 2008 Tubbercurry
- April 4 2008 Sligo Northside Centre

These events were advertised on local media (newspapers and radio) and through direct mail contact with past participants of the Peace I and Peace II programmes.

The purpose of the events was:

- To inform people of the guidelines for Theme 1.1
- To gather information on particular issues that may be addressed through the Programme
- To identify projects or approaches that may be appropriate to the Programme in County Sligo.

In total approximately 30 people attended the series of meetings. The consultation meetings were also attended by a representative of Border Action, members of the Peace Partnership Committee and representatives of the staff of the Community & Enterprise Section of Sligo County Council.

Submissions

A call for submissions was issued through local press and on the County Council Website.

Submissions were received from:

- Community of Lough Arrow Social Project
- Tus Nua Sligeach
- Cranmore Community Co-operative Society
- Riverstown Enterprise Development (Sligo) Ltd
- Cairde Intercultural Festival
- Riverbrooke Cross Border Initiative
- RAPID
- Ballymote Community Enterprise Ltd
- Junior Achievement

In addition, there were a further twelve proposals received from organisations suggesting specific projects or programmes for consideration.

One-to-One Consultations

Individual consultations were held with:

- Sligo Trades Council
- Sligo VEC
- Health Service Executive
- Sligo Institute of Technology
- Sligo Community Forum
- Sligo County Council

Consultation Findings

Relevant issues raised at the public consultation meetings are summarised below:

Key Issues of Concern

- The growth of new communities was noted as an issue giving rise to problems of racism in pockets where there are significant non-national populations and low level of integration
- Low incidence of women's groups in many areas
- Low participation of women in decision-making roles in Community Development organisations
- Need for cultural diversity awareness in schools
- Need for a strategy for engagement with Globe House residents
- Need to address racist attitudes in RAPID areas
- Particular issue of feuding families in RAPID areas
- Women's equality issues – need for coordinated response via groups /networks
- Southern Protestants and Republicans excluded from many civic fora.
- There is a difference in conditions urban/rural and this should be reflected in the plan

Opportunities for Development

- McFirbis Centre (West Sligo) - issue of under-use and potential as a cross-community focus
- Potential for history of protestant community to be documented – process could promote improved mutual understanding/respect
- Youth Sport West ongoing project with links to Omagh schools potential for future development in line with Programme priorities
- The existence of Foroige and Macra groups was pointed to as a possible opportunity for links with NI young farmer's groups

- Amateur drama is very strong in the county and could form a basis for highlighting/challenging issues of sectarianism
- Traditional music is also particularly strong in the county and could provide an opportunity for linkage with Ulster Scots cultural tradition
- Junior Achievement well placed to tackle emerging racism in schools
- Tus Nua has client base of 400 in the county problems of unemployment, early school leaving, need for skill development
- Archive of legacy of the troubles for Tus Núa clients

Programme Implementation Issues

- Composition of Partnership Committee must include expertise in the area of Sectarianism and Racism
- The Partnership Committee must tap into existing organisations

Submissions

Relevant issues raised in submissions received are summarised below:

Riverbrooke Cross-border Initiative

We at Riverbrooke see measure *1.1 Building Positive Relationships at local Level*, as providing an opportunity to address barriers and division at local level and across the border to bring about positive and lasting change within our communities.

'We have found that a combination of practical and social activities with targeted Peace-building activity has been very successful.'

Any peace plan will need to:-

- recognise that the needs and experience of the rural community are different than those in an urban setting,

- recognise the courage needed for individuals and groups to get involved in the peace work at a local level and provide the support necessary to sustain the work
- acknowledge the fact that building peace in communities is a long-term process, instant results are unlikely and a long term commitment is essential
- find a way of measuring the successes that are relevant to Co Sligo
- have a co-ordinated forward/strategic planning approach which includes an exit strategy
- be underpinned by a recognition that 'both sides' (geographical, religious Political divides) suffered as a result of the conflict
- adopt a human rights based approach

RAPID submission:

There are huge needs emerging in the RAPID areas around racism at the moment - as a response to the influx of "new communities" into Sligo Town. The message of adults is now reaching their children and being voiced through racist verbal attacks, graffiti, vandalism and criminal damage and sometimes in a few instances, assaults. Perhaps with the economic slow down there will be a worsening of this situation as there is competition for jobs.

Travellers and settled people also exhibit in-group and out-group intolerance against each other in Sligo RAPID communities. This has been witnessed in local schools from students and teachers. There are also serious feuds between groups of Travellers and groups of settled people due to hatred and intolerance. The solutions lie in equal status contact and educational initiatives between all of those affected.

Cranmore Community Cooperative Society Submission

Racism and sectarianism stem from relative inequalities in wealth in minority

groups. Lower school participation rates for students from some cultural and linguistic groups lower literacy and numeracy outcomes, lower rates of attendance, participation and retention in education, social engagement, barriers to employment and further education pathways, gifts and talents of students from some cultural and linguistic groups are not recognised and /or developed. Concentration of poverty and disadvantage associated with a certain amount of segregation.

The wider community has a responsibility to implement measures or programmes to promote accountability of racial attacks. Implement programmes to highlight the advantages of a diverse society. Educate and sensitize elected officials and civil servants on mutual respect, citizenship and the obligation to protect and promote human rights.

Tus Nua Submission

The need to address the issues – collectively and individually – of the Republican ex-prisoner, displaced persons and former combatant community in ensuring that they partake in a full role in local civic society.

Specifically;

- (a) To assist in providing educational, training and emotional support;
- (b) To foster attitudinal change and reconciliation within the target community itself and between the target community, those from a unionist/protestant heritage and wider civic society in County Sligo.

Acknowledging cultural\religious differences and the historical difficulties that have arose because of such differences. To promote education and awareness of the same specifically;

Overtly both the 'new Irish' and the travelling community are affected by an open hostility from sections of the community. Less obvious is the political sectarianism suffered by some within the republican ex-prisoner community, where there is a

more latent form of discrimination. Many view those involved in politically motivated organisations that were involved in the Northern conflict as being 'secondary-class' citizens.

(a) The role of those who come from an active republican\nnationalist background;

(b) The role of those who come from a unionist\nprotestant cultural tradition;

While on a national level, Coiste na nIarchimi (the umbrella body of the politically motivated ex-prisoner groups etc.) is seeking recognition of the specific needs on a statutory level of those affected by the conflict in the North, locally we would like formal recognition and inclusion within local development and work-plans of agencies such as the local authorities, VEC, HSE etc. to address the social, economic, educational and personal development needs of our target community here in County Sligo (approx. 1% of the population). It would be our intention that through promoting policies of equality and inclusion that in time our target community will be fully integrated into Sligo society.

[Note: These four submissions were considered fair representation of the tenure and content of overall submissions. Their specific inclusion at this junction in the report does not negate the significant and collective input of all submissions received.]

One-to-One Consultations

Key points raised in one-to-one discussions with key stakeholders are summarised below:

Health Service Executive

HSE have implemented a pilot Intercultural Health Programme within the Primary Care Unit. See potential for extending this programme in partnership with Local Authority. The aim would be to move towards greater integration of new and minority communities (including travellers) through a focus on specific health issues under Peace 3. The programme would include information provision to

minority groups on health and health services as well as informing those involved in care provision of specific issues for the target groups.

Sligo Trades Council

From the Sligo Trades Council perspective the key issue is racism directed towards immigrant workers. They see a need to improve understanding amongst the local population of the cultural background of immigrants and to increase contact between the local population and immigrant workers.

ICTU has already developed links with the Polish community in Sligo and see potential for continuing and developing this initiative. Specifically, the potential for exploring cultural difference and similarity through the medium of theatre or story-telling was cited as a potential approach for challenging racist attitudes.

VEC

Youth Sport West has been operating since 1999 involved pupils from 8 secondary schools and 40 primary schools linked with Omagh on a cross-border basis. Also, Club Sport West which operated for 3 / 4 years promoting minority sports.

Opinion that Sport would again be a good vehicle for promotion of anti-sectarianism in the County.

Community Forum

Particular need for work to achieve greater integration of new communities in particular Polish migrant workers in local community. While the concentration of Eastern European migrant workers is in Sligo town there are significant numbers in other parts of the county.

Language barrier is important issue.

Has proposed that a representative of the Polish community be asked to join the committee.

Also referred to Travellers as a priority group and proposed that traveller community representative be brought on to the committee.

Also cited the Riverbrooke project as a good model which could be extended through the programme.

Saw Sligo Northside and Merville as communities in need of support and referred to the precarious nature of their funding.

Sligo Institute of Technology

There are access issues facing members of the Traveller Community and non-Irish nationals in relation to third level education that could be assisted through the Programme

Sligo Local Authorities

Sligo Local Authorities are responsible for overall development within the city and county in conjunction with other agencies and are convinced that the Peace 111 Programme provides the opportunity, both through funding and the partnership structure, to further develop cross-border relationships, address the impact of the border on the county and tackle sectarianism and racism. Sligo Local Authorities have been actively involved for many years in ICBAN, Interreg Programmes, the Sligo Omagh Partnership and the Peace 1 & 11 Programmes resulting in a range of initiatives that have built the interest and capacity of Sligo elected members, staff and the public in cross-border activities and peace building work. In particular, the Local Authorities are keen to address the following issues and initiatives:

- Access to Northern Ireland, the East-West link, up-grading the N16
- Further development of the Sligo-Omagh Cross Border Partnership
- Development of initiatives with neighbouring County Fermanagh
- Addressing the Anglo Irish heritage in the context of the development of the Gateway in Sligo City and the broader cultural brand and identity within the county.

