

# County Cavan Peace Partnership

## Peace and Reconciliation Action Plan

2008-2010



Cavan County  
Development Board



## **Preface**

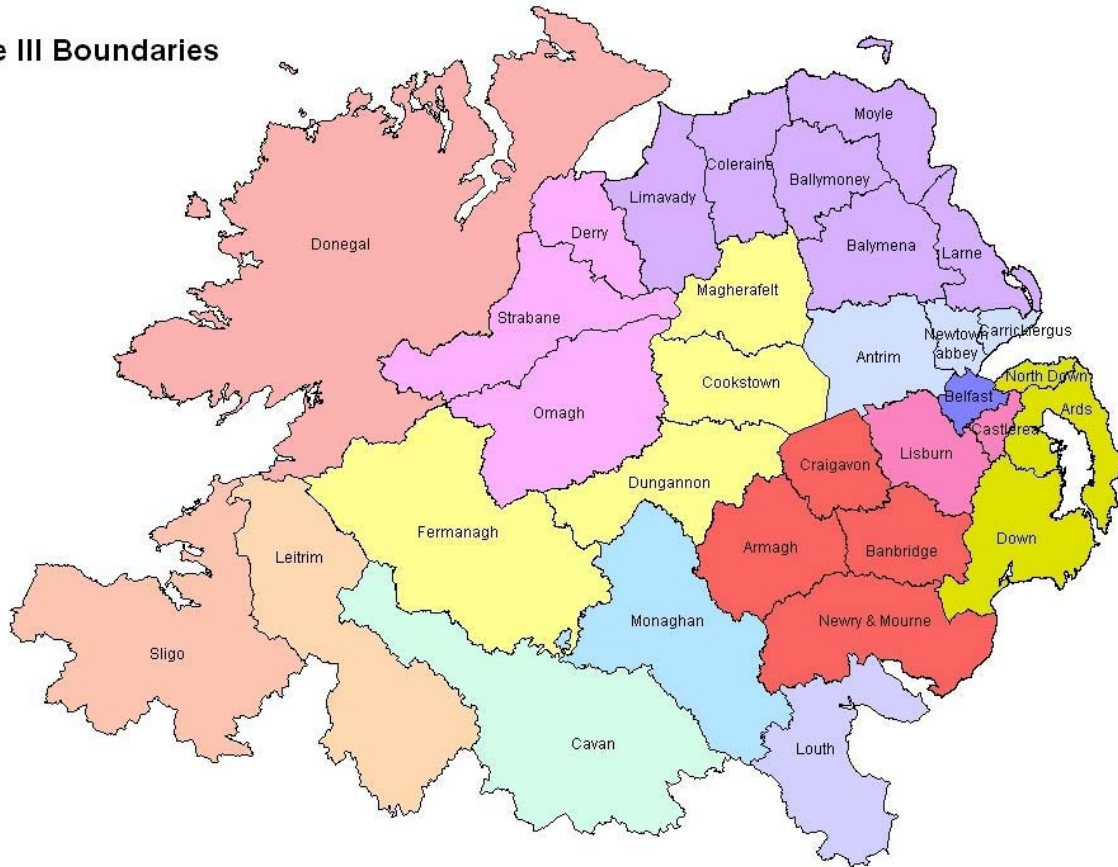
### **Statement Of Purpose For The Planning Process**

The overall objective of the Peace III Programme is to reinforce progress towards a peaceful and stable society and promote reconciliation in Northern Ireland and the Border Region. The County Cavan Peace and Reconciliation Action Plan outlines how the Cavan Peace Partnership aims to address reconciliation in County Cavan and how they intend to contribute to a lasting peace in their area. The plan outlines how the Cavan Peace Partnership will work towards building positive relations at local level – the focus of Priority 1.1 of the Programme. The plan has been developed under the guidance of the five guiding principles as outlined by SEUPB of – participation; openness; shared ownership; representation and mutual respect. It is a true partnership approach between elected members, the statutory, local development agencies, social partners and community and voluntary sector in the county. Additional engagement has been achieved with the wider community and voluntary sector at the public meetings; through public consultations, focus groups and the opportunity to make written submissions.

### **Statement Of The Geographical Area Covered**

The geographical area covered by the Plan is County Cavan. The total population of the county in 2006 was 64,003. Below is a map outlining the location of County Cavan relative to the other areas eligible under the Peace III Programme.

## Peace III Boundaries



County Cavan shares a border with County Fermanagh to the north, County Leitrim to the west and County Monaghan to the east.

### **The Lead Partner**

The Lead Partner is County Cavan Peace and Reconciliation Partnership, a subgroup of Cavan County Development Board. The administrative arm of the Peace Partnership is Cavan County Council.

### **Statement of Endorsement**

The Plan was presented to the meeting held on the 6<sup>th</sup> May 2008 of the Cavan Peace Partnership where it was endorsed and approved by those attending. See Appendix F for a copy of the Cavan Peace Partnership agreement.

# **Executive Summary**

## **I Introduction and Background**

The County Cavan Peace Partnership undertook a detailed, if rapid consultation process. Well over 80 people attended the public consultations and the Partnership received 29 written submissions many of which were very detailed. The Partnership used the analysis of these submissions to identify the issues and needs that exist at a local level in relation to sectarianism, racism and diversity awareness. They examined the needs of the different target groups and of different areas. This information was used to develop this Plan for the period March 2008- May 2008.

## **II The Vision, Aims and Objectives of the County Cavan Peace and Reconciliation Action Plan**

### **The Vision**

The overall aim of the Peace III programme is 'to reinforce progress towards a peaceful and stable society and to promote reconciliation'. The Cavan County Development Board through its work, identified a shared vision for Cavan in 2012. Their vision is broadly similar to that held by the children of the county which is as follows:

'Cavan as a county 'which is socially very active, environmentally friendly, economically vibrant, and inclusive of all members of the County.'

### **The Aim**

The County Cavan Peace and Reconciliation Action Plan aims to support the achievement of this vision through the implementation of a number of aims and objectives. The overall aim of the Plan is to 'Build positive relations at a local and indeed a cross border level through challenging attitudes to sectarianism and racism; to increase levels of interaction and engagement between different communities, groups and areas; to support conflict resolution and mediation work at a local level within the county and ultimately to promote reconciliation within the county and in the wider region'

### **The Objectives**

The Plan has two key objectives

- To acknowledge and deal with the past
- To develop shared visions at a local, county and cross border level

These key objectives will be achieved through the identification and implementation of four strategic priorities detailed in the section below.

### **III The Strategic Priorities and Actions included in the County Cavan Peace and Reconciliation Action Plan**

The County Cavan Peace and Reconciliation Action Plan has four strategic priorities as follows:

Strategic Priority 1. To build the capacity and confidence of minority and excluded groups and communities within the county and in West Cavan in particular and equip them with the skills to be able to organise themselves, and participate in wider community activities

Strategic Priority 2. To provide increased levels of access to conflict resolution and mediation support services at a local level

Strategic Priority 3. To promote mutual understanding and respect within the local community of the county by encouraging cross community and cross border networking and by building positive relations

Strategic Priority 4. To facilitate access to the resources necessary to enable groups and communities within the county to undertake purpose specific training and support programmes that are focused on building positive relationships

Each of these priorities is addressed in a number of different ways under one or more activity strands.

The priority 'Promote mutual understanding & respect by encouraging cross community and cross border networking and by building positive relations' will be addressed by supporting activities that bring communities and people together. The work will be undertaken with different groups across the county and on a cross border basis. Young people and their parents/guardians were identified through the consultations and by the Peace Partnership as a key target group given that they make up 29% of the population and indeed represent the future of the county. As such this priority will involve actions that focus on the wider community and actions that have a particular focus on young people. This priority will be achieved through two key activity strands:

- Building Integrated Communities; and
- Building Good Relations Among Our Young People.

The priority 'Build the capacity of minority and excluded groups and communities & equip them with the skills to organise themselves, and participate in wider community activities' will be achieved by providing a range of supports to different minority communities (including former members of the security and ancillary forces, ex-prisoners, protestant communities and ethnic minority communities). The supports will include communication skills training and confidence building supports that will equip

these communities firstly to organise themselves and secondly to engage in wider community activities. They will also involve supporting networking between minority groups within the county and on a cross border basis. This purpose of this work is to support and equip minority communities with the skills necessary to engage with and participate with the wider community and in wider community activities. This priority will be addressed within the wider framework and activity strand related to building integrated communities.

The priority ‘Provide increased levels of access to conflict resolution and mediation support services at a local level’ will be achieved by an activity strand which supports the provision of conflict resolution and mediation support services available to individual’s families and communities that require this type of intensive supports to assist them acknowledge and deal with issues related to the conflict or indeed the aftermath of the conflict. This priority will also ensure that local people are trained to deliver diversity awareness and anti-sectarianism training as part of the other priorities.

The priority ‘Facilitate access to the resources necessary to enable groups and communities within the county undertake purpose specific programmes that are focused on building positive relationships’ will be achieved under the activity strand which provides groups working together to build positive relations with access to dedicated resources to facilitate a programme of work. To be eligible to avail of this additional support the joint applicants must agree to link with the wider work being undertaken as part of either the Building Integrated Communities and supporting minority communities; or the Building Good Relations Among Our Young People activities, whichever is most relevant.

The Table below provides details of the action to be undertaken under the four key activity strands.

### **A Summary of the County Cavan Peace and Reconciliation Plan Activity Strands and Actions**

<b>Activity Strands</b>	<b>Indicative Actions</b>
<b>Build Integrated Communities and Support Minority Communities</b>	<ul style="list-style-type: none"> <li>• Employ a <b>Good Relations Officer</b></li> <li>• <b>Develop a Good Relations Strategy</b> for the county linked to the provision of Programmes of activities for community and voluntary groups around the county</li> </ul>
	<ul style="list-style-type: none"> <li>• Deliver <b>Cross-community and Cross Border Programmes of Activities</b> across the county around areas of common interest these will be used as fora to examine sensitive cross community and cross border issues</li> </ul>
	<ul style="list-style-type: none"> <li>• Develop a dedicated <b>Programme of cross-community and cross of activities and supports in West Cavan</b> around areas of common interest. This will be used as forum to examine sensitive cross community and cross</li> </ul>

	border issues
	<ul style="list-style-type: none"> <li>• <b>Deliver diversity awareness, anti-racism and anti-sectarianism training</b> as part of the Programmes of Activities and develop an anti racism plan</li> </ul>
	<ul style="list-style-type: none"> <li>• Provide <b>communication and community development skills training for minority communities</b></li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Provide networking supports and increase networking opportunities for minority communities</b> within the county and on a cross border basis (e.g. support the multi-cultural network and support the development of a broadly constituted women’s network and network of protestant community organisations)</li> </ul>
	<ul style="list-style-type: none"> <li>• Provide <b>support for advocacy training for minority communities</b> within the county and on a cross border basis</li> </ul>
	<ul style="list-style-type: none"> <li>• Support the ongoing development of <b>an interfaith dialogue group</b> involving church leaders of all denominations</li> </ul>



<b>Build Good Relations among our Young People</b>	<ul style="list-style-type: none"> <li>Put in place capacity building supports to facilitate the involvement of families and children from the minority communities in the county in wider youth activities (linked to Priority 1)</li> </ul>
	<ul style="list-style-type: none"> <li>Ongoing development of cross community youth/children's fora on a countywide and cross border basis and actively support the involvement of minorities in countywide and cross county fora.</li> </ul>
	<ul style="list-style-type: none"> <li>Support the development of cross community children's clubs/summer projects that celebrate cultural diversity, involving families and children from the majority and minority religious communities and ethnic minority children and their families.</li> </ul>
	<ul style="list-style-type: none"> <li>Deliver cultural diversity training programme using a number of themes (e.g. history trails)</li> </ul>
	<ul style="list-style-type: none"> <li>Develop a Peer Education Training Programme for the delivery of peace and reconciliation and cultural diversity programme to young people and by young people</li> </ul>
	<ul style="list-style-type: none"> <li>Provide anti-sectarianism and anti-racism training to/for young people</li> </ul>
	<ul style="list-style-type: none"> <li>Develop a cross-border accredited training programmes for young people, by young people, arising out of a cultural exploration project (that involves strong elements of diversity awareness raising activity as well as anti-racism/anti-sectarianism training)</li> </ul>
<b>Provide Enhanced Access to Reconciliation Supports at a local level</b>	<ul style="list-style-type: none"> <li>Provide one to one mediation for individuals (though the involvement of 15 already qualified mediators who received their accredited through the CFRC with the support of Peace II funding)</li> </ul>
	<ul style="list-style-type: none"> <li>Develop a support structure/network for the mediators</li> </ul>
	<ul style="list-style-type: none"> <li>Undertake conflict resolution work where is related to sectarian racist attitudes or behaviour</li> </ul>
	<ul style="list-style-type: none"> <li>Develop further and strengthen existing cross-border links with mediation services in Northern Ireland</li> </ul>
	<ul style="list-style-type: none"> <li>Train diversity awareness, anti-sectarianism, anti-racism trainers</li> </ul>
<b>Support for the Building of Shared Visions</b>	<ul style="list-style-type: none"> <li>Funding of 432,000 available to groups working together to develop programmes of activities that support the development of enhanced relationships at a local level.</li> </ul>

## **IV The Resources Needed to Implement the Plan**

The Cavan Peace Partnership believe that the implementation of the County Cavan Peace and Reconciliation Action Plan will require a financial commitment of €2,880,000 over the period 2008-2010. The breakdown of this spend across the different activity strands is detailed in the table below. The Partnership believe that the cost of technical support and administration will make up €288,000 of the total budget.

## An Overview of the Resources Required

<b>Strand</b>	<b>Total Budget</b>	<b>Average per annum</b>	<b>Percentage of overall</b>
Build Integrated Communities and Support Minority Communities	<b>1,152,000</b>	<b>384,000</b>	40%
Build Good Relations among our Young People	<b>720,000</b>	<b>240,000</b>	25%
Provide Enhanced Access to Reconciliation Supports at a local level Conflict Transformation	<b>288,000</b>	<b>96,000</b>	10%
Support for the Building of Shared Visions Small Grants	<b>432,000</b>	<b>144,000</b>	15%
Support and Administration Costs	<b>288,000</b>	<b>96,000</b>	10%
	<b>2,880,000</b>	<b>960,000</b>	<b>100%</b>

# Table of Contents

<b>Preface</b>	<b>2</b>
<b>Executive Summary</b>	<b>4</b>
<b>1. Introduction</b>	<b>12</b>
1.1. Summary of how the area has gone about development of the plan	12
1.2. Description of the Partnership and its membership	13
1.3. Summary of approach to consultation and participation	15
1.4. Overview of the strategic context of the Peace & Reconciliation Action Plan including reference to Peace III	16
1.5. Statement of guiding principles and/or value base	17
<b>2. Area Profile</b>	<b>18</b>
2.1. Analysis of the key service providers in the area, key decision makers and the resources they bring to the area	18
2.2. Audit of current policies, plans and current service provision locally in relation to Community Planning and with specific reference to Sectarianism and Racism	20
2.3. Analysis of economic, social and environmental situation (relevant to this priority)	20
2.4. Policies that have the greatest Impact on the County	23
2.5. Issues that have the greatest impact on the County –	24
2.5.1. The areas most affected by the conflict	25
2.5.2. An analysis of the Need of the Groups most affected by the conflict	26
2.5.3. The learning arising from the earlier PEACE Programmes	28
2.5.4. The learning arising from the consultation process	38
2.5.5. The learning in relation to sectarianism, racism and reconciliation	39
2.6. Area SWOT	41
2.7. Summary of Needs	42

<b>3.</b>	<b>Vision, Aims and Objectives</b>	<b>43</b>
3.1.	How the area would be in 2010, 2013 and 2015 based on consultations with the local community and other stakeholders	43
3.2.	Statement of broad aims and specific objectives	44
<b>4.</b>	<b>Options and Preferred Strategies</b>	<b>46</b>
4.1.	Strategic options for achieving the aims and objectives	46
4.2.	Criteria for selecting preferred option(s)	46
4.3.	Selected strategic priorities	49
<b>5.</b>	<b>Peace &amp; Reconciliation Action Plan</b>	<b>51</b>
5.1.	Strategic Priority 1 Building Integrated Communities & Supporting Minority Communities	51
5.2.	Strategic Priority 2. Building Good Relations among our Young People	53
5.3.	Strategic Priority 3 Providing Enhanced Access to Reconciliation Supports	55
5.4.	Strategic Priority 4 Support for the Building of Shared Visions	56
5.5.	Administration of the Peace III Programme in County Cavan	57
<b>6.</b>	<b>Managing the Strategy</b>	<b>58</b>
6.1.	The Completion of Phase I and Development of Phase II	58
6.2.	Key Monitoring and Evaluation Procedures	58
6.3.	Measurement Procedures to Monitor Impact	58
6.4.	Ongoing Monitoring and Formative Evaluation	60
6.5.	The Relevance and Suitability of Priority 1.1 Indicators	60
6.6.	Reporting and Feedback Arrangements	61
6.7.	Summary of Timetable and Plans for Future Consultations	61
6.8.	Addressing the Cross Cutting Themes	63
6.9.	Summary of the Overall Budget	66

## **Appendices**

Appendix A The List of Public Consultation Attendees

Appendix B The list of Submissions received

Appendix C Consultation Workshop Notes

- Appendix D List of Abbreviations
- Appendix E Communications Plan
- Appendix F Copy of the Partnership Agreement

## List of Figures

Figure 1. Socio-Economic Status, Cavan, 2006	21
Figure 2. Employment by Industry, Cavan 2006	22
Figure 3. A Map of the most disadvantaged EDs in County Cavan	27
Figure 4. A map of Cavan Task Force Funded Projects under the Peace II Programme	35
Figure 5. A Map of Border Action Funded Projects under the Peace II Programme.	36
Figure 6. A Summary of the County Cavan Peace and Reconciliation Action Plan Vision, Aims, Objectives and Activity Strands	48

## List of Tables

Table 1. A Summary of the Process of Developing the Cavan Peace Plan	13
Table 2. The Composition of the Cavan Peace Partnership	14
Table 3. Meetings to Nominate Peace III Target Group Representatives	15
Table 4. Some of the Key Service Providers in County Cavan	18
Table 6. Relative Deprivation Index Scores – 2006	25
Table 7. A Profile the needs of the Peace III Target Groups	
Table 8. Cavan SWOT Analysis	41
Table 9. County Cavan Advanced SWOT Analysis	42
Table 10. An Analysis of the Different Delivery Options Open to the Cavan Partnership	46
Table 11. Key Outputs and Key Indicators	58
Table 12. Impact Indicators and their collection in County Cavan	60
Table 13. The Timetable for Year I of the County Cavan PEACE III Plan and Future Consultations	63
Table 14. Breakdown of the Overall Budget	66

## **Section 1. Introduction**

### **1.1 Summary of how the area has gone about development of the plan**

The Cavan County Development Board established the Cavan Peace Partnership in early 2008 for the purposes of developing proposals and actions to implement Theme 1.1 building positive relations at a local level in County Cavan. This group had its first meeting on the 6<sup>th</sup> March 2008. Following on from this meeting an invitation to tender was issued by the partnership looking for support to assist them develop their plan. The consultant was appointed in early March 2008. Dates for the various consultations were agreed and a formal submission template developed.

A consultation took place with Cavan County Council Councilors in early March. Public consultations were held in late March in different venues around the county. A total of 56 persons attended). Groups and individuals were also provided with an opportunity to make a formal submission. A focus group was also held by request with representatives and individuals from the protestant community. 29 written submissions were received (See Appendix B for details). The findings and issues emerging from the consultation process were fed back to a meeting of the Peace Partnership on the 7<sup>th</sup> April while a more in-depth consultation with the Protestant Community took place on the 9<sup>th</sup> April. Representatives from the Cavan Peace Secretariat met with representatives from the Monaghan Peace Partnership Secretariat and Border Action on the 14<sup>th</sup> April to identify areas of cross county interest. This was followed that evening with a public feedback session. At this session the issues arising from the consultations were fed back as indeed were the priorities identified by the Partnership.

The individual actions were developed by the staff of the secretariat. An early draft of the plan was prepared following the development of these draft actions and was circulated for discussion at a meeting of the Peace Partnership on the 24<sup>th</sup> April. This draft was also forwarded to Border Action and the Community Relations Council for Northern Ireland (CRC) for their comments. The comments of the Peace Partnership and Border Action and the CRC were incorporated into the next draft of the document. This draft was circulated in advance and discussed at the third meeting of the Partnership held on the 6<sup>th</sup> May. The final draft was prepared incorporating the comments of the Partnership and any further comments from Border Action/Community Relations Council for Northern Ireland (CRC) and was submitted to the Special EU Programmes Body (SEUPB) for the deadline of the 12<sup>th</sup> May 2008. See Table 1 for a Summary of the Plan Development

**Table 1.****A Summary of the Process of Developing the Cavan Peace Plan**

<b>Timeframe</b>	<b>Action</b>	<b>Purpose</b>
7, 11 & 13 <sup>th</sup> February	Three Meetings with organisations working with Peace III Target Groups specifically: women, ethnic minorities and the protestant community	To nominate representatives from the peace III Target Groups to become members of the Cavan Peace Partnership
6/3/08	Meeting I of the Peace Partnership	Agree the purpose of the Partnership and discuss the partnership agreement
10/3/08	Consultation with the County Council	Outline the purpose of the Partnership and discuss the Peace III Action Plan
27/3/08	Public Consultation: Belturbet	Public Consultation with three workshops and 27 attendees
31/3/08	Public Consultation: Cavan Town	Public Consultation with two workshops and 22 attendees
2/4/08	Public Consultation: Bailieborough	Public Consultation with two workshops and 13 attendees
27 Written Submissions received		Provide individuals and organizations with an additional opportunity to feed into the consultation process
7/4/08	Meeting II of the Cavan Peace Partnership	Explore the issues arising from the consultations and to agree priority actions
9/4/08	Consultation with members of the Protestant Community	Discussion on the needs of this particular group, 27 attendees
14/4/08	Meeting with the Cavan Peace Partnership Secretariat & Border Action	Explore where there might be a possibility for doing cross county/cross border work
14/4/08	Public Feedback Session	To review the issues arising from the consultations and to inform the public of the decisions made by the Peace Partnership. 26 attendees
24/4/08	Meeting III of the Peace Partnership	To review the first draft of the Peace Plan
6/5/08	Meeting IV of the Peace Partnership	To agree the final draft of the plan



## **1.2 Description of the Partnership and its membership**

The Cavan Peace Partnership is a sub-committee of the Cavan County Development Board. It has 16 members. (See Table 2 for the Composition of the Partnership).