- Building the interest and capacity of staff and project partners in peace-building work and addressing the silence around sectarianism
- Looking at best practice needs on a cross-border basis regarding service delivery and customer service in the context of cultural diversity and new communities.

The Peace & Reconciliation Partnership Committee

The Partnership Committee has had a number of meetings to discuss the development of the Action Plan and its own role in devising and managing the implementation of the Action Plan. However due to the time constraints in relation to the submission of the Plan to SEUPB the Partnership Committee has indicated the need for further training to ensure it has the capacity to manage the Action Plan for Sligo. As stated in the plan one of its key objectives is *to work with the Peace & Reconciliation Partnership Committee to develop their capacity and leadership skills to manage the Action Plan for Sligo.*

A budget of €22,500 over the life of the plan has been included to provide this capacity building.

From May – December 2008 it is envisaged that the Committee will undertake training covering the aims, vision and actions included in the Plan. The services of organizations / specialists with expertise in peace-building education and training will be procured to assist the work of the Partnership Committee.

During the first year of the plan each organisation represented on the Committee will be asked to undertake an analysis of its own organisation with a view to implementing actions on peace building, sectarianism and racism.

Over the life of the Action Plan it is also intended that the Committee members undertake training on the issues of Sectarianism and Racism.

Review of Evidence of Need

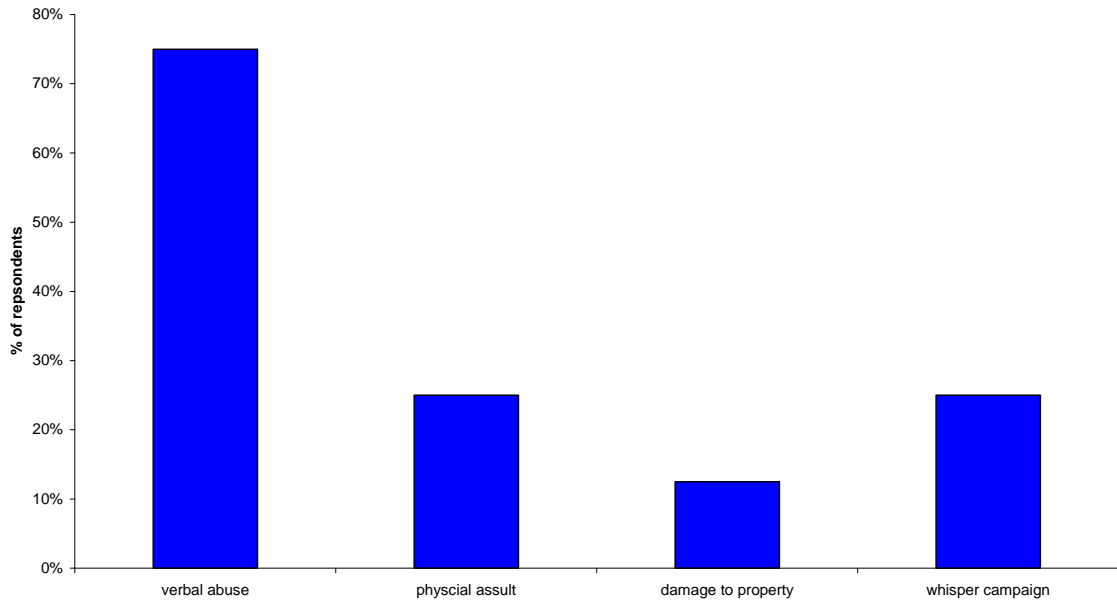
As well as the statistical evidence of the increasing religious and ethnic diversity in the population of the county presented in the Profile, the evidence of need for interventions to promote reconciliation and the accommodation of difference is reinforced by the findings of research carried out in 2006 and quoted in the Sligo Reconciliation Profile prepared in 2006. Further confirmation of need is provided by the outcomes of the consultation process conducted during the preparation of this plan.

Sectarianism

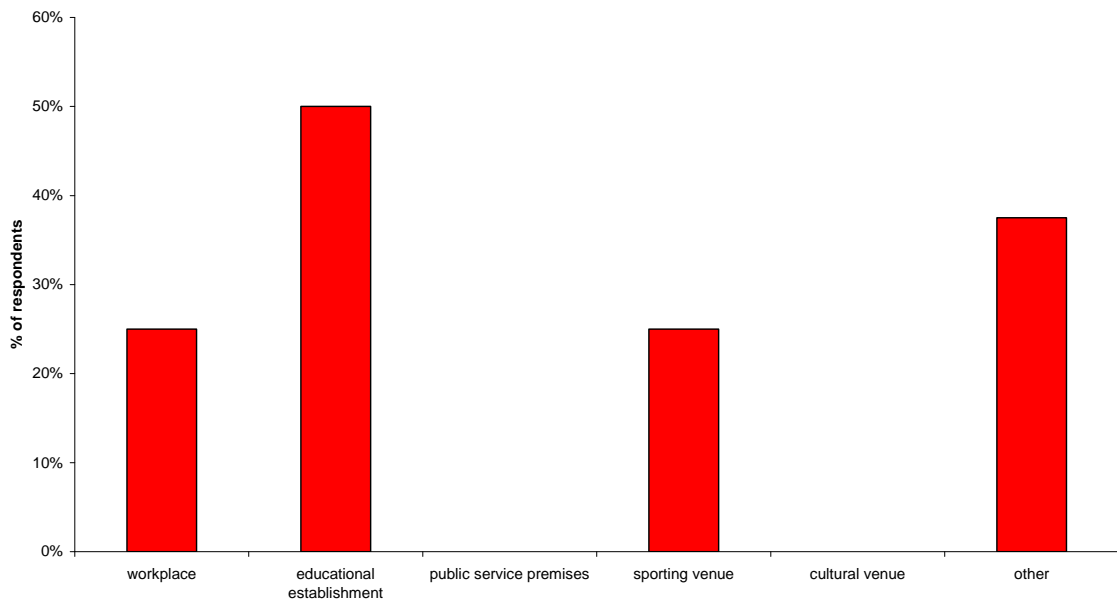
In Sligo, distance from the border means that religious identity is not as much of an issue as it is in other counties and sectarian views or acts are rarely expressed overtly. In the consultation process carried out in preparation for this plan the issue of sectarianism was rarely mentioned by participants. Yet, research evidence suggests that there is an underlying sectarianism within Sligo society. (Ref. Reconciliation Profile, 2006)

When asked had they ever experienced discrimination, due to their religious beliefs, 21% of Protestant Sligo respondents answered that they have suffered negative discrimination. Unlike in Northern Ireland, sectarian or racist incident data is not reported by An Garda Síochána at local level. The research cited here is sample-based and can only give an indication of the prevalence of sectarian incidents. The following charts depict the type of discrimination that took place and the location of discrimination.

Type of discrimination that took place



location of discrimination



All respondents rated cross-community relations in the county as average, good or excellent. 76% of respondents regularly socialised with people from the Roman Catholic Community while only 3% said they never did.

When asked about discussions with Roman Catholic friends or neighbours, respondents said they frequently had conversations about local issues and sport; far less frequently about politics and religion; and rarely or never had conversations about Northern Ireland or the Peace Process.

When asked specifically about the need for reconciliation work between the Protestant and Roman Catholic community in Sligo, 21% of respondents said there was a clear need.

Racism

The issue most frequently raised in consultations was racism.

Again, we have little hard evidence to enable an estimate of the scale or precise nature of racist incidents in the county. Anecdotal evidence suggests that racism is a growing problem in communities, schools and the workplace. While reference to racism was not confined to consultees in the urban areas it would appear to be a largely urban issue.

***'There are huge needs emerging in the RAPID areas around racism at the moment - as a response to the influx of "new communities" into Sligo Town.'* [Consultation submission]**

***'both the 'new Irish' and the travelling community are affected by an open hostility from sections of the community.'* [Consultation submission]**

While there are currently no formal statistics gathered on racist attacks in Sligo, the Garda Immigration Officer can confirm that they have been called out to a number of attacks against programme refugees. These have included windows

being kicked in, kids being taunted on their way to school, eggs thrown at houses, bins set on fire, and general abuse when leaving the house.

Development Workers suggest that Asylum Seekers get this kind of abuse targeted at them every day but are afraid to report it in case it affects their asylum application.

Another indication of the degree of racism in Sligo was the response to a series of reports run on Ocean FM on the situation of residents in Globe House. Such was the vitriolic response from people calling into the radio station, that the Broadcasting Commission of Ireland questioned whether this type of programme was an appropriate method of addressing racism and promoting cultural understanding.

There have been a number of migrant workers in the 20 – 30 year old age group beaten up in Sligo town. It is difficult to say whether these were specifically racist attacks but it is likely that tensions around new communities may have been a contributing factor to the events.

What is fair to say, is that Sligo is experiencing increased racism which needs to be immediately addressed.

Persons Displaced as a Result of the Conflict

As previously discussed, the displaced community in Sligo faces a unique situation as opposed to fellow communities in, for example, Donegal, Monaghan and Louth. In those counties, the sheer number of displacees allowed for self-sufficient communities which provided for more sustenance and confidence as a group. The experience in Sligo was more isolating and as a result left the community more vulnerable. Many were shocked by the apathy and hostility displayed toward Northern Ireland and those from the North.

Also, as a former garrison town with strong Anglo influences, there was little support for – or discussion on – republicanism and its concerns. This in turn contributes to the isolation and exclusion experienced by the ex-prisoner and former combatant community in Sligo

***'Less obvious is the political sectarianism suffered by some within the republican ex-prisoner community, where there is a more latent form of discrimination.'* [Consultation submission]**

Area SWOT

The analysis of strengths, weaknesses, opportunities and threats is based on the discussions and contributions from the consultation process and inputs from those involved in previous peace-building work in the county.

Strengths	Weaknesses
<ul style="list-style-type: none">• Representative Partnership with strong leadership commitment from Sligo County Council• Previous cross border experience and existence of good-practice models e.g. Sligo/Omagh Partnership; Riverbrooke Project• Reconciliation Profile prepared in 2006 provides useful baseline• Diploma in Peace-building provided in the county has raised awareness of key issues• Strong willingness to engage in peace-building at community level• A rich and diverse minority cultural heritage	<ul style="list-style-type: none">• Difficulties in engaging ethnic groups• Relatively small numbers of displaced persons combined with rural dispersal leading to difficulty in engaging with this target group• Gaps in quantitative information on certain measures• Low expertise base in conflict resolution/mediation practice• Sense of apathy/silence around sectarianism and disengagement from the Northern Ireland situation
Opportunities	Threats
<ul style="list-style-type: none">• Positive policy climate• Gateway City Status of Sligo• Opportunities to build on experience• Opportunities to expand learning to a wider audience	<ul style="list-style-type: none">• Failure to attract suitably qualified/skilled practitioners• Failure to achieve mainstreaming and subsequent sustainability• Diseconomies of scale may lead to unduly onerous administrative demands

SECTION 3

STATEMENT OF NEEDS

It should be recognised that Sligo in some ways has a much more difficult time ahead in terms of reconciliation than is the case in other border counties. The effects of the conflict, though present, are often less visible than in other counties and this invisibility or silence poses a much more difficult starting point for reconciliation efforts.

The results of consultations carried out in 2006 indicate a need to acknowledge the existence of sectarianism and racism in our community as these issues have to a great extent been met with silence in the county to date. Only when these issues are openly acknowledged can a renewed emphasis be applied to peace-building and reconciliation.

In the process of acknowledgement there is an opportunity to improve information about the nature and extent of sectarianism and racism in the county and to establish clear benchmarks to enable reliable measurement of trends. There is also an opportunity to improve skills in the sensitive processes of conflict resolution and mediation as well as in the most effective ways of tailoring service delivery to minority groups.

In relation to the main minority in the county, the Protestant community, a series of focus groups conducted in 2006 for the Sligo Reconciliation Profile reported the following needs with regard to reconciliation and sectarianism:

- Pro-active support for the involvement of the Protestant community in the planning and design of the future of local areas.
- Work to develop educational responses that deal with anti-social, sectarian or racist behaviour.

- Development of enhanced levels of confidence among the Protestant community.
- Hosting of regular events that create awareness of the rich cultural diversity of the area.
- Tackling issues relating to conflict including prejudice and sectarianism.
- Support for defining and developing the opportunities within the area/group to work with others in building a new peace
- Provision of opportunities for more inter-community engagement and dialogue around difference.

These needs expressed by the minority Protestant community in Sligo are echoed by other minority groups and new communities in the county.

The increasing cultural diversity in the county presents a growing challenge to counter sectarianism and racism within and between communities in Sligo.

In terms of cross-border cooperation, Sligo is starting into this PEACE III phase of development from a good base of experience. Projects such as The Sligo-Omagh Partnership, Riverbrooke and participation in the Irish Central Border Area Network (ICBAN), have enabled a wide range of cooperative projects at community and voluntary level and also between statutory and industry bodies to be implemented over the past decade. The Sligo Peace and Reconciliation Partnership Committee recognises the need to further develop these relationships. In view of the designation of Sligo as a Gateway City under the National Spatial Strategy there is a particular need for the county to play an active role in improving relations and intermobility.

Target Groups

The target groups for the actions proposed in this plan are as follows:

- Religious minorities
- Ethnic minorities
- Traveller Community
- Women
- Youth
- Older persons

Target Areas

Target areas are identified on the basis of

- Level of relative disadvantage
- Concentrations of displaced persons
- Concentrations of non-Irish Nationals
- Concentrations of members of minority religions
- Concentrations of members of ethnic minorities

SECTION 4

OPTIONS AND PREFERRED STRATEGIES

In response to the analysis of the situation and needs set out above, Sligo Peace Partnership Committee has adopted the following Mission statement and Vision for the County.

Mission

'To build a peaceful and stable society and promote reconciliation in Sligo'

Vision

'Sligo as a community where ethnic and religious diversity is welcomed and where positive relationships exist within and between sections of the community and with communities in Northern Ireland'

In order to fulfil this mission and achieve the stated vision the Peace Partnership has identified six key strategic aims which will direct its work over the life of the Programme:

Aims

- 1. To advance a renewed emphasis on peace-building and reconciliation**
- 2. To achieve an improved awareness and understanding of sectarianism and racism in Sligo**
- 3. To reduce the incidence of sectarian and racist incidents in Sligo and promote the value of cultural diversity**
- 4. To heal the damage of the Northern Ireland conflict and build new cross-border relationships**
- 5. To achieve improved participation by minority groups and new communities in the mainstream community life of Sligo**
- 6. To increase awareness of and engagement with, peace-building and building positive relationships with Northern Ireland on a cross border basis**

Programme Objectives

The Sligo Peace Partnership Committee proposes to work towards the achievement of its aims by pursuing the following Programme Objectives:

Programme Objectives

- 1. To facilitate innovative approaches to countering sectarianism and racism through programmes that raise awareness and promote improved inter-cultural relationships at the local level**
- 2. To commission research on the nature and extent of sectarianism and racism in Sligo**
- 3. To acknowledge the experience of people displaced from Northern Ireland to Sligo during the conflict and support programmes that address the broad range of perspectives and experiences arising from the conflict**
- 4. To improve understanding of the dynamics of the conflict and our role in these dynamics**
- 5. To build positive cross-border relationships and to improve the capacity of the resulting partnerships to actively address core conflict issues**
- 6. To develop a skills pool in the county for conflict resolution and mediation and support the establishment of community mediation projects**
- 7. To build on the experience of 10 years of successful peace-building work in Sligo and beyond**
- 8. To encourage the exploration of Northern traditions and cultural expressions and the legacy of Sligo as a Garrison Town**
- 9. To promote active participation in civic life among the programme target groups**
- 10. To work with the Peace & Reconciliation Partnership Committee to develop their capacity and leadership skills to manage the Action Plan for Sligo.**

Support programmes under the previous Peace Programmes in the county have provided support to projects that have had, in many cases, only an indirect

impact on reconciliation. However, strong foundations have been laid and relationships established that can now be built on and developed. The current plan proposes a more direct approach to peace-building and to shifting attitudes and behaviours relating to sectarianism, racism and equality in the county.

The plan is underlain by the cross-cutting themes of:

- cross border co-operation
- promoting equality
- achieving sustainable development
- achieving positive impacts on poverty
- working in partnership

Strategic Priorities

A set of five strategic priorities have been identified to provide a coherent framework for achieving the objectives set out above.

The strategic priorities have been selected for the following reasons:

- to enable the silence around sectarianism in Sligo to be challenged and underlying issues to be addressed and more positive inter-community relationships to be built
- to develop a resource and skill-base in the county to enable mediation in local conflicts arising from sectarianism and racism
- to encourage and enable greater participation by target groups previously under-represented, in the mainstream civic life of the county
- to build skills within the Peace Partnership Committee and allied structures to direct and manage the Programme at local level

The five strategic priorities for the operation of the Programme are as follows:

Strategic Priorities

- 1. Challenging sectarianism and promoting and further developing cross border peace-building**
- 2. Countering racism and promoting positive attitudes to cultural diversity**
- 3. Promoting conflict resolution and mediation**
- 4. Supporting active participation by Peace 111 Programme target groups in civic life**
- 5. Developing the capacity and leadership skills of the Peace & Reconciliation Partnership Committee**

Indicative Actions

The indicative actions associated with each of the strategic options are set out in the table below:

Strategic Priority	Indicative Actions
1. Challenging sectarianism and promoting and further developing cross border peace-building	Conducting Action Research about the nature and extent of sectarianism in Sligo
	Establishing a Working Group on sectarianism in the county
	Sectarianism: supporting awareness raising events or programmes
	Acknowledging/celebrating the contributions of minority religious and political perspectives to our society
	Developing the peace-building activities of existing cross-border relationships to address the core issues of the conflict
2. Countering racism and promoting positive attitudes to cultural diversity	Conducting Action Research about the nature and extent of racism in Sligo
	Racism: awareness raising events or programmes additional to mainstream provisions
	Acknowledging/celebrating the contributions of minority ethnic/nationality groups to our society
3. Promoting conflict resolution and mediation	Provision of conflict resolution and mediation training
	Establishment of a community mediation project particularly targeting areas of high incidence of racism and displaced persons
4. Supporting active participation by target groups in civic life	Creating opportunities for minority communities and target groups to build capacity for participation
	Removing barriers to minority participation in local civic life
5. Developing the capacity and leadership skills of the Peace & Reconciliation Partnership Committee	Providing ongoing training for the committee members

Rationale

The rationale for each of the proposed actions is summarised in the table below:

Actions	Rationale
Conducting Action Research about the nature and extent of sectarianism in Sligo	To acquire baseline information and to enable the monitoring of trends relating to sectarianism
Establishing a Working Group on sectarianism in the county	To inform and advise the Peace Partnership Committee on issues of sectarianism
Sectarianism: supporting awareness raising events or programmes	To highlight the nature and extent of sectarianism and how it impacts negatively on individuals and communities
Acknowledging/celebrating the contributions of minority religious and political perspectives to our society	To generate positive attitudes towards religious and political diversity
Developing the peace-building activities of existing cross-border relationships to address the core issues of the conflict	To increase cross-border cooperation and joint action for peace-building
Conducting Action Research about the nature and extent of racism in Sligo	To acquire baseline information and to enable the monitoring of trends relating to racism
Racism: awareness raising events or programmes additional to mainstream provisions	To highlight the nature and extent of racism and how it impacts negatively on individuals and communities
Acknowledging/celebrating the contributions of minority ethnic/nationality groups to our society	To generate positive attitudes towards cultural diversity
Provision of conflict resolution and mediation	To improve the local skill-base in these areas
Establishment of a community mediation project particularly targeting areas of high incidence of racism and displaced persons	To embed conflict resolution skills within communities

Creating opportunities for minority communities and target groups to build capacity for participation	To increase target group participation in mainstream civic life
Removing barriers to target group participation in local civic life	To increase target group participation in mainstream civic life
Providing ongoing training for the committee members	To improve the effectiveness of the Partnership Committee in directing the implementation of the programme

Action Plan

Strategic Priorities	Resources Allocated	Peace III, 1.1 Resource Allocation	Indicative Actions	Local Implementation Structures	Quantifiable Outputs
1. Challenging sectarianism and promoting and further developing cross border peace-building			Conducting Action Research into the nature and extent of sectarianism in Sligo	Procurement by Peace Partnership Committee	Benchmark report produced and 500 copies disseminated, action research plan in place
			Establishing a Working Group on sectarianism in the county	Peace Partnership Committee	12 members meeting 6 times annually
			Sectarianism: supporting awareness raising events or programmes	Community/Voluntary/Statutory Partnerships	12 groups undertaking 24 events per year
			Acknowledging/celebrating the contributions of minority religious and political perspectives to our society	Community/Voluntary/Statutory Partnerships	5 groups undertaking 6 events per annum
			Developing the peace-building activities of existing cross-border relationships to address the core issues of the conflict	Community/Voluntary/Statutory Partnerships	15 groups supported, 1,200 participants over lifetime of programme
			€869,170	Establishment of a Churches Programme 'Moving Beyond Sectarianism Training Programme'	Procurement by Peace Partnership Committee

(Note: We are currently in the process of establishing current mainstream budgets in the areas of racism, sectarianism and conflict resolution in order to establish total resource allocations and leverage.)

Strategic Priorities	Resources Allocated	Peace III, 1.1 Resource Allocation	Indicative Actions	Local Implementation Structures	Quantifiable Outputs
2. Countering racism and promoting positive attitudes to cultural diversity			Conducting Action Research about the nature and extent of racism in Sligo	Procurement by Peace Partnership Committee	Benchmark report produced and 500 copies disseminated, action research plan in place
			Establishing a Working Group on racism in the county	Peace Partnership Committee	12 members meeting 6 times annually
			Racism: awareness raising events or programmes additional to mainstream provisions	Community/Voluntary/Statutory Partnerships	12 groups undertaking 12 events per year with a total of 20 participants per group per annum
			Acknowledging/celebrating the contributions of minority ethnic/nationality groups to our society	Community/Voluntary/Statutory Partnerships	12 events/exhibitions per annum averaging 300 attendees per event
			Anti Racism Training Programme targeting community leaders	Procurement by Peace Partnership Committee	16 participants per year for duration of programme
		€760,525			

3. Promoting conflict resolution and mediation		€325,940	Provision of conflict resolution and mediation training throughout the county	Procurement by Peace Partnership Committee	Accredited training programme in place & participants recruited 16 participants per year
			Establishment of an urban peace project to explore the potential and provide supports for a conflict resolution and mediation project particularly targeting areas of high incidence of racism and displaced persons	Community/Voluntary/Statutory Partnerships	3 communities with 20 participants per year

Strategic Priorities	Resources Allocated	Peace III, 1.1 Resource Allocation	Indicative Actions	Local Implementation Structures	Quantifiable Outputs
4. Supporting active participation by target groups in civic life			Creating opportunities for minority communities and target groups to build improved capacity for participation	Community/Voluntary/Statutory Partnerships	5 groups 10 participants per group 3 events per year
			Establishing four focus groups on Religious/Political Sectarianism; Women & Peace; Culture, Sports & Youth; New and Ethnic Communities	Peace Partnership Committee	4 groups X 12 participants X 6 times per annum
			Reducing barriers to minority participation in local civic life	Community/Voluntary/Statutory Partnerships	Establishment of a working group on minority participation
		€194,787			
5. Developing the capacity and leadership skills of the Peace & Reconciliation Partnership Committee		€22,500	Providing ongoing training for the committee members	Procurement by Peace Partnership Committee	4 sessions per year and three cross-border visits with northern clusters.: [Cookstown, Dungannon, Fermanagh, Magherafelt] [Omagh, Derry, Strabane] [Belfast]

Note: Resource Allocation represents estimates of the weighting of priorities i.e.

Priority 1 is allocated approximately 40% of the total budget

Priority 2 is allocated approximately 35% of the total budget

Priority 3 is allocated approximately 15% of the total budget

Priority 4 is allocated approximately 9% of the total budget

Priority 5 is allocated approximately 1% of the total budget

For more detailed resource allocation on a programme basis, see budget on page 64

SECTION 5

IMPLEMENTING THE STRATEGY

Implementation Arrangements

It is proposed to implement this action plan through two lines of action;

Line 1 Actions directly undertaken by Sligo Peace and Reconciliation Partnership Committee

Line 2 Actions undertaken by institutions and community and voluntary organisations.

Line 1 will be implemented by two staff members:

- A Reconciliation Programme Manager (Job Description in Appendix 4)
- An Intercultural Project Development Officer (Job Description in Appendix 4)

The Reconciliation Programme Manager will be responsible for the overall management of the Sligo Peace & Reconciliation Partnership Committee's Action Plan with particular focus on the plan's anti-sectarian, conflict resolution and mediation strategies.

The Intercultural Project Development Officer will contribute to the implementation of the Sligo Peace & Reconciliation Partnership Committee's Action Plan with particular focus on the plan's anti-racism strategy.

It is also proposed to engage an administrator.

Line 2 will involve selecting projects in response to an open call for projects under the four key themes of the programme:

- Countering sectarianism, and promoting conflict resolution and mediation
- Countering racism and promoting positive attitudes to cultural diversity
- Cross border peace-building
- Promoting active participation by minority groups in civic life

Project Selection

Projects will be selected on the basis of:

- Potential of the project to contribute to the objectives of the Action Plan
- Capacity of the proposing organisation to deliver quality reconciliation initiatives
- Targeting the areas and groups prioritised in this plan
- Sustainability
- Value for money
- Adherence to the principles of equality, openness and inclusiveness.

An indicative list of projects is given below:

- Action Research into Racism and Sectarianism in Sligo
- Peace in Sligo: 'Much Done, More to Do' Research and Materials (multimedia) Action Research into issues of Sectarianism, Racism and Lessons Learned from the Peace work done in the county to date.
- Rural Peace Project(s): Addressing Sectarianism/Cross-border Peace-building
- Urban Project(s): Addressing issues of racism and promoting conflict resolution at local level
- Women's Peace Project (based on the Women of The World model in Fermanagh) Looking at issues of racism and conflict/peace on both a local and global level as they particularly effect women and children.
- Traveller Peace Project:
- Cross-border Cultural/Sports Projects which address core issues of sectarianism and racism
- Programme of Anti-Racism Training
- Programme of Conflict Resolution and Mediation Training

- Churches Programme (Moving Beyond Sectarianism)
- Workplace Programme (Addressing Sectarianism and Anti-Racism)
- Political/Historical Projects (Broadening Perspectives)
- Youth/Education Anti-Racism/ Anti-Sectarian Programme(s)
- Developing the Capacity and Leadership Skills of Partnership Committee
- Small Grants scheme to enable appropriate small-scale events and projects

Monitoring Arrangements

Administrative:

The Sligo Peace Partnership Committee will use the management information system as supplied by SEUPB to enable tracking of all expenditure and production of regular management account reports in line with SEUPB requirements.

Attitudinal Change:

While only limited baseline information exists at county level, the Committee will endeavour to establish systems for reliably measuring attitudinal change towards sectarianism and racism in the county over the period of the Programme. A challenge in doing this is the absence of an appropriate template applicable to the southern border counties. It is proposed that this issue be addressed on a collective basis with other Peace Partnership Committees in the Border Region.

Communications and Publicity Plan

Sligo Peace & Reconciliation Partnership Committee
Communications Plan 2008 - 2010

The Communications Plan for Sligo Peace & Reconciliation Partnership Committee is drawn up in accordance with Article 69 of Council Regulation (EU) No. 1083/2006. The plan deals with the provision of information and

publicity to ensure that European Union assistance is transparent to the target groups as identified in the plan including citizens, beneficiaries and potential beneficiaries. Potential beneficiaries will be informed about the opportunities available through the PEACE 111 Programme and the general public will be informed about the role played by the European Union through the assistance provided. Details of beneficiaries and the amount of support each of them has received will be publicised to aid transparency.