**Table 2. The Composition of the Cavan Peace Partnership**

Name	Organisation	Type of Partner
Cllr Sean Smith	Strategic Policy Committee Chairperson -	Local Government Sector
Cllr Madeleine Argue	Strategic Policy Committee Chairperson	Local Government Sector
Cllr Charlie Boylan	Strategic Policy Committee Chairperson-	Local Government Sector
Mr Jack Keyes Chairperson	County Manager, Cavan County Council	Local Government Sector
Mr Declan Ferry	SIPTU	Social Partner – Trade Unions
Mr Malachy Magee	Chamber of Commerce	Social Partner – Business
Mr John Beglan	Irish Co-Operative Organisationn Society	Social Partner – Farming
Mr Gerry Lowry	Health Service Executive	State Agency
Mr Vincent Reynolds	Cavan County Enterprise Board	Local Development Agency
Mr Brendan Reilly	Cohesion Body	Local Development Agency
Ms. Maureen McIntyre	Cavan Vocational Education Committee	Statutory Education Provider – (Youth Services)
Mr Jerry Fitzpatrick	Cavan Community Forum	Social Partner - Community/Voluntary
Ms. Philomena Finnegan	Cavan Community Forum	Social Partner - Community/Voluntary
Ms Jennifer Chetty	Peace III Target Group Representative (Women)	Social Partner - Community/Voluntary
Ms. Doris Allison	Peace III Target Group Representative  (The Protestant Community)	Social Partner - Community/Voluntary Peace III Target Group
Mr. Paul Odedele	Peace III Target Group Representative  (Ethnic Minorities)	Social Partner - Community/Voluntary Peace III Target Group

The majority of members of the Cavan Peace Partnership are members of the County Development Board with three exceptions. These three individuals were co-opted onto the Peace Partnership to represent the interests of some of the Peace III target groups, namely Protestants, Ethnic Minorities and Women. The majority of these individuals were nominated by inviting the groups that represent these interests to meet and by asking them to nominate one individual to represent their interests on the Peace Partnership.

The meetings to nominate the majority of these representatives were organised by the Community and Voluntary Fora staff. They invited all the relevant community and voluntary organisations they knew to attend. Table 3 details the number of organisations who attended the various meetings and the individuals that were nominated onto the Partnership.

**Table 3: Meetings held to Nominate Individuals to Represent Peace III Target groups on the Partnership**

<b>Peace III Target Group to be Represented</b>	<b>Date of Meeting</b>	<b>No of Organisations who attended</b>	<b>Individual Nominated</b>
Ethnic Minorities	13/2/08	9	Paul Odelele Cavan Multicultural Network
Protestant Communities	11/2/08	9	Doris Allison Presbyterian Church
Women	7/2/08	4	Jenny Chetty ACTION

**Key Features of the Cavan Peace Partnership included the following:**

- The Partnership is a sub-committee of the Cavan County Development Board and as such will report regularly to the County Development Board thus ensuring its work feeds into wider developments in the county and into the 10 year development strategy for the county.
- The diversity and number of organisations participating in the County Development Board and Partnership ensures that the work of the Partnership will link into and complement the work of those organizations.
- The Partnership is chaired by the County Manager, lending weight and credibility to the structure.
- The Director of Community and Enterprise in Cavan County Council is acting as the secretary for the Partnership again emphasising the importance of the Peace process to County Cavan.

- There is strong representation from the community and voluntary sector through the participation of representatives from the Cavan Community Forum. The Cavan Community Forum also provides a vehicle for communicating with and to the wider community sector in the county.
- There is direct representation of a number of the Peace III target groups on the Peace Partnership.

### **1.3 Summary of approach to consultation and participation**

The Cavan Peace Plan has been developed by the Partnership based on the lessons learned from earlier Peace Programmes, the findings and issues emerging from the consultations (See Appendix A for the list of attendees), the written submissions and the strategic priorities for the county's future as detailed in the CDB Strategy.

The public consultations were widely advertised in the local papers and through the existing community network structure. All groups that had participated in the Peace II Programme received a letter inviting them to attend the consultations and/or make a submission. There were a number of individuals who attended more than one consultation, adjusting the figures to accommodate that, a total of almost 80 people participated in the four consultations (some individuals attended more than one consultation session).

The consultations themselves were divided into two parts, the first was an information session, where Cavan County Council staff from the Office of Community and Enterprise detailed the background, objectives and processes to be undertaken in the preparation and development of a plan under the Priority 1, Theme 1, Building Positive relations at a local level. A representative from Border Action then made a short input on other possible funding options under Peace III. These sessions were followed by a question and answer session. This was followed by a short break for tea and coffee. After the short break attendees selected to participate in one of two different workshop types, one workshop focused on target groups, the other target areas. The workshops were facilitated by Cavan County Council staff. Where possible there was a note-taker at each workshop, whose job it was to record what was said. Following the public consultation process there was 10 sets of workshop notes and 27 submissions to be analysed. This was done and the key issues and findings emerging were presented to the Partnership meeting on the 7/4/08.

### **1.4 Overview of the strategic context of the Peace & Reconciliation Action Plan including reference to Peace III**

The Cavan Peace III Action Plan has been developed following a review of relevant regional and national strategic documents. The Plan seeks to make a positive contribution to the achievement of a number of these strategies as follows:

- The National Development Plan - Transforming Ireland
- Towards 2016 - Ten Year Framework Social Partnership Agreement 2006-2015
- The National Action Plan Against Poverty and Social Inclusion (NAP Inclusion) (2006-2008)
- The National Women's Strategy 2007-2016
- Ireland Rural Development National Strategy Plan (NSP) 2007-2013
- The National Health Strategy: Quality and Fairness - A Health System for You
- The INTERREG IV Programme
- The Youth Work Act 2001
- The Border Regional Development Strategy
- The Regional Development Strategy for Northern Ireland
- Planning For Diversity - The National Action Plan Against Racism (2005 – 2008)
- The National Children's Strategy, Our Children – Their Lives (2000)

The Cavan Peace Partnership believes that the successful realisation of the Peace Action plan will make a clear contribution to the achievement of the Regional Development Strategies for the border region and for Northern Ireland in particular.

At a regional level the Plan also fits into the framework of the Peace III Programme. The overall objective of the Peace III Programme is to reinforce progress towards a peaceful and stable society and promote reconciliation in Northern Ireland and the Border Region. The Programme seeks to build on the success and lessons of the Peace I and Peace II Programmes, with a continued focus and emphasis on reconciliation, on acknowledging and dealing with the conflict, on building positive relations and on contributing towards a shared society.

The Cavan Peace and Reconciliation Plan fits clearly under the first priority Reconciling Communities and specifically fits under theme 1.1 Building Positive relations at a local level. The Plan specifically seeks to undertake actions which:

- a) challenge attitudes towards sectarianism and racism and
- b) support conflict resolution and mediation at the local community level.

The Plan is based on the principles of collaboration and partnership and the actions will be implemented through partnerships involving the social partners, statutory agencies,

local agencies and the community and voluntary sector. It builds on the experience of Peace I and II and the cross border linkages developed under these programmes are further developed within the new Plan.

At a county level the Cavan Peace and Reconciliation Action Plan fits clearly into the framework of the Cavan County Development Board Strategy 2002-2012. It will be implemented by the Partnership, a sub-committee of Cavan County Development Board.

### **1.5 Statement of guiding principles and/or value base**

The work of the Cavan Peace Partnership and the Cavan Peace III Plan has been and indeed will be guided by a number of key principles as follows:

#### **Participation**

The principle of participation was ensured by the process of developing the plan which was open to all and the holding of four consultation events. Representatives from the statutory, local development, social partners and the community and voluntary sectors (including direct representation from the Peace III target groups) are included on the structure that will oversee the implementation of the plan. There will be an annual public feedback event, Members of the community forum and representatives of the Peace III target groups will be encouraged and supported to report back to the groups they represent. The work undertaken as part of the Communications Plan will also support participation in the process of implementing the plan.

#### **Openness**

The implementation of this guiding principle in practice saw participation in the plan preparation process begin as early as possible, following notification of the events. Those who attended the public consultations, and who made written submissions were invited to a feedback session where they heard more about the issues that were identified through the consultation process and got an opportunity to comment on the areas identified by the Partnership to be developed as actions within the plan. Once the plan has been approved by SEUPB, it will be made available on the website to the wider public for anyone who might be interested. Hard copies will be available on request. Information was provided at all of the workshops for those participating to use and to take away with them. The work undertaken as part of the Communications Plan will also support openness in the process of implementing the plan.

#### **Shared Ownership**

The implementation of this guiding principle in practice saw the issues and actions to be included in the plan emerging from the public consultation process. Organisations representing the interests of the Peace III target groups were targeted and encouraged to participate in this process. The decision about what was to be included in the Plan was made by the Peace Partnership, while representatives and other relevant bodies worked together to develop the actions. Representatives of organisations north of the

border were invited to attend these meetings to ensure cross border work was built into the actions from the beginning and to ensure shared cross border ownership of actions. It is anticipated that working groups will be established to develop the action plan and that this process will support the development of shared ownership.

### **Representative**

The implementation of this guiding principle in practice saw/sees the involvement of a range of relevant sectors and groups in the county as members of the Cavan Peace Partnership. All decisions made by the Partnership are made by consensus with decisions linked into wider policy discussions.

### **Mutual Respect**

The implementation of this guiding principle in practice sees all participants on the Partnership respecting the views of others on the Partnership.

## **2. Area Profile**

### **2.1 Analysis of the key service providers in the area, key decision makers and the resources they bring to the area**

Key service providers in Cavan include those listed in Table 4.

**Table 4. Some of the Key Service Providers in County Cavan**

<b>Organisation</b>	<b>Services Provided</b>
County Cavan Partnership	Delivery of local development and social inclusion programme
County Cavan Vocational Educational Committee ( VEC)	Provide a comprehensive range of full-time and part-time educational programmes across the educational spectrum.
Cavan County Council	Roads, Social Housing, Planning, Environmental Services, Community Social and Cultural support services, Water Services, Libraries, Museum, Emergency Services
FAS	To provide a range of training, employment and community development programmes
Cavan County Enterprise Board	Promote economic development of the county and support new and existing small enterprises.
Department of Social and Family Affairs	To identify and provide options as an alternative to unemployment. To encourage persons to avail of various education, training and counselling programmes
Gardai	Crime prevention, detection and community policing

Health Service Executive – Dublin North East	The Health Service Executive (HSE) is responsible for providing Health and Personal Social Services for everyone living in the Republic of Ireland.
Cavan County Childcare Committee	Cavan County Childcare Committee acts in an advisory and co-ordinating capacity providing advice, information, support & assistance on a wide variety of childcare topics and funding issues.
Teagasc	Teagasc – the Agriculture and Food Development Authority – is the national body providing integrated research, advisory and training services to the agriculture and food industry and rural communities. It was established in September 1988 under the Agriculture (Research, Training and Advice) Act, 1988.
Enterprise Ireland	Enterprise Ireland is the government agency responsible for the development and promotion of the indigenous business sector.
North West Regional Tourism Authority	Promote tourism in the North West region
IDA Ireland -Investment & Development Agency	IDA Ireland (Industrial Development Agency) is an Irish Government agency with responsibility for securing new investment from overseas in manufacturing and internationally traded services sectors. It also encourages existing investors to expand and develop their businesses
Department of Education – North Eastern Region	The mission of the Department of Education and Science is to provide high-quality education, which will: <ul style="list-style-type: none"> <li>• Enable individuals to achieve their full potential and to participate fully as members of society,</li> <li>• Contribute to Ireland’s social, cultural and economic development.”</li> </ul>
Cavan Chamber of Commerce	To be a voice of local business
Irish Co-operative Organisation Society	To lead, represent & support the Irish Co-Operative agribusiness sector in achieving its business objectives
SIPTU	SIPTU provides the expertise, experience and back-up services necessary to assist workers in their dealings with employers, government and industrial relations institutions.



## **2.2. Audit of current policies, plans and current service provision locally in relation to Community Planning and with specific reference to Sectarianism and Racism**

In compiling this plan a wide range of current policies and service provision were reviewed in order to determine opportunities to add values to existing service provision and complement Peace II aims and objectives. Key among these include the Cavan County Development Board Strategy 2002-2012.

## **2.3. Analysis of Economic, Social and Environmental situation**

Cavan is a predominately rural county with only 26% of the population living in towns, the remaining 74% live in rural areas. It covers an area of 189,060 hectares (467,167 acres) and is characterised by drumlin countryside dotted with many lakes and small hills. In recent years County Cavan has experienced significant changes with major increases in the amount of residential and other types of developments and considerable increases in population levels. The total population of the county in 2006 was 64,003, comprising 48.6% females and 51.4% males. Cavan Town is the administrative centre for the county and the largest town. It provides an extensive range of services to the county and has been identified as a Hub town in the National Spatial Strategy and Border Regional Planning Guidelines.

Overall, the Border Region is the most disadvantaged region of Ireland, and Cavan is the second most disadvantaged Local Authority area within the region. Furthermore, the relative disadvantage of Cavan has become slightly more pronounced over the past fifteen years from a score of -1.7 in 1991 to -3.2 in 2006 (Haase Index).

As is the case in any county, there exists a degree of variation with County Cavan, 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 Cavan Town and Cootehill, whilst the more rural parts of the county tend to be slightly more disadvantaged.

At a local level, the most disadvantaged EDs are Diamond (-22.4%), Drumakeever/Derrynanta (-19.0%), Derrylahan (-18.7%), and Cootehill Urban (-16.9). Cavan Urban (-12.7%) is also relatively disadvantaged.

### **2.3.1 Demography**

The population of County Cavan was 64,003 at the time of the last Census in 2006, 49% of the population are female and 51% are males. The dependency rate in Cavan at 34.8% is higher than the national average of 31.4%.

### **2.3.2 Relative Disadvantage**

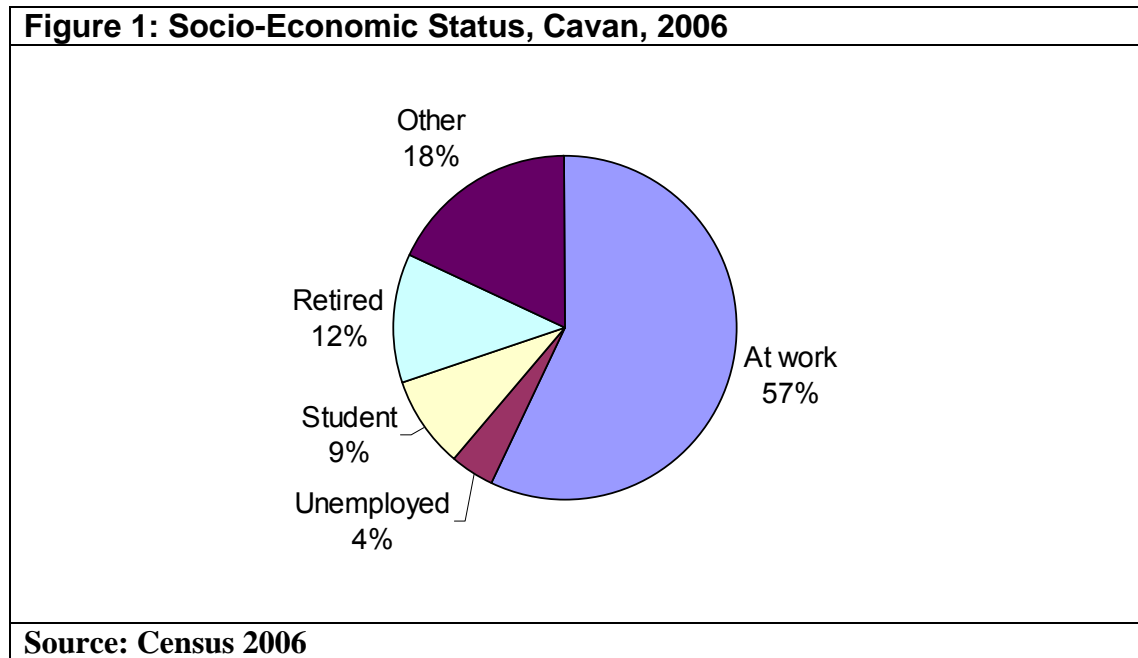
The deprivation indices developed by Haase and Pratschke can be used to measure relative levels of disadvantage/affluence in Cavan since 1991. This index shows that the

position of Cavan has fallen relative to other areas over the past 15 years (see Table 5. on the following page for Details). Relative Index Scores have been rescaled so as to have a mean of zero and standard deviation of ten at each census wave.

<b>Table 5: Relative Deprivation Index Scores – Cavan 2006</b>			
<b>1991</b>	<b>1996</b>	<b>2002</b>	<b>2006</b>
-1.7	-2.4	-3.2	-3.2
<b>Source: Haase 2008</b>			

### 2.3.3. Employment and Occupations

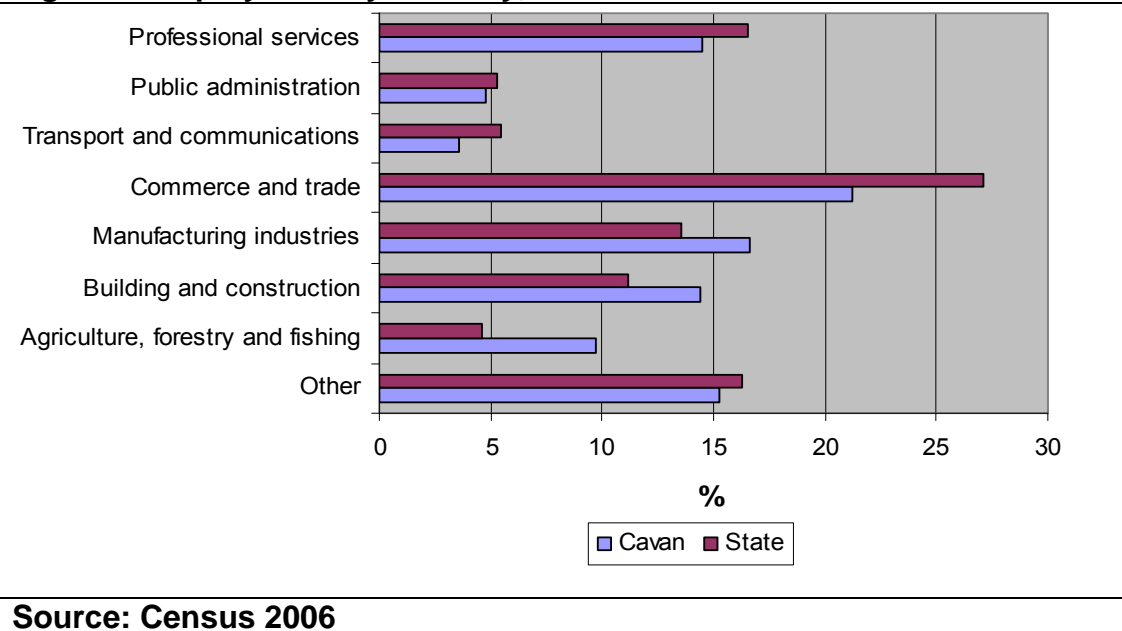
Over 57% of those over the age of 15 are at work and Cavan has a lower than average unemployment rate: 4% of the population are unemployed compared the 4.5% nationally. About 9% of those living in Cavan are students while over 12% of the population are retired. About 13% of the population look after home and family, while 3.9% of the population are unable to work because of permanent sickness or disability. See Figure 1. for details.



### 2.3.4. The Local Economy

Commerce and Trade is the biggest employer in Cavan, although at 21% the proportion working in this industry is 6 percentage points below the national figure. Cavan has an above average proportion of their population working in agriculture, forestry and fishing, building and construction and manufacturing industries. See Figure 2 for details.

**Figure 2 Employment by Industry, Cavan 2006**



**Source: Census 2006**

### 2.3.5. The Environment

Significant environmental issues face the country as a whole. Particular issues that affect Cavan include the need for the development of innovative solutions to waste management.

Cavan has also placed a focus on the expansion of wind energy schemes and the target is to ensure that 26% of the energy for the county will be from wind. A key aim of the County Development Board strategy included the development of structures that promote collaboration between environmental groups, the community, and the private and public sectors and that give ownership to local communities for the protection of their environment. Key ongoing priorities for the county include:

- the use of environmentally-sensitive practices in the generation of energy in the county;
- to consistently reduce litter in County Cavan;
- to ensure a collaborative and transparent approach to the protection of the environment;
- to ensure the effective management of waste in County Cavan;
- to provide a high quality environment for the people of County Cavan.

### 2.3.6. Equality and Inclusion Issues

8.5% of the population in County Cavan have a disability. 41.6% of those with disabilities in Cavan are above the age of 65, suggesting that well over two fifths of disabilities in the county are age related. (People with disabilities were identified in the consultations as a minority community.) Over 4% of the population of Cavan provide unpaid care (the national average is 3.8%). 5% of all women in Cavan are unpaid

carers, and 3% of all men. Just half of households in Cavan have a personal computer, this is slightly below the national figure of 56.6%. Only 9% of those households have access to broadband compared with 20% of the country as a whole. The issues related to minority communities in the county are identified in Section 2.5.2. Cavan Town is designated under the RAPID Programme (Urban disadvantage) while 85% of the county is included in the CLÁR Programme (Rural disadvantage)

## **2.4 Policies of Greatest Impact**

Among the key policies that impact of the development of the plan and that will ultimately impact on the implementation of the plan include the following:

- From a Social Perspective
  - The Anti-Poverty Strategy for Northern Ireland: This is a rolling strategy to address social inclusion and combating poverty.
  - The Irish National Action Plan for Social Inclusion (NAP Inclusion) (2006-2008)
  - The Irish National Women's Strategy 2007-2016
  - A Shared Future, Northern Ireland: sets the policy strategic framework for good relations in Northern Ireland.
  - The International Fund for Ireland: the IFI has adopted a strategy entitled 'Sharing this Space' with a strong focus on reconciliation.
  - The Taskforce on Active Citizenship, Ireland: seeks to increase participation in the democratic process and improve the interaction between the citizen and state institutions at local and national levels.
  
- From an Equality and Legal Perspective
  - Policies for promoting equality in Ireland and Northern Ireland: The Peace III Programme will operate closely within the legal and policy framework which is relevant to promoting equality to include: Section 75 Northern Ireland Act 1998; Employment Equality Act (1998), Equal Status Acts and strategies on racial equality, and the National Action Plan against Racism (Ireland).
  - EU Employment legislation (including work currently ongoing on adequate minimum income schemes).
  