The **aim** of the Communications Plan is to:

1. Maximise and publicise the contribution of the ERDF in reinforcing peace and reconciliation in Northern Ireland and the Border Region and
2. Facilitate greater understanding among the public generally and project participants in particular of the aims of Peace 111.

Information on the following will be made available:

- Details of the PEACE 111 Programme
- Conditions of eligibility to qualify for funding
- Procedures for examining applications and the time periods involved
- Procedures for tendering and the time periods involved
- Selection criteria for project selection
- Contact details for the provision of information on the Operational Programme

Information on the PEACE 111 Programme will be accessible as follows:

- on the websites of the Partnership Committee member organisations
- through internal staff newsletters of the member organisations
- at publicity events organised by the Partnership Committee
- through attendance and presentations at meetings of relevant groups
- through press releases to publicise the Programme and to publicise individual projects funded through the Programme

The relevant logos will be used on all publicity information.

Objective	Timeframe
Provide information on websites of Partnership Committee member organisations	General information to be available by June 2008 Review of information every 3 months Provide links to the SEUPB website
Distribute information through internal staff newsletters	General information to be submitted for publication by June 2008 Updates to be submitted for publication in accordance with publication deadlines of member organisations
Publicity events organised by the Partnership Committee	Launch of the Sligo Action Plan Aug 2008 Annual publicity event
Attendance at meetings of relevant groups	Attend and make presentations at 3 no. meetings per annum
Publicise the Programme through press releases	1 no. per annum
Publicise individual projects through press releases	Min. 1 no. per annum
Submit monitoring information on the Communications Plan to SEUPB as requested	In accordance with SEUPB requirements
Use of relevant logos	In accordance with SEUPB requirements

Allocated budget is €1,000 p.a. (part of the Publicity / PR allocation of the overall budget)

Budget Updated June 2009				
Description	2008	2009	2010	Total
Operational/Resource Costs				
Programme Development Officer	13,735	53,124	54,446	121,305
Administrator	0	20,948	27,932	48,880
Travel and Subsistence	973	7,000	7,000	14,973
Consultation and Plan Development	14,000	0	0	14,000
Phase 2 of Action Plan Preparation	3,940	0	0	3,940
Publicity/PR/Materials	2,810	3,000	2,000	7,810
Misc running costs - postage/stationery	937	480	480	1,897
Recruitment	0	2,000	0	2,000
Monitoring/Evaluation & Planning	0	6,000	14,000	20,000
Total Operational/Resource Costs	36,395	92,552	105,858	234,805
Programme Costs				
Good Relations Training	0	5,000	20,000	25,000
Programme/Events Budget	0	30,000	40,000	70,000
Action Research - Racism/Sectarianism	0	30,000	15,000	45,000
Rural Peace Project(s): Addressing Sectarianism/x-border Peace-building	0	60,000	120,000	180,000
Urban Project(s): addressing racism & conflict resolution at local level	0	60,000	120,000	180,000
Women's Peace Project	0	35,000	65,000	100,000
Traveller Peace Project	0	30,000	60,000	90,000
New Communities Peace Project	0	30,000	60,000	90,000
Cultural/Arts/Heritage - addressing core issues of sectarianism and racism	0	33,000	64,000	97,000
Sports Projects which address core issues of sectarianism and racism	0	25,000	45,000	70,000
Programme of Diversity Training	0	25,000	45,000	70,000
Conflict Resolution & Mediation Training	0	25,000	45,000	70,000
Inter-faith Programme	0	22,000	43,000	65,000
Workplace Programme	0	20,000	40,000	60,000
Political/Historical Projects	0	25,000	45,000	70,000
Youth/Education Anti-Racism/ Sectarian	0	47,000	95,000	142,000
Developing the Capacity and L/ship Skills of Partnership Committee	0	7,500	15,000	22,500
Small Grants scheme		135,000	144,300	279,300
Total Programme Costs	0	644,500	1,081,300	1,725,800
Total	36,395	737,052	1,187,158	1,960,605

Appendix 1 Meaning of Terms

Sectarianism

Sectarianism, whilst not clearly defined, is a term almost exclusively used in incidents of bigoted dislike or hatred of members of a different religious or political group. In the NI context an individual group must be perceived to be Catholic/Protestant, Nationalist/Unionist or Loyalist/Republican.

Source: A Shared Future and the Racial Equality Strategy in Northern Ireland

Racism

Racism is a specific form of discrimination and exclusion faced by cultural and ethnic minorities. It is based on the false belief that some 'races' are inherently superior to others because of their cultural and ethnic background, different skin colour and nationality. Racism denies people their basic human rights, dignity and respect. The International Convention on the Elimination of all Forms of Racial Discrimination defines racial discrimination as:

'Any discrimination, exclusion, restriction or preference based on race, colour, descent or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural and any other field of public life'.

Source: A Strategy Guide – National Action Plan Against Racism - NCCRI

Conflict Resolution is an approach based on mutual problem-solving between the opposing parties. It is the process of 'building bridges' between hostile individuals or communities, working to clarify issues which represent points of confrontation between them and creating opportunities for

developing new relationships. The term is used to refer both to the process (or the intention) to bring about changes, and to the completion of the process.

The process of conflict resolution includes steps to:

- Develop an awareness of a conflict
- Diagnose its nature, causes and consequences
- Apply appropriate methods to address the conflict.

Source: *Understanding Conflict – NUI Galway*

Mediation refers to a dispute resolution process involving the assistance of a third party. A mediator is someone external to the conflict who undertakes to work with the contending parties with the aim of reaching a satisfactory settlement. Mediation occurs on many different levels and can refer to very different types of third-party intervention. In most contexts - including community-level mediation - the mediator acts as a neutral facilitator of the process of communication, and remains impartial between the parties and with regard to the outcome of the conflict.

The mediator's role, therefore, is to act as a "go between" to help to re-open the channels of communication in order to help people to work out an agreement that is satisfactory for all concerned. The mediator assists in clarifying the issues in the dispute and clears up misunderstandings between the parties.

Mediation has four potential functions:

1. To facilitate communication
2. To improve understanding
3. To support creative thinking

4. To explore accommodations

Source: *Understanding Conflict – NUI Galway*

Reconciliation

A Working Definition of Reconciliation by *Brandon Hamber & Gráinne Kelly*.

Our working hypothesis is that reconciliation is a necessary process following conflict. However, we believe it is a **voluntary act** and **cannot be imposed** (IDEA, 2003). It involves five interwoven and related strands:

Developing a shared vision of an interdependent and fair society

The articulation of a common vision of an interdependent, just, equitable, open and diverse society. The development of a vision of a shared future requiring the involvement of the whole society, at all levels.

Acknowledging and dealing with the past

Acknowledging the hurt, losses, truths and suffering of the past. Providing the mechanisms for justice, healing, restitution or reparation, and restoration (including apologies if necessary and steps aimed at redress). Individuals and institutions acknowledge their own role in the conflicts of the past, accepting and learning from it in a constructive way so as to guarantee non-repetition.

Building positive relationships

Relationship building or renewal following violent conflict addressing issues of trust, prejudice, intolerance in this process resulting in accepting commonalities and differences, and embracing and engaging with those who are different to us.

Significant cultural and attitudinal change

Changes in how people relate to, and their attitudes towards, one another. The culture of suspicion, fear, mistrust and violence is broken down and

opportunities and space opened up in which people can hear and be heard. A culture of respect for human rights and human difference is developed creating a context where each citizen becomes an active participant in society and feels a sense of belonging.

Substantial social, economic and political change

The social, economic and political structures which gave rise to the conflict and estrangement are identified, reconstructed or addressed, and transformed

Appendix 2

Profile for County Sligo

This County Profile draws out the significant trends from a vast amount of available data. It is kept deliberately short, such as to draw attention to only the most important of observations. In some instances, the profile refers to a wider set of data spanning the four census waves from 1991 to 2006. For space reasons, this data could not be fully included in the GAMMA baseline reports, but is included in digital format on the disk accompanying the report.

Absolute and Relative Deprivation

- Overall, the Border Region is the most disadvantaged region of Ireland, but Sligo is the most affluent local authority area within the region. However, the relative advantage of Sligo has slightly weakened over the past fifteen years from a score of 3.3 in 1991 to 1.8 in 2006.
- As is the case in any county, there exist a degree of variation with County Sligo, but overall the county is not characterised by particular extremes either with regard to affluence or deprivation. The most affluent areas are the surroundings of Sligo town, whilst the Western parts of the county tend to be slightly more disadvantaged.
- At a local level, the most disadvantaged EDs are Glendarragh (-15.0), Buncrowey (-13.8), Rathmurrkey (-13.7), Ballynashee (-11.7), and Breencorragh (-11.6), but none of these fall into the very disadvantaged spectrum.

Population

- Ireland has experienced a population growth of 20.3% over the past fifteen years. This has not been matched by the Border region (16.2%) and even less so by Sligo (11.2%). Population growth was further concentrated in the Sligo RD (23.7%), whilst the remainder of the county experienced population growth well below the county average.

Demographic Characteristics

- There has been a continuous decline in the age dependency rate (the proportion of population under 15 years of age or over 64 as part of the total population) throughout Ireland over the past 15 years, from 38.1% in 1991 to 31.4% in 2006. An even greater decline applies to County Sligo (40.7% to 33.1%), albeit starting from a higher level. Within Sligo, there exist the typical urban-rural differential, with age dependency being lower in the county's urban areas (29.3%) and higher in its rural areas (34.6%). Dependency rates in individual EDs reach into the mid forties, including

Aclare (43.2%), Streamstown (43.0%) and Dromard West (41.0%) and is lowest in Sligo North (26.6%).

- The proportion of lone parents (as a proportion of all households with dependent children) in Ireland has exactly doubled over the past 15 years, growing from 10.7% in 1991 to 21.3% nationally in 2006. There are marked differences between urban and rural areas, and lone parent rates in the major cities are again up to twice the national average (e.g. Limerick City 39.1%). County Sligo had a rate of 18.5% in 2006; i.e. slightly below the national average. Reflecting the urban-rural dichotomy, the Sligo urban area (32.4%) has an almost three times higher rate than the rural areas of the county (13.9%).

Education

- There has been a continuous improvement in the level of education amongst adults over the past 15 years throughout Ireland. In 1991, 36.7% of the adult population had primary education only. This dropped to half that level (18.9%) in 2006, thus indicating a strong cohort effect. Rates in County Sligo have fallen from 36.1% in 1991 to 20.1% in 2006. They have thus fallen by a marginally slower rate (-16% compared to -17.8% nationally), but remain very similar to the nationally prevailing rates.
- Despite the considerable improvement at county level, there remain some local EDs where still considerable parts of the adult population have primary education only. These are Glendarragh (39.8%), Lisconny (37.6%), Buncrowey (37.2%), Rathmacurkey (35.7%) and Aughris (34.8%).
- The reverse applies with regard to third level education, which has more than doubled over the past 15 years. In 1991, 13.0% of the national adult population had completed third level education. This grew to 30.5% in 2006. The proportion of Sligo's population with third level education has grown from 13.0% to 29.0%, a growth which is again very similar to that which has occurred nationally (16.0% compared to 17.4%). Within the county, and mirroring the incidence of low education, the proportion of adults with higher education in some rural areas, Dromore West RD (20.3%) and Boyle No 2 RD (20.6%) remains considerably lower than is the case for the Sligo RD (34.1%), which has the highest levels of third level educational amongst its adult population.
- Also mirroring the situation with regard to the higher incidences of low levels of education, there are comparatively low shares of population with third level education in Rathmacurkey (11.6%), Kilfree (14.1%) and Buncrowey (14.9%), but none falling below the 10% level.

Social Class Composition

- The changes in social class composition experienced throughout Ireland over the past 15 years largely parallels those in educational achievement,

with a gradual increase in the number of professionals and an even greater decline in the proportion of semi- and unskilled manual workers. At the national level, the proportion of professionals in all classes rose from 25.2% in 1991 to 32.9% in 2006, whilst the proportion of the semi- and unskilled classes declined from 28.2% to 18.6% over the same period.

- In Sligo, the proportion in the professional classes (33.3%) and the proportion in the lower skilled professions (18.7%) are almost identical to the national average. Differences in the social class composition within the county reflect those of educational attainment, with Sligo RD having the highest composition (40.2% professionals, 15.3% semi- and unskilled manual classes), and Sligo UD having the lowest (26.0%, 24.2%).
- At ED level, the lowest levels in class composition are found in Sligo North (18.7%, 28.5%).

Unemployment

- Unemployment rates throughout Ireland have broadly halved over the past 15 years. Female unemployment rates have tended to be slightly below male unemployment rates, but have not fallen at the same pace due to the increasing levels of female labour force participation (i.e. reflecting the trend of increased female participation in the labour force with more women registering their unemployed status). The male unemployment rate fell from 18.4% in 1991 to 8.8% in 2002, whilst the female unemployment rate fell from 14.1% to 8.1%.
- Unemployment rates for County Sligo have fallen at a slower rate than the nationally prevailing ones in 2006 (-8.0% male / -5.2% female compared to -9.6% male / -6.0% female nationally), but remained close to the national rates in 2006 at 8.8% male unemployment and 8.1% female unemployment.
- Below the county level, unemployment rates are highest in the Sligo urban area (13.6%_m/8.0%_f), but only (6.9%_m/4.8%_f) in the Sligo rural area.
- Unemployment rates in individual EDs reach slightly higher levels than those prevailing county wide, and are highest in Breencorragh (16.7%_m/11.1%_f), and are followed by Sligo North (15.6%_m/9.3%_f) and Sligo East (15.3%_m/9.2%_f). Compared to unemployment blackspots in other counties, these are of comparatively mild proportions.

Housing

- There has been a 2.3 percentage point decline in the proportion of local authority housing in Ireland over the past 15 years, from 9.8% in 1991 to 7.5% in 2006. The proportion in the Border region has remained unchanged at 7.1%, whilst Sligo has seen an increase of 0.8 percentage

points, from 6.7% to 7.4%. Within County Sligo, local authority housing is considerably higher in the Sligo urban area (13.4%), compared to the Sligo rural area (4.9%).

- At ED level, the highest concentration of local authority housing is found in Ballynashee (20.6%), with all other concentrations falling below 20 per cent.

Religion

- Within the six Border Counties, Catholics account for 88.7% of the adult population. Other Religions account for 8.6%, whilst 2.7% state having no religion.
- Within County Sligo, the proportions are 89.2%, 7.1% and 3.6% respectively.
- There are a number of EDs with notably higher shares in Other Religions, most of which are in the Sligo Rural RD. However, as a whole, the share in Sligo Rural RD is still only 8.0%.

Appendix 3



Ireland's EU Structural Funds
Programmes 2007 - 2013

Co-funded by the Irish Government
and the European Union



Sligo Peace & Reconciliation Partnership Committee Consultation for Peace III Programme

**The Sligo Peace and Reconciliation
Partnership Committee
is eager to hear views on the development of a
Sligo Peace & Reconciliation Action Plan.**

Under Priority 1.1 of the Peace III programme – *Building Positive Relations at a Local Level* – a Sligo Peace & Reconciliation Partnership Committee was established under the Sligo County Development Board. The first task of this Partnership is the development of a Peace & Reconciliation Action Plan for Sligo. This plan will provide the framework through which funding will be secured for actions relating to Priority 1.1 of the Peace III Programme.

The Peace III Programme

The Peace III Programme is a distinctive European Union Structural Funds Programme aimed at reinforcing progress towards a peaceful and stable society and promoting reconciliation. The Programme will carry forward key aspects of the previous Peace Programmes (Peace I and II) and will have a *continued and renewed emphasis on reconciliation*. Overall, the Peace III Programme will focus on acknowledging and dealing with the conflict, building positive relations and contributing towards a shared society. The Peace III Programme will focus on two strategic priorities. These are:

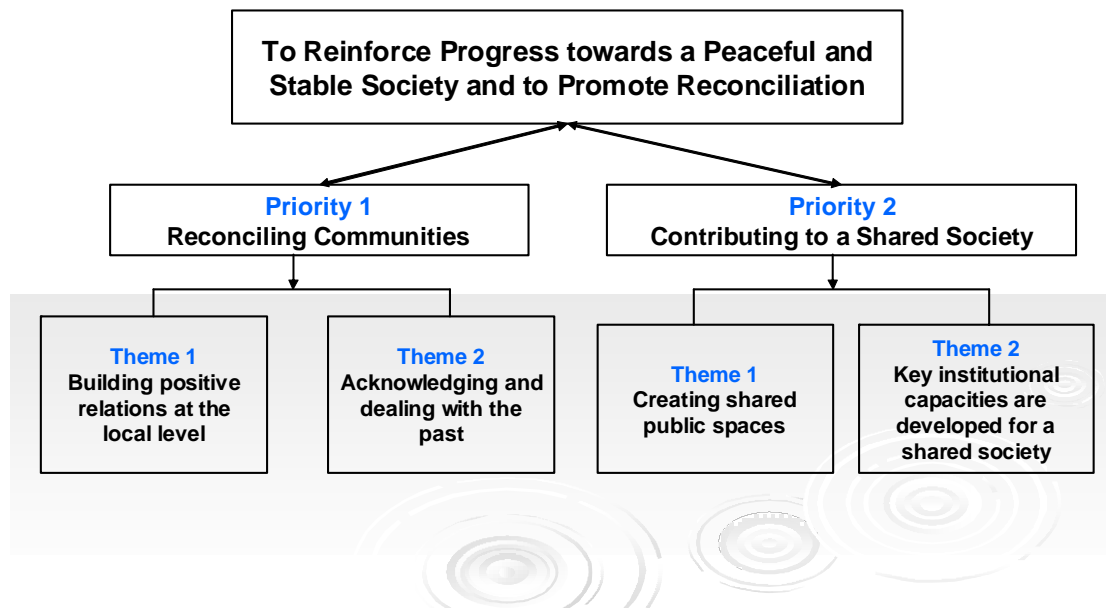
Priority 1 **Reconciling Communities**
Priority 2 Contributing to a Shared Society

Under Priority 1, there are two themes:

Theme 1.1 **Building Positive Relations at the Local Level**
Theme 1.2 Acknowledging and Dealing with the Past

Under Priority 1, there are two themes:

PEACE III Programme



This consultation process is concerned with Priority 1.1 *Building Positive Relations at the Local Level*.¹

Priority 1.1 Building Positive Relations at the Local Level

This objective aims to challenge attitudes towards sectarianism and racism and to support conflict resolution and mediation at the local level. Therefore this element of Priority 1 will support the implementation of strategic models of collaboration between the public, private and community sectors that focus on reconciliation, cultural diversity and equality. The Priority

¹ It should be noted that there is a significant reduction in the level of funding available under the Peace III Programme from the previous Peace I and II Programmes.

aims to establish meaningful cross-community and cross-border initiatives that will improve trust and tolerance, and reduce levels of sectarianism and racism.