- From a Technological and Environmental Perspective
  - The INTERREG IV Programme
  - The Border, Midland and West Regional Operational Programme
  - The Border Regional Development Strategy. An overall goal of this Strategy is to support and promote strategic links with Northern Ireland, in order to provide an effective interface between the two economies, capitalising on opportunities and removing impediments to cross-border interaction
  - The Regional Development Strategy for Northern Ireland provides the strategic focus that will guide future development, in order to promote a balanced and equitable pattern of sustainable development across Northern Ireland

- From an Economic & Political Perspective
  - The Implementation of Towards 2016 - Ten Year Framework Social Partnership Agreement 2006-2015 (It outlines social, technological, environmental, economic and equality related actions and targets that will impact on County Cavan). Interestingly from the perspective of PEACE III the framework of the County and City Development Boards (CDBs) is identified within 'Towards 2016' as the vehicle to enable partnership and collaboration across statutory agencies and the community and voluntary sector at local level. The Agreement states that 'the CDB structure will be further developed and strengthened to ensure that it can operate effectively as a vehicle for supporting a more integrated approach to service delivery at local level'.
  - The Implementation of the National Development Plan, Transforming Ireland 2007-2013 (It outlines social, technological, environmental, economic and equality related actions and targets and associated budget to implement the actions that will impact on County Cavan). It provides for an unprecedented level of public investment in physical and social infrastructure co-ordinated within the spatial policy framework of the NSS. The Plans provides for further support for North/South co-operation.
  - The Irish National Strategic Reference Framework sets the overarching strategic framework for regional competitiveness and employment structural funds.
  - The Northern Ireland Strategic Reference Framework sets the overarching strategic framework for regional competitiveness and employment structural funds.
  - European Territorial Co-operation Programme: cross-border programme between Northern Ireland, the Border Region of Ireland and parts of the west coast of Scotland aimed at encouraging economic and social co-operation in areas of enterprise and innovation, infrastructure, and tourism and culture.
  - The implementation of the Rural Development Programme 2007–2013 in Ireland and Northern Ireland: aims to promote economic and social development and provide a supportive environment for addressing peace and reconciliation.
  - The National Spatial Strategy and the Regional Planning guidelines for the six Southern Border Counties create the Statutory Spatial Planning Framework within which the economic, physical, social and cultural development of the region 2007-2012 will take place. Cavan town is identified as a hub town within the NSS.
  - The North South Consultative Forum is to act as a representative voice for civic society on an all island and cross border basis.

## **2.5. Issues of Greatest Impact –**

A number of key issues impact on Co Cavan.

- The first is wider developments and policies regionally, nationally indeed increasingly developments at a European and indeed international level. Ireland is a small, open, trade-dependent economy. Its openness is reflected both in the international mobility of its labour and capital reflected by strong migration flows and high levels of foreign direct investment. These are outlined in section 2.4.

- The second issue that impacts on the county and indeed shapes this plan is the border and the legacy of the Northern Ireland conflict on the county. County Cavan shares 45 miles of border with Northern Ireland. During the conflict 7 of the 11 border crossings in the county were closed for over twenty years. This stultified the economic and social life of the county. Trips of a few minutes became much longer, employment options become more limited and social contact with people across the border became more and more difficult. Farms were divided by the border and journeys of up to 16 miles became necessary to get from one part of a holding to another. County Cavan as a whole became more isolated as the conflict continued. Currency differentials contributed to the isolation as people chose to shop across the border while the retail and business sector in towns along the border struggled to survive. Foreign direct investors stayed away from the county as did many tourists. According to Board Fáilte statistics County Cavan has one of the lowest level of overseas visitors in Ireland. It is therefore not surprising to find that County Cavan suffered profound economic, social and cultural consequences and impacts as a result of the conflict in Northern Ireland. Individuals, families, communities and areas throughout were affected, although some were more affected than others. This section highlights the areas and groups most affected by the conflict.
- The third issue is the learning arising from the experience of the previous Peace Programmes
- The fourth section is a summary of the key needs within the county in relation to sectarianism, racism and reconciliation.

### 2.5.1. The Areas most affected by the Conflict

Some of these areas are identifiable from the fact that they show the effects of physical dereliction as a consequence of the conflict. Examples of this type of area within County Cavan would in general be areas located closest to the Border. Examples of which would include Swanlinbar, Blacklion/Belcoo, Ballyconnell and Belturbet.

Others areas are identifiable by the fact that there is an obvious lack of inward investment, and a sense of economic isolation caused by limited economic and social cross-border linkages. West Cavan in general and Redhills in particular would be examples of these types of areas affected as they were located at the end of what were effectively cul de sacs. It is interesting in this context to note that seven of the ten most disadvantaged Electoral Divisions (EDs) in Cavan are located in West Cavan, five of which are isolated at the extreme west of the county (See Table 5 for details and Figure 3 for a map of the most disadvantaged EDs in the county). Areas with a ranking of between -10 and -20 are deemed 'disadvantaged', while those with a ranking of under 20 are 'very disadvantaged'.

A comparison between Figure 3 the map of the most disadvantaged EDs in the county and Figures 4 and 5 (a mapping of Peace II programme spend) shows that many of the most disadvantaged areas within the county did not engage with the last PEACE Programme. There is an anecdotal view that these areas did not engage with the programme because of a fear of tackling issues related to the conflict. This view is supported by the fact that there was little representation from these areas in the consultation process. What is clear is that there is a need for developmental support particularly in the west of the county.

<b>Table 6: Relative Index Score - 10 most disadvantaged EDs</b>	
	<b>Relative Index Score (2006)</b>
Diamond	-22.4
Drumakeever/Derrynananta	-19.0
Derrylahan	-18.7
Cootehill Urban	-16.9
Templeport/Benbrack	-14.5
Pedara Vohers/Tircahan	-14.1
Dowra	-12.7
Cavan Urban	-12.7
Canningstown	-10.5
Carn	-10.3
<b>Source: Haase 2008</b>	

Other areas provide examples of where economic and social development has been inhibited by the conflict and problems of exclusion and marginalisation exist, with low levels of skills and qualification and consequently display high levels of multiple deprivation. Cavan and Cootehill are examples of towns that were isolated by both the border and the conflict. At the height of the troubles, in the early 1970s, people moved to escape the conflict in Northern Ireland and were ultimately housed in local authority housing estates particularly in Cavan town.

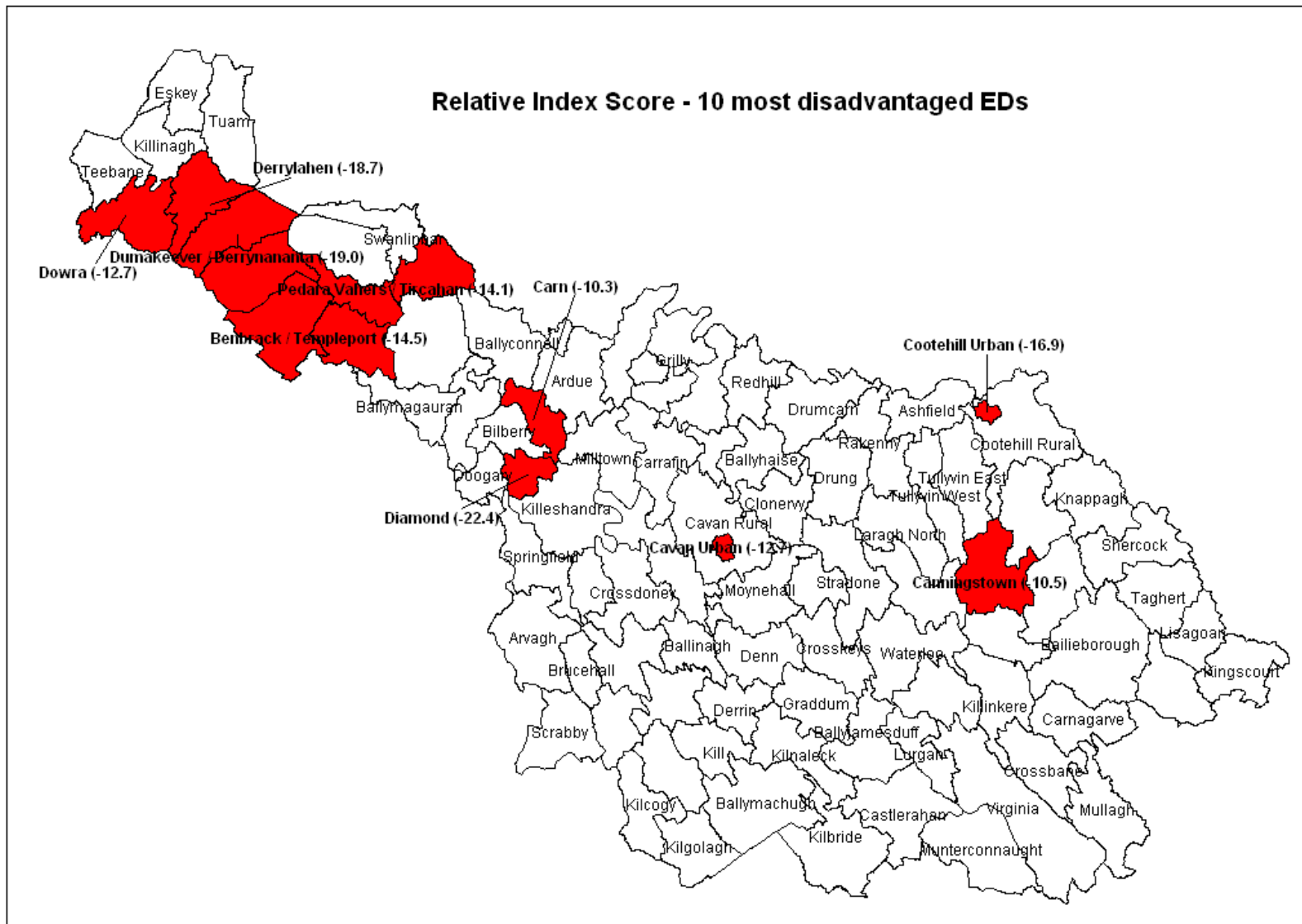
Another town particularly affected by the conflict was Belturbet. In the 1960s and early 1970s Belturbet was a vibrant town with a number of prosperous industries and a growing tourism industry. On December 28<sup>th</sup> 1972 however the conflict visited Belturbet in earnest. Two teenagers were killed and eight other people were seriously injured when the bomb went off on a busy evening on Belturbet's main street. This is a shock that is still felt in the local community particularly as no one was ever convicted for the crime. Economically too this area became more and more isolated with the closure of Aghalane Bridge separating it for over twenty five years from its natural hinterland. It is also important to note in this context that Cavan Town has a RAPID programme while 85% of the county is included in the CLAR Programme.

### 2.5.2 Analysis of the Needs of Groups particularly affected by the Conflict

The sense of exclusion caused by the border was worse for some sectors of the community than others. Bombings, shootings and arson attacks on both sides of the border all had an impact on relationships and in the county. Divisions emerged between republicans and non-republicans and there was an emergence of hostility toward northerners in general. Questions were raised as to where the loyalties of Members of the Protestant community lay. Northerners who moved to escape the conflict were initially housed in Army Camps, barracks and centres across the Republic but ultimately a number of these displaced persons were housed in local authority housing estates in the county. Individuals were injured, lives were lost, families mourned their losses. There were victims on both sides of the conflict. Young men and women became involved in paramilitary activities and thousands of security and ancillary service personnel were posted to the region to patrol the border and keep the peace. There were few groups not affected by the conflict. Table 6 provides a profile of the different groups affected by the conflict; the needs of these groups were identified through a review of the relevant literature and the consultation process.