The Sligo Peace and Reconciliation Partnership Committee does not want to be overly-prescriptive in terms of actions that might be discussed during this consultation process. However, for the purposes of generating discussion, the following are offered as examples of the type of actions that might be funded under this priority:

- Cross-community, cross-border and other events that challenge attitudes towards sectarianism and racism, support conflict resolution and mediation and promote active citizenship.
- Actions that explore legacy and memory of the conflict through truth recovery, documentation, story telling and the recording of complex history and experiences of the conflict.
- Projects that stimulate cultural diversity, including public, private and community institutions.
- Projects that increase the participation of marginalised and minority groups in society and promote active citizenship.
- Projects that contribute to the collection, development and exchange of messages concerning different experiences of conflict and post conflict.
- Activities that seek to address the barriers to participation in economic and social networks which victims and survivors of the conflict face.

Implementation of Priority 1.1 in Sligo

Priority 1 Theme 1 (1.1) *Building Positive Relations and the Local Level* will, in the Border Region, be delivered through County Development Boards (CDB). Each CDB has formed a Peace & Reconciliation Partnership which will develop the local Peace and Reconciliation Action Plan.

The Sligo Peace & Reconciliation Action Partnership Committee comprises of representatives from:

Local Government (4 members)

Statutory Agencies & other Local Development Organisations (4 members)

Social Partners including the Community and Voluntary Sector (8 Members)

Members of the Sligo Peace & Reconciliation Partnership Committee For updated list see page 93

Name	Agency
Mr. Hubert Kearns (Chair)	Sligo County Manager
Cllr. Tony McLoughlin	Sligo County Council
Cllr. Jimmy McGarry	Sligo County Council
Cllr. John Sherlock	Sligo County Council
Mr. Gerard Queenan	ICMSA
Mr. Hugh McConville	ICTU
Mr. Michael Quigley	Sligo Leader Partnership Company
Mr. Tom McGettrick	Community Forum
Mr. Peter Greene	IBEC
Representative to be confirmed	Community Forum
Representative to be confirmed	Community Forum
Mr. Brian Scanlon	Community Forum
Representative to be confirmed	Community Forum
Ms. Carmel Taheny	HSE
Ms Janette Gillen	Sligo IT
Mr. Jack Lynch	Sligo VEC

Ms Rita McNulty, Director of Community and Enterprise, is the Secretary of the Sligo Peace & Reconciliation Partnership Committee.

Border Action and the Community Relations Council have been contracted by the Special EU Programmes Body (SEUPB) to assist in the delivery of Priority 1: Reconciling Communities. Liam McKeever, Border Action and Peter Day from the Community Relations Council will be supporting the Sligo Peace & Reconciliation Partnership Committee.

Consultation Process

To develop the Action Plan, The Sligo Peace & Reconciliation Partnership is keen to hear your views on what you feel are the issues in Sligo in relation to reconciliation, sectarianism, racism, conflict resolution and mediation. It is the intention of this consultation process to engage as wide a range of public, private and community & voluntary organisations as possible.

There are two ways to engage in the process: Participation in Public Consultation Workshops; and Submission of Written Feedback.

Public Consultation Workshops will be held on:

Date	Venue	Time
Tue. 1 st April, 2008	Diamond Coast Hotel, Enniscrone	7.00 pm
Wed. 2 nd April, 2008	Teach Laighne, Tubbercurry	7.00 pm
Thurs. 3 rd April, 2008	Northside Resource Centre, Sligo	1.00 pm

If you are interested in attending any of these workshops, please register with the Community & Enterprise Office, Sligo County Council –
Telephone: 071 9111800 or by e-mail: peaceactionplan@sligococo.ie

Additionally, you are encouraged to make a written submission to the Sligo Peace & Reconciliation Partnership Committee by completing the attached consultation paper and returning it to:

Peace III Consultation
Community & Enterprise Office
Sligo County Council
Development Centre
Cleveragh Road
Sligo

Or submit by email to: peaceactionplan@sligococo.ie

Submissions should be received no later than:

Tuesday, April 8th at 4 p.m.

We apologise for the fact that the consultation period is shorter than our normal consultation process but we are aiming to meet a schedule outlined by the SEUPB).

For office use only:

Submission Number :

Date received :

Sligo Peace & Reconciliation Consultation Paper

Key Role of the Peace & Reconciliation Action Plan

The 'action plan' will become the framework for the implementation of activities that focus on reconciliation, cultural diversity and equality. The Action Plan is being developed by the Sligo Peace & Reconciliation Partnership Committee. Priority 1.1 aims to challenge attitudes towards sectarianism and racism and to support conflict resolution and mediation at the local level

Name: _____

Organisation: _____

Address: _____

Town/Town land: _____

County: _____

Q1 What would you consider to be the specific needs and key issues with regard

to reconciliation in County Sligo?

Q2 What would you consider to be the specific needs and key issues with regard

to sectarianism in County Sligo?

Q3 What would you consider to be the specific needs and key issues with regard

to racism in County Sligo?

Q4. Who do you consider to be most affected by sectarian and racist incidents?

Q5. What affect does sectarianism and racism have on the wider community? What responsibility does the wider community have to address these issues?

**Appendix 4
Job Descriptions**

Title:	Reconciliation Programme Manager
Reporting to:	Sligo Peace & Reconciliation Partnership Committee/ Sligo County Council C & E
Job purpose:	The Reconciliation Programme Manager will manage the implementation of the Sligo Peace & Reconciliation Partnership Committee's Action Plan with particular focus on the plan's anti-sectarian, conflict resolution and mediation strategies.
Key responsibilities:	<ul style="list-style-type: none"> • Support Sligo Peace & Reconciliation Partnership Committee to implement its anti-sectarian, conflict resolution and mediation strategies for Sligo. • Work with the Sligo Peace & Reconciliation Partnership Committee to develop their capacity and leadership skills to manage the Action Plan for Sligo • Help advance a renewed emphasis on peace-building and reconciliation in County Sligo. • Work with local organisations to adopt policies and practices which combat sectarianism • Work with a broad range of statutory and voluntary organisations, agencies and special interest groups to advance key aspects of the work • Provide a local information and resource service for reconciliation, conflict resolution and mediation work • Build capacity of organisations at a local level through development of tools and delivery of training • Support research and policy development on issues of peace-building and sectarianism as required • Work to ensure local coherence at local with other initiatives in the border region and Northern Ireland • Represent Sligo Peace & Reconciliation Partnership Committee on relevant external working groups and committees • To perform any other duties which may be assigned by the Partnership Committee from time to time
Equal Opportunities:	Sligo County Council has an Equal Opportunities policy and all employees are expected to develop an understanding of and commitment to equal opportunities.

Qualifications	<ul style="list-style-type: none"> • A higher degree in, or specialist qualification in, Peace or Conflict Studies or a related discipline. Or, relevant experience
Experience	<ul style="list-style-type: none"> ○ A minimum of three years practical experience working in cross-community, cross-border, conflict transformation or peace-building work. ○ Experience articulating and implementing a broad-based reconciliation strategy. • Experience of relationship building with a range of stakeholders • Experience of staff management • Experience of working with a management committee

	<ul style="list-style-type: none"> • Experience of organising events • Experience of facilitating groups • Experience of developing educational resources and delivering training • Experience of research and policy development
Knowledge, Skills and Disposition	<ul style="list-style-type: none"> ○ Knowledge of the particular issues relating to sectarianism and reconciliation in County Sligo and its cross-border partners. ○ Knowledge of the Peace III programme and its implication for County Sligo. • Project delivery skills • Facilitation skills • Training skills • Report writing skills • Interpersonal and communication skills • Organisational skills • IT skills • Ability to manage a complex workload • Ability to work on own initiative and as part of a team • Ability to work to deadlines and under pressure • Commitment to, and enthusiasm for reconciliation, conflict resolution and mediation • Flexibility in relation to working hours as some evening and weekend work may be required

Title:	Intercultural Project Development Officer
Reporting to:	Programme Manager
Job purpose:	The Intercultural Project Development Officer will contribute to the implementation of the Sligo Peace & Reconciliation Partnership Committee's Action Plan with particular focus on the plan's anti-racism strategy.
Key responsibilities:	<ul style="list-style-type: none"> • Support Sligo Peace & Reconciliation Partnership Committee to implement an anti-racism and cultural diversity strategy for Sligo • Work with local organisations to adopt policies and practices which combat racism and promote intercultural work • Work with a broad range of statutory and voluntary organisations, agencies and special interest groups to advance key aspects of the work • Provide a local information and resource service for intercultural and anti-racism work • Build capacity of organisations at a local level through development of tools and delivery of training • Support research and policy development on issues of racism as required • Work to ensure local coherence at local with national initiatives • Represent Sligo Peace & Reconciliation Partnership Committee on relevant external working groups and committees

	<ul style="list-style-type: none"> • Collaborate with other work areas in Sligo Peace & Reconciliation Partnership Committee as identified by the Programme Manager • To perform any other duties which may be assigned by the Partnership Committee from time to time
Equal Opportunities:	Sligo County Council has an Equal Opportunities policy and all employees are expected to develop an understanding of and commitment to equal opportunities.

Qualifications	<ul style="list-style-type: none"> • Third level qualification in: Equality and diversity field or community and peace-building field or relevant experience.
Experience	<ul style="list-style-type: none"> • Minimum two years experience in an intercultural/anti-racist field • Two years experience of project delivery in community and peace work with a focus on intercultural/anti-racism • Experience in relating racism and cultural diversity work into broader peace-building paradigms • Experience of relationship building with a range of stakeholders • Experience of organising events • Experience of facilitating groups • Experience of developing educational resources and delivering training • Experience of research and policy development
Knowledge, Skills and Disposition	<ul style="list-style-type: none"> • Knowledge of community work and the community sector • Knowledge of interculturalism and anti-racism • Project delivery skills • Facilitation skills • Training skills • Report writing skills • Interpersonal and communication skills • Organisational skills • IT skills • Ability to manage a complex workload • Ability to work on own initiative and as part of a team • Ability to work to deadlines and under pressure • Commitment to, and enthusiasm for, social inclusion (or interculturalism/anti-racism) • Flexibility in relation to working hours as some evening and weekend work may be required

Appendix 5 Partnership Agreement



Ireland's EU Structural Funds
Programmes 2007 - 2013

Co-funded by the Irish Government
and the European Union



SLIGO CDB PEACE AND RECONCILIATION PARTNERSHIP

Partnership Agreement

Background

Sligo CDB Peace and Reconciliation Partnership is a subcommittee of and reports to Sligo County Development Board. This Partnership has been established in line with the Guidelines and Assessment Framework for the Operational Programme for Peace III Theme 1.1 Building Positive Relations at the Local Level, July 2007 and in accordance with the proposals of the Department of the Environment, Heritage and Local Government set out in letter dated 7 January 2008.

The initial aim of this Partnership will be the preparation of a Peace and Reconciliation Action Plan for County Sligo setting out strategic responses to locally identified needs as determined within the parameters of Theme 1.1 of the Peace III Programme: Building Positive Relations at Local Level. This Action Plan will be submitted to the SEUPB by way of application for funding to the Operational Programme for Peace III.

The Partnership will be responsible for the implementation of the agreed Action Plan including the monitoring and evaluation of

this plan over the lifetime of the Peace III Operational Programme.

Composition of the Partnership

Sligo County Development Board, at its meeting on 6th February, 2008 adopted proposals for the composition of the Partnership as follows:

Sector	No. of Nominees	Organisation	Name
Trade Unions	1	ICTU	Hugh McConville (or nominee)
Business	1	Chamber of Commerce	Peter Greene
Farming	1	ICMSA	Gerard Queenan
Community/ Voluntary	5	CCF &/or target group nominees	Tom McGettrick, Brian Scanlon and three target group representatives.
Local Government Sector	3	Chair of SPCs	Cllr. Tony McLoughlin Cllr. Jim McGarry Cllr. John Sherlock
	1	County Manager	Hubert Kearns
State Agencies	3	HSE	Carmel Taheny
		Sligo IT	Janette Gillen
		VEC	Jack Lynch
Local Development Sector	1	Local Dev Org invited to nominate one representative from sector.	Michael Quigley

- Following discussion and agreement with Border Action/CRC it was recommended that two of the existing CCF reps on the CDB and three nominees from the target groups set out in the Peace III Operational Programme be invited to sit on this Partnership. The Community Forum nominated representatives from new communities, Riverbrooke project and Travellers. The representation

from the Community / Voluntary sector may be rotated over the life of the Partnership committee to reflect the areas / groups targeted in the Action Plan.

- A review of the Sligo CDB Peace and Reconciliation Partnership will take place in 12 months.
- The Sligo CDB Peace and Reconciliation Partnership will be chaired by Hubert Kearns.
- The Director of Community and Enterprise, Sligo County Council, Rita McNulty will act as secretary to the Sligo CDB Peace and Reconciliation Partnership.

Role of the Partnership

1. To take responsibility for the development, planning and implementation of the Sligo Peace and Reconciliation Action Plan.
2. To ensure that people and communities, particularly target groups of the Peace Programme are genuinely engaged in decisions in relation to the development, implementation and review of the Sligo Peace and Reconciliation Action Plan.
3. To ensure that the Sligo Peace and Reconciliation Action plan is appropriate for the area and meets the objectives of Theme 1.1 of the Peace III programme.
4. To avail of the support of the Border Action/CRC Consortium in the development and implementation of the Sligo Peace and Reconciliation Action Plan.
5. To ensure that there is "shared ownership" of the process and the plan.
6. To provide clarity and information on roles and responsibilities within the implementation of the Action Plan.

7. To develop and implement effective, accessible and ongoing communication and consultation strategies for all stakeholders.
8. To coordinate and ensure efficient and effective delivery of the Sligo Peace and Reconciliation Action Plan.
9. To monitor and evaluate progress and to take corrective action where necessary.
10. To report to the Special EU Programmes Body on progress on the implementation of the Sligo Peace and Reconciliation Action Plan.

Guiding Principles

The working of the Partnership will be guided by a series of key overall principles that will be reflected not only in the operation of the Partnership but also in the process of preparing the Peace and Reconciliation Action Plan. These principles will include:

- **An understanding of the needs** of the individuals and the constituent bodies represented on the Partnership. In particular effort is made to facilitate the involvement of marginalised and disadvantaged groups
- **Ensuring participation and inclusion** of the maximum number of groups and individuals affected and that different methods are used to engage with different groups and individuals.
- **An effective, comprehensive and ongoing consultation/review process** is developed and implemented.
- **Participants in planning process** can expect early and frequent opportunities to feedback.
- **Mutual respect** by all the partners of each others validity and interests.

- **Consensus** in decision-making.
- **Shared responsibility and ownership** of the process.
- The partnership working arrangements should be team-based.
- **Transparency and accountability** with regard to steps, decision and participants in the process.

Operating Procedures

1. The Partnership will meet at least 4 times per year and a schedule of meetings for the calendar year will be agreed at the outset. The venue for each meeting to be agreed in advance.
2. The Partnership will be chaired by Hubert Kearns, County Manager.
3. The Director of Community and Enterprise, Sligo County Council, Rita McNulty will act as secretary to the Partnership and will be responsible for managing and providing executive and administrative support to the Partnership.
4. Sligo County Council will act as **lead partner** from the perspective of being the accountable body for the financial management of the Partnership including the planning, development and implementation of the Peace & Reconciliation Action Plan.
5. It will be the responsibility of the secretariat of the Partnership to convene, maintain attendance sheets and record minutes of each meeting.
6. The notice of each meeting and the minutes of the previous meeting to be circulated at least 5 working days prior to the date of next meeting.

7. The quorum for the Partnership is five.
8. The Partnership will report on a regular basis to Sligo County Development Board.
9. The Partnership may form subgroups or working groups to deal with specific issues or priority areas.

Equality Statement

By accepting and understanding the individual differences along the dimensions of race, ethnicity, gender, sexual orientation, socio economic status, age, physical abilities, religious beliefs, political beliefs or other ideologies, this Partnership will embrace diversity and promote equality in the development, planning and implementation of the Sligo Peace and Reconciliation Action Plan.

Conflict of Interest

In the event of a conflict of interest, each partner agrees to declare their interest in the subject matter and agrees to remove themselves from the meeting and will not participate in any debate / discussion and/or decision in relation to the subject matter.

Code of Conduct

Each partner agrees to comply with the code of conduct as set out in the Partnership Agreement.

Statement of Agreement:

The organisations named below agree to work together in partnership to develop and implement a Peace and Reconciliation Action Plan for County Sligo setting out strategic responses to

locally identified needs as determined within the parameters of
Theme 1.1 of the Peace III Programme: Building Positive
Relations at Local Level.

Hubert Kearns
Chairperson of Partnership Committee

Rita McNulty
Secretary of Partnership Committee

Date

**Appendix 6
Partnership Committee Members (Updated JUNE 2009)**

MEMBERSHIP SLIGO PEACE & RECONCILIATION PARTNERSHIP COMMITTEE	
Representative	Agency ~ Interest Represented
LOCAL GOVERNMENT	
Hubert Kearns	<i>Sligo County Council - County Manger</i>
To be confirmed	<i>Sligo County Council - SPC Chairperson</i>
To be confirmed	<i>Sligo County Council - SPC Chairperson</i>
To be confirmed	<i>Sligo County Council - SPC Chairperson</i>
LOCAL DEVELOPMENT	
Michael Quigley	<i>Sligo Leader Partnership Company – CEO</i>
STATE AGENCIES	
Cara O'Neill	<i>HSE – Acting General Manager</i>
Jack Lynch	<i>VEC – Education Officer</i>
Janette Gillen	<i>Institute of Technology – Centre Manager</i>
SOCIAL PARTNERS	
Sarah Wetherald	<i>ICTU – Trade Union Perspective</i>
Gerard Queenan	<i>ICSMA – Agricultural & Farming Organisation Perspective</i>
Brian Scanlon	<i>Community Forum – Local Community Development</i>
Tom McGettrick	<i>Community Forum – Local Community Development</i>
Community Forum Nominations – Representing Perspectives of Peace III Target Groups	
Bernadette Maughan	<i>Sligo Traveller Support Group - Traveller Community Perspective</i>
Piotr Rachwald	<i>Sligo Immigrant Organisation – New Communities Perspective</i>
Mildred Gilmore	<i>Individual – Protestant Community Perspective</i>
Alan Mitchell	<i>Individual – Protestant Community Perspective</i>
Chris McManus	<i>Tus Nua Silgeach – Displaced people, Ex-Political Prisoners, & Former Combatant Perspective</i>