**Figure 3. A Map of the most disadvantaged Electoral Divisions in County Cavan**



### **2.5.3. The Learning Arising from the Earlier Peace Programmes**

The advent of the peace process and ultimately the Good Friday Agreement marked a significant and tangible move away from violence, peace seemed possible. The EU Special Support Programme for Peace and Reconciliation was put in place quickly after that to support the emerging peace process. This was followed by the Peace II Programme.

County Cavan has benefited significantly from the Peace Programmes to date although this has not been evenly spread across the county. Figure 4 shows the Cavan Task Force Funded Projects while Figure 5 shows the location of Border Action funded projects under the Peace II Programme. These maps generally show a clustering of projects in the centre of the county, with relatively few projects funded in the west and east of the county compared with the rest of the county. For example Cootehill which was identified as one of the ten most disadvantaged EDs in the county has had only one project funded. It is also interesting to note that the areas most disadvantaged by the conflict have not engaged to any significant extent in the earlier programmes (e.g. Swanlinbar and Ballyconnell).

The leaders of various churches within the county have only begun to engage in the Peace Programme. The Cavan Churches Forum is a very positive development in this regard. In the same way sporting organisations and their leaders have been slow to engage in the peace programme and work needs to continue with these groups to encourage their increased involvement.

Work has also begun with victims of the conflict through the work of the Cavan Family Resource Centre. This work is time consuming and involves the provision of individual one to one supports. There is a need to continue to offer this type of service and to make mediation support more available within the county.

**Table 7. A Summary Profile of the Key Issues and Needs of the Groups most affected by the Conflict in County Cavan  
(These were identified through a review of the relevant literature and the consultation process)**

Target groups		Profile	The Needs and Issues arising from this group	Conclusions
Victims of the Conflict		<p>There are victims of the conflict living in Cavan, (the families of the victims and the survivors of the Belturbet bombing would be one of the more obvious examples)</p> <p>In the absence of any in-depth research on the subject we do not have any indication of the exact number</p>	<p>There is an absence of a dedicated support organisation/s for this group both in the region and in the county</p> <p>There is a need to recognise that there are victims on all sides of the conflict</p> <p>There is a view that a lot of bitterness remains as a legacy of the conflict</p>	<p>One to one mediation and counselling services should be available in the county to assist victims address their issues in a structured and supportive way.</p>
<p>Displaced Persons</p> <p>There is clear evidence that significant numbers of people moved from Northern Ireland to the border counties at the height of the troubles. The best estimate comes from a Border Action funded piece of research undertaken in 2005 called 'All over the Place'. It estimated that 11,000 persons moved from the north to south, concentrated in Monaghan, Louth and Donegal</p>		<p>Some displaced persons and their families were housed in local authority housing estates in the county particularly in Cavan Town.</p> <p>We do not have any indication of the exact number</p>	<p>Some members of this group still do not feel part of the wider community. They believe that in some quarters they are still perceived as being involved in the conflict. Some also struggle with authority given the way they were treated by the authorities in the south after their move, others missed out on significant periods of education and as such find themselves stuck in poorly paid unskilled employment, with few options open to them.</p> <p>There is also a significant number of individuals who were displaced who do not want to be identified as displaced, they simply want to be allowed to get on with their lives.</p>	<p>One to one mediation and counselling services should be made available to displaced persons and their families who continue to struggle to integrate into the wider community.</p>
<p>People who have been excluded or marginalised from economic, social and civil networks as a result of problems related to sectarianism, racism and the conflict</p>	<p>Young people</p>	<p>Young people aged 19 years or younger make up 29% of the total population. This is a slightly lower than for the state as a whole</p>	<p>The extensive and rural nature of the county means that what resources are available for work with young people must be spread across wide areas. The range of activities available to young people within the county is restricted in comparison with other more urban areas. There is a lack of facilities for young people in local communities. Young people are often treated with suspicion in relation to concerns about drugs and alcohol high. Young people need to be actively encouraged to participate at a local level and activities need to be developed that will ensure that there is</p>	<p>Young people should be able to engage in a range of different activities in their local area and indeed with their cross border counterparts</p> <p>Young people need to be equipped with the skills necessary to enable them to actively participate in developments in the county</p> <p>Young people need support to assist them to explore cultural and religious differences that exist within</p>

			<p>enough to do that young people and particularly young men will not be attracted to either paramilitary groups or indeed to engage in anti-social and racist actions because of the absence of something to do. The prevalence of sectarian and racist attitudes can stop protestant and ethnic minority young people participating.</p> <p>At the consultations young people were recognised as the future, and there was a very strongly held view that they should be prioritised for dedicated support</p>	<p>the county</p> <p>Mechanisms need to be developed to challenge existing stereotypes of young people</p>
Women	<p>49% of the population are female while women over the age of 20 years make up about 34% of the population.</p>	<p>Women living in rural areas and towns in the county are often isolated because of a lack of access to a car, which in turn is compounded by a general lack of public transport within the county.</p> <p>Women who were isolated were seen to suffer from a lack of confidence and in some cases a lack of ownership and control over their own lives</p>	<p>There is a need for supports for networking between women and between women's support organisations within the county and indeed on a cross border basis</p>	
Older people	<p>12.5% of the population of County Cavan are 65 or more years of age. This is a slightly higher percentage of older people than for the state as a whole.</p> <p>There is evidence that there are significant numbers of men living alone in West Cavan some of whom were caught up in the conflict.</p>	<p>One of the key issues for older people related to the lack of availability of public transport within the county and indeed on a cross border basis. As a result older people felt isolated and lost their confidence. This group believed that there was a need for more tolerance towards older people and that older people should be encouraged and facilitated to undertake more activities locally north and south of the border.</p>	<p>There is a need for supports for networking between older people and between older people support organisations within the county and indeed on a cross border basis</p> <p>Networking events would provide a vehicle to explore differences and to explore what the legacy of the conflict was for different areas and different groups north and south of the border</p>	
Minority Communities Foreign National	<p>11% of the population of the county are foreign nationals. 3% are British, while Polish and Lithuanian people each make up more than 1% of the population.</p> <p>The proportion of non-Irish residents in the county is slightly lower than in the State as a whole. However, the proportion of British people in Cavan is marginally above the</p>	<p>Many foreign nationals are isolated because of their lack of English language skills. As a result of a lack of language skills many end up in low paid, and often insecure employment. There is anecdotal evidence to suggest that some unscrupulous employers are using the border to avoid paying statutory entitlements. There is a lack of knowledge</p>	<p>There is a need for supports for non Irish national communities to assist them to become more aware of the variety of Irish traditions and practices</p> <p>Non Irish nationals need to continue to be equipped with the skills necessary to enable</p>	

		national average, while the proportion of Lithuanians is double the national figure.	among some foreign nationals of Irish culture and practices and many non nationals lack information on the number and extent of local services, facilities and supports available to them. Not everyone in the indigenous community is welcoming to minorities. As the economy contracts there is a concern that blame for the reduction in employment opportunities would be apportioned to the foreign national community. Overt and indeed more covert racism exists within the county although unlike Northern Ireland no formal system exists for the recording of racist incidents.	them to actively participate in developments in the county (the work of the Cavan Multi-Cultural Network is important in this regard) Anti-racism training needs to be provided for the wider community and awareness needs to be raised as to the value of diversity within the county.
Minority Communities Travellers		There were 212 (0.3% of the total county population) white Irish Travellers living in County Cavan in 2006. Of these, 113 were living in the Cavan Urban area (Cavan town), 26 were in Bailieborough, 18 were in the Cootehill Rural area and 22 were in Eskey, with small numbers enumerated in other electoral divisions.	Travellers regularly experience discrimination as part of their everyday lives. This discrimination is experienced in a direct way in terms of being refused access to goods and services. It is also experienced indirectly in terms of a failure to recognise and validate Traveller culture. This happens through the lack of recognition of Travellers in the school curriculum, a lack of recognition of the nomadic needs of Travellers. Reversing this situation and achieving equality for Travellers is central to the goal of achieving human rights for Travellers.	Discrimination towards Travellers occurs at a number of levels: individual, interpersonal and institutional level. It often happens as a result of a lack of understanding of Travellers culture and identity. Diversity awareness and anti-racism training provided within the context of the Peace III Programme needs to explore the culture and traditions of Travellers as one of the most marginalised groups in the country north and south of the border.
Minority Communities Protestant Communities  (There was significant representation from this group in the consultatio		This group currently makes up 7.8% of the county population. The number of Protestants in the county has declined substantially over the last 100 years. This decline was exacerbated by the fact that at the height of the conflict significant numbers of Protestants living in Cavan relocated to Northern Ireland to escape the isolation and fear of intimidation in search of a quieter life.	Although the proportion of Protestants in Cavan is higher than the national figure, this group feels under pressure. They fear that their beliefs and unique traditions will eventually be so diluted as to be non-recognisable. Individuals within this group have concerns and a certain level of fear in relation to participation in Orange bands in public. This group believed that sectarianism existed within the county but tended to be more covert than overt. The legacy of the hurt caused by now defunct Ne Temere ruling was	The Protestant community is not a homogeneous group.  Different individuals and groups are at different stages of readiness to engage in wider community development activities.  There is a need for ongoing support for capacity building for this group. This group

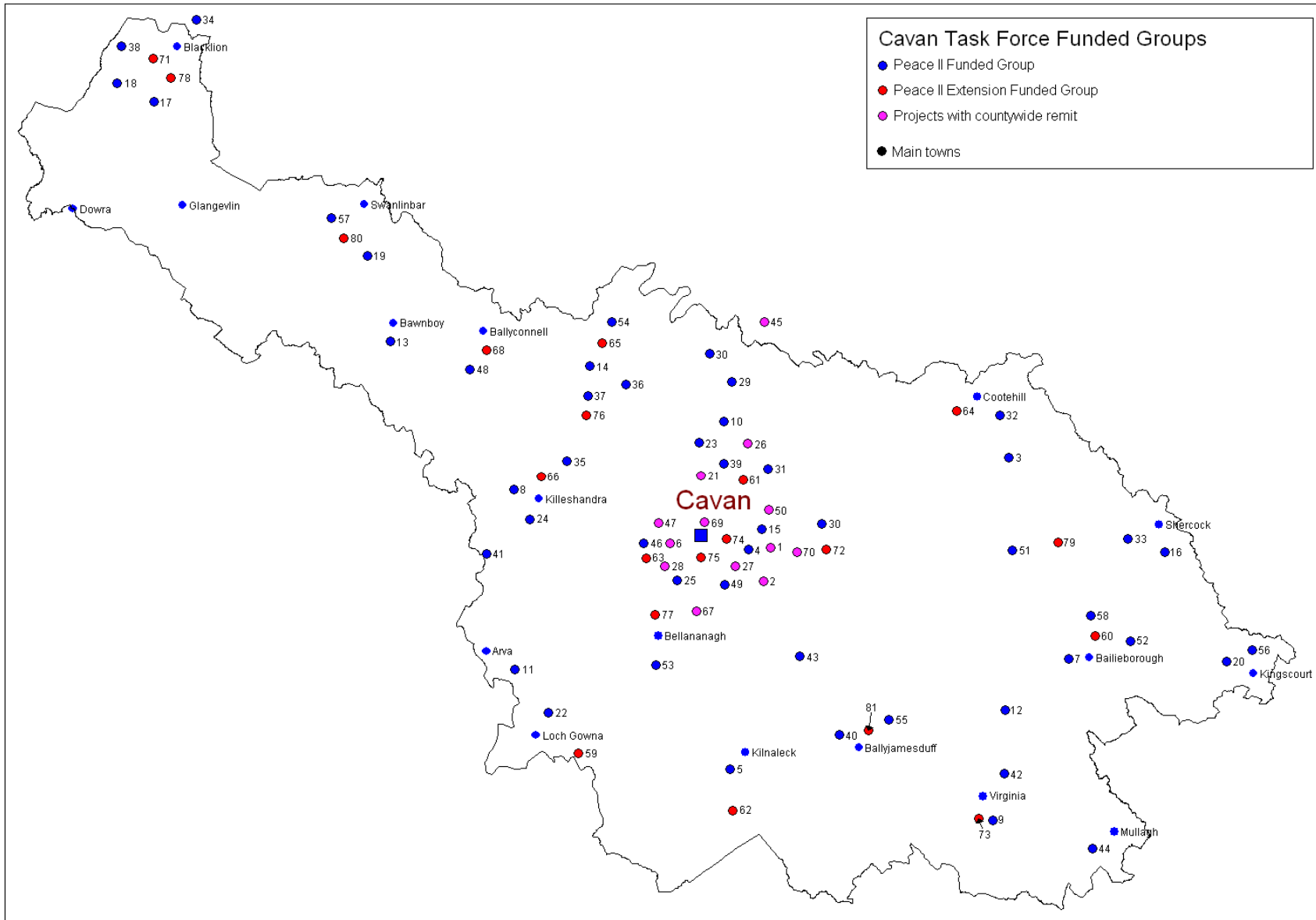
	<p>n process with twenty seven individuals attending the consultation session requested by representatives of the Protestant community)</p>		<p>also identified as an issue in the consultation process. There was a strong view that this group are coming to Peace funding late, lacked confidence and therefore feel somewhat disadvantaged as a result. The segregation of children and young people through separate schooling was raised as an issue that contributed to a lack of understanding of cultural, religious and political differences. The majority community were often very unaware of the practices and traditions of Protestant communities and as such language was not always sensitively used and general practices did not take account of religious beliefs such as Sunday observances</p>	<p>could also benefit from some additional networking between groups in the county and on a cross border basis</p> <p>The majority community needs to be made more aware of the traditions and practices of the Protestant communities and of the different types of sectarianism that exist within the county</p>
<p>Former members of the security and ancillary services</p> <p>This is a group that heretofore little was known about. There is a view that up until relatively recently they would not have been prepared to identify themselves for fear of reprisals.</p>		<p>Additional research is needed to document the exact number of these individuals and their families that are located in the county.</p> <p>There is a local branch of Oglagh Naisiunta na hEireann Teoranta (organisation of National Ex –Servicemen and Women) based in Cootehill which also serves Cavan and Monaghan. The organisation as a whole has 48 branches affiliated nationally including a branch in London. The Cootehill group has approximately 40 members and meets monthly. The group hold commemorations annually including Church Services .They raise funds with Flag Days and church collections during the year. They seek to support their members to access basic medical, economic and social services.</p> <p>The group estimates that there are presently over 60 ex service men and their families living in the Cootehill areas with hundreds living throughout the county.</p> <p>There is a group operating in Cootehill that could provide a mechanism for accessing some of these individuals</p>	<p>A recent study entitled Soldiers of Peace identified a number of key needs for this group including:</p> <ul style="list-style-type: none"> <li>• A need for recognition of the contribution made by this group</li> <li>• A need for individual counselling</li> <li>• A need for other forms of support such as the establishment of men’s health groups</li> <li>• Support for other family members where relevant.</li> </ul> <p>Only two members of the group in Cootehill participated in the above research. The majority of members did not participate in the recent research as they were fearful and did not fully understand the project. It is also the case that a lot of members ‘still do not fully trust the system and often still feel Institutionalised from their long service with the Forces.’</p> <p>Members of the local group in Cootehill feel strongly that their work during the conflict has not received the recognition that it deserved throughout the community.</p>	<p>This is a group that is only now emerging looking for supports. Key among the supports required by this group include</p> <ul style="list-style-type: none"> <li>• Counselling, particularly for those suffering from traumas experienced on border duty.</li> <li>• Support services for family members of these former security and ancillary service personal</li> </ul> <p>Supports should be provided to the group in Cootehill to support and assist them build more positive relations with the local community in Cootehill in the first instance.</p>

		They believe that the proper supports were not in place to help them adjust to civilian life including family life in areas where they were not totally accepted from day one.	
Ex-prisoners and their families, i.e. qualifying prisoners who were or would have been released under the terms of the Good Friday Agreement.	<p>Ex-prisoner support organisations in neighbouring counties estimate that there are between 60 and 80 ex-prisoners and their families in the county.</p> <p>Anecdotal evidence suggests that there are significant numbers of men living in West Cavan some of whom were caught up in the conflict</p>	<p>There are no ex-prisoner support organisations in County Cavan. Some ex-prisoners in the county and their families receive support from ex-prisoner organisations in Monaghan and Leitrim. This group have struggled to overcome their identity as prisoners and find it hard to locate employment. Many end up in self employment because they cannot get a job working for others. The children of ex-prisoners can often be stigmatised.</p> <p>As ex-prisoners are getting older the effects of their incarceration have become more apparent and many suffer from ill health. Ex-prisoners social welfare entitlements are often very limited (they missed paying stamps while in gaol). The cost of medication and worry about the future without pension entitlements are key concerns for this group.</p>	<p>The ex-prisoner community is not a homogeneous one and divisions remain within the ex-prisoner community.</p> <p>Many ex-prisoners are both economically and socially marginalised.</p> <p>Provide support for isolated ex-prisoners in West Cavan.</p> <p>This is a group that continues to need social and economic supports.</p>
Public, private and voluntary sector organisations and their staff who have a contribution to make towards developing a shared society	Section 2.1 provides details of a number of the key public and local development organisations operating in the county. The total number of voluntary sector organisations who have a contribution to make toward developing a shared society is unclear. (32 availed of Peace II Task Force Funding) What is clear is that almost 300 voluntary organisations are members of the Cavan Community Fora suggesting that at least this number of groups are committed to working together at a county level.	<p>Representatives from marginalised groups commenting on the services provided by public private and voluntary organisations suggested that among individuals within these organisations there is a lack of cultural sensitivity of the needs of some individuals and communities and that further training is needed.</p> <p>Volunteers are the life blood of most voluntary sector organisations. Increasing demands on people's time means that levels of volunteering across the country are falling. Volunteers need support and training to build their capacity and skills. Paid workers are needed ensure work gets done within the required timeframe and to undertake the time consuming support</p>	<p>There is a need for ongoing support for networking between different groups operating in the county and on a cross border basis</p> <p>There is a need for diversity awareness, anti-racism and anti-sectarianism to be undertaken with volunteers and staff of public, private and voluntary sectors organisations across the county</p>

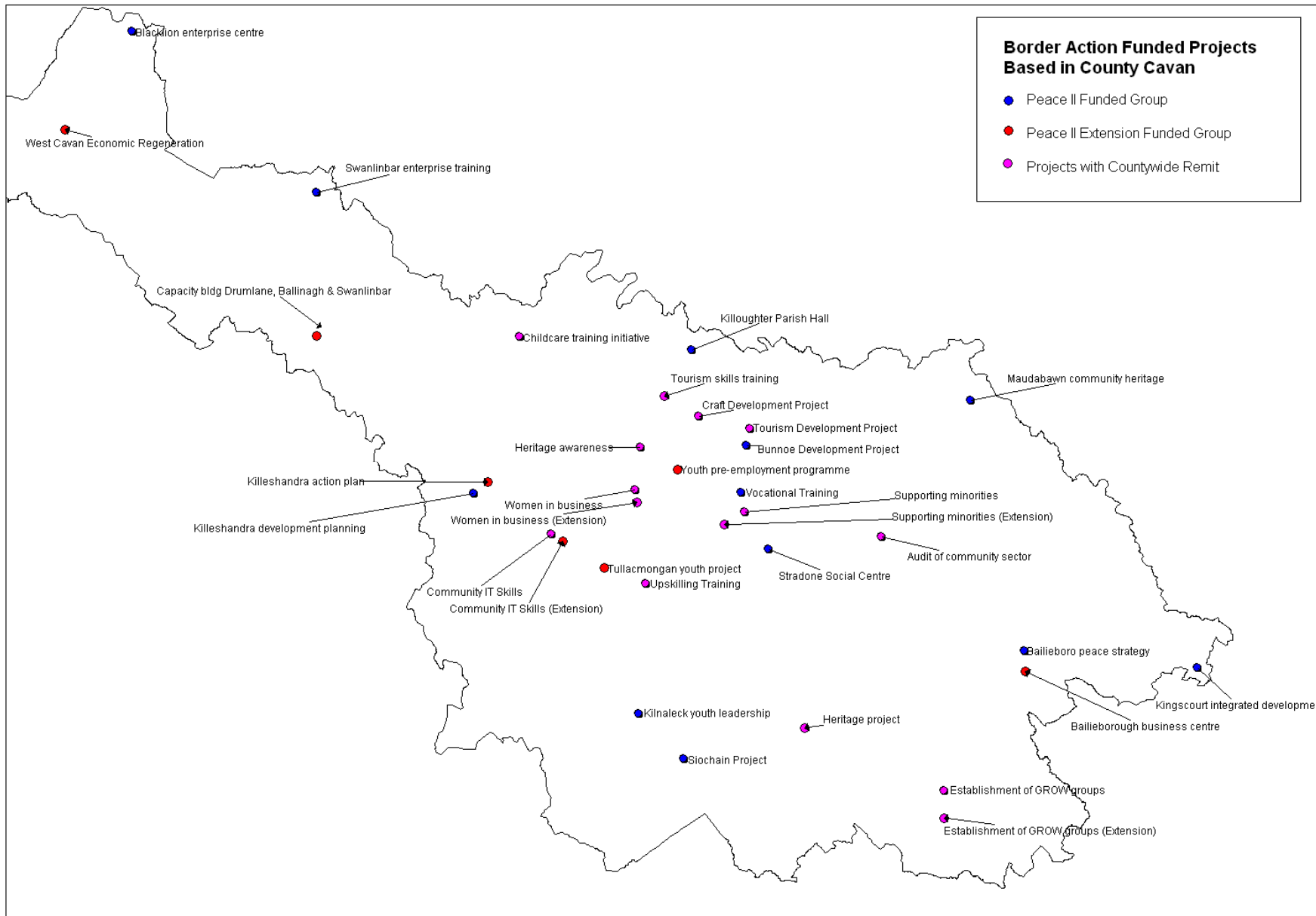
		and organisation needed to bring groups together within the county and on a cross border basis. It was also noted that voluntary organisations often lacked the knowledge to be able to refer individuals to relevant sources of information and/or support.	
--	--	--	--



**Figure 4. Cavan Task Force Funded Projects under the Peace II Programme.**



**Figure 5. The Location of Border Action funded Projects under the Peace II Programme.**



These trained mediators represent a new and very valuable peace-building resource for the county. Analysis undertaken by Border Action (2008) has shown that with the support of the Peace II programme County Cavan developed cross border linkages with neighbouring County Fermanagh and to a lesser extent County Tyrone. The number of cross border projects funded in the county was less than in many other border counties. Local consultations indeed suggested that smaller community and voluntary organisations continue to find it difficult to locate suitable partners north of the border. The Peace Partnership will need to actively encourage increased levels of cross border contact at community and indeed partnership level. In an effort to address the need for the development of more extensive and indeed intensive cross border linkages the Partnership will embed cross border activity within each of the priority areas of work.

There has been significant investment in community facilities in the county through the Peace Programmes. The new Peace programme should seek to contribute to the sustainability to these facilities by encouraging those undertaking peace-building work to use these local community facilities in preference to other private facilities. The growth in the number and quality of community facilities in the county has generated an increased sense of pride. It is important that Peace III capitalises on this and encourages groups to now start to tackle the harder issues of the legacy of the conflict and existence of racism and sectarianism in their local areas and in the county as a whole.

The Evaluation of the Task Forces (Mentor and Walsh, 2006) identified a number of recommendations for the new Peace Partnerships to consider in the context of their development of the new Peace and Reconciliation Action Plan, as follows:

- The process of developing applications posed significant challenges to groups within the county. The groups were ready and able to do the work but found the application process very daunting. This view is supported by local Border Action development staff. As such considerations should be given to putting in place developmental type supports to assist local groups to participate in the delivery of the Peace III Programme.
- Training should be provided for Task Force/ now Peace Partnership members to ensure the partnership members are clear about their roles and the purpose of the Partnership.
- There is a need for ongoing evaluation of projects to document the learning arising from work being undertaken.
- Consideration should be given to the employment of a Communications Officer (perhaps shared between a number of Peace Partnerships) whose role it would be to design and implement a planned communications strategy for those Partnerships. This could perhaps be the subject of a regional application from the PEACE Partnerships within the region.
- There is scope for collaborative work between Partnerships e.g. the provision of training for Board members, communications and the identification of learning opportunities.

## 2.5.4 The Learning Arising from the Consultation Process (Submissions and Workshops)

A number general learning points arose for the consultation process as follows:

- Silence around the conflict and its legacy remains a significant issue in County Cavan; people are reluctant to open up some of these issues. Breaking this silence will take time and skills. Given people's reluctance to talk about the conflict in general and sectarianism in general it is unlikely that people would be prepared to attend training/events billed as being all about addressing the legacy of the conflict. As such the Peace Partnership will need to develop programmes around common interests that will draw people to attend, and thereafter introduce the diversity awareness, anti-sectarianism and reconciliation work gently as a small part of a wider programme of work.
- Peace III work needs to build on the work of existing organisations and the learning already generated by projects. There is more work to be done and the community and voluntary sector has vital role to play in the implementation of this work.
- Communication between voluntary & community groups needs to be improved significantly.
- There is a need to facilitate minority communities by equipping them with the necessary skills to be able to 1) articulate their views and concerns and 2) participate in wider community activities and decision-making. This work will need to be done on an area basis rather than on group specific basis providing groups with an opportunity to meet and exchange views and experiences.
- There are individuals living in the county who were directly or indirectly involved in the conflict but who are neither political ex-prisoners nor displaced persons and the Plan must be flexible enough to be able to provide support to this group of individuals. 'Guilty by association' was common practice during the conflict, therefore individuals were targeted solely due to who they were related to or associated with.
- Young people in the county are often segregated at a young age through attendance at different schools associated with different religions. Building positive relations between young people requires interaction between young people in different schools and in different youth groups. There also needs to be more opportunities for interaction between young people on a cross community and cross border level. This interaction also needs to happen between schools and youth work within the county.
- There is need for a wider realisation that diversity is not a disadvantage. In that context there is a need to introduce programmes that increase appreciation and understanding of different cultures and traditions within County Cavan.
- There is a need to bring groups from different traditions and backgrounds together to undertake actions that promote awareness of diversity, mutual respect, trust and understanding.

## **2.5.5 Learning arising from the Consultations in relation to Sectarianism, Racism and Reconciliation**

### **Sectarianism in County Cavan**

The first thing to be said about sectarianism in County Cavan is that there is a general reluctance to talk about the subject. People are very uncomfortable talking about the existence and prevalence of sectarianism within the county. What is also clear though is that the vast majority of people that attended the consultations and the Protestant community representatives in particular believe that sectarianism exists within County Cavan. There is, however, no formal recording system in place to count the incidences of sectarian/sectarian-related crime in the Republic. The Garda Síochána collect statistics on the types of crimes (e.g. Murder/Manslaughter, Drugs offences, Sexual Offences, Fraud, Assaults, Burglaries, etc.) but do not collect data on the motivation for the crime. The lack of formal recording of sectarian incidents will be a challenge for the Peace Partnerships in the southern border counties and is an issue that they will need to raise with the Special EU Programmes Body.

Sectarianism in Cavan was recognised as more covert than overt. It was described as generally more an issue of polite apartness and an avoidance of discussions around sensitive issues related to politics and/or religion. The incidence and extent of separate schooling for Catholic and Protestants was seen as a contributory factor. The segregation of young people at an early age meant that opportunities to meet and exchange views about cultures and traditions were limited, contributing to a sense of separation and a lack of understanding of differences. There was a strong view that the majority community were often not aware of the culture and practices of their Protestant neighbours and that incidents that might be considered by some to be sectarian could indeed be more an example of a lack of awareness rather than a deliberate slight. An example frequently cited at the consultations was the organisation by the majority community of community and sporting events on a Sunday, a day many Protestants observe as a day of rest.

### **Racism in County Cavan**

Cavan is becoming increasingly multicultural almost with 11% of its population made up of ethnic minorities. Again there is no formal recording system in place to count the incidence of racism in the Republic and again this will pose challenge for the Peace Partnerships in the southern border counties and is an issue that they will also need to raise with the Special EU Programmes Body. From the consultations it is clear that the people who attended believed that racism did exist within the county but that it was probably no worse in County Cavan than anywhere else in the country.

Language skills and the lack of English language skills in particular among foreign nationals was cited as a key barrier to integration. Work place exploitation was cited as an example of racism in practice. There was a view that particularly unscrupulous employers were using the border as a means of avoiding having to observe employment rights in either jurisdiction. There was a strong view too that as the economy declined, the likelihood of racist incidents increased with a view abroad that 'migrants/non nationals' were taking the jobs from local people.

Suggestions to address racism identified through the consultation process include the following:

- The provision of opportunities for interaction: meetings, sport, social fora, run clubs for young people and children.

- The establishment of multicultural and integration programmes and projects that support new communities and existing communities.
- The running of cultural events.
- Ensuring existing events (e.g. St. Patrick's Day parades) proactively invite and support multicultural groups to participate.
- The provision of anti-racism training in the workplace, in schools and in the community.

## Reconciliation in County Cavan

The consultation process clearly identified a need for reconciliation work. Reconciliation work was identified as being a very sensitive process, requiring people with skills. There was a strong view that Peace III should support the development of these skills within the county rather than always having to look outside the county for this support. It was recognised that it was not always easy to identify where exactly reconciliation work is needed.

Participants at the consultations recognised that some of this work is currently being undertaken by the Cavan Family Resource Centre. There was a strong view that the work of the centre needs to be continued and indeed supported by the Peace III programme. Participants at the consultations also believed that there was a need for the provision of more general reconciliation training for community groups and leaders and for volunteers and professionals who work with young people in the county.

## 2.6 Area SWOT Summary of the internal and external analysis of the area in relation to the objectives of Theme 1.1

This SWOT analysis was developed through the desk research and consultations with the various stakeholders in the plan development process. See Table 7 for the County Cavan SWOT Analysis.

**Table 8. The County Cavan SWOT Analysis**

<b>County Cavan SWOT Analysis</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• County Development Board Structure in place since 2000</li> <li>• Partnership members have experience of implementing, managing and monitoring EU funded programmes; through involvement in the Peace II County Council led Task forces</li> <li>• An increasingly organised community sector exists within the county</li> <li>• Good participation levels in the Peace III consultation process</li> <li>• A few good cross border initiatives that could be built upon</li> <li>• A willingness among agencies and community and voluntary sector organisations to work in collaboration</li> <li>• The Peace Partnership structure means that work undertaken within Peace III Action Plan will link closely in with the work of statutory agencies</li> </ul>	<ul style="list-style-type: none"> <li>• There is a general level of silence around the conflict with people reluctant to open up and talk</li> <li>• Individuals and communities find it hard to talk about sectarianism within the county</li> <li>• The prevalence of a perception that single identity work alone will promote peace-building and reconciliation</li> <li>• Significant numbers of people within the county have yet to engage in the Peace Programme</li> <li>• There is no system in place for recording the number of sectarian or racist incidents</li> <li>• There is a general lack of information on the numbers and specific needs of victims and their families, former members of the security and ancillary services, displaced persons and/or ex-prisoners in the county</li> <li>• There are no dedicated county wide support structures for victims and their families, former members of the security and ancillary services, displaced persons and/or ex-prisoners in the county.</li> <li>• Language is a huge barrier for non Irish Nationals whose first language is not English.</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Develop networks further, establish relationships in preference to supporting one off events, establish and support a women's network</li> <li>• Opportunities to share good practice on a cross border basis</li> <li>• Build on the good work and learning arising from Peace II funded projects</li> <li>• Build on existing cross border initiatives</li> <li>• Involve new ethnic minority communities, support the further development of the multicultural network</li> <li>• Use Sport, Music, Drama, heritage as areas of common interest to bring</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of willingness among some member of minority and majority communities to engage in peace building work</li> <li>• Misperceptions/fear; among indigenous communities surrounding migrant workers</li> <li>• Increased demands on public expenditure</li> <li>• Lack of willingness of church leaders to participate</li> <li>• Key staff in organisations may be lost if there is a significant gap between Peace II and Peace III with a loss of skills and knowledge</li> <li>• There is no generic mediation service in County Cavan</li> </ul>



<p>people together</p> <ul style="list-style-type: none"> <li>• Individuals and groups are at different stages of readiness to engage in the reconciliation work</li> <li>• Further develop the work of the Cavan Family Resource Centre</li> <li>• Avail of the skills of the newly trained 15 mediators</li> <li>• Develop fora to explore each other's cultures perhaps through thematic approaches</li> <li>• Provide fora to explore each other religious beliefs</li> <li>• Target people who are not currently participating</li> <li>• Bring a cross border dimension to all work</li> </ul>	<ul style="list-style-type: none"> <li>• There are few people in the county with the skills to facilitate reconciliation work</li> <li>• There is a lack of flexible outreach English language training opportunities</li> <li>• There is a general lack of facilities and activities for young people, particularly in rural areas</li> <li>• Public transport provision within the county is very weak as indeed is cross border public transport making travel within the county and on a cross border basis more expensive</li> <li>• Community groups finding it hard to locate suitable cross border partners</li> <li>• Some individuals involved in the conflict do not fit under any of the named target groups, but still require support.</li> </ul>
--	---

### Advanced SWOT

The following section identifies strategies for addressing the issues outlined in the SWOT. See Table 8 for details.

**Table 9 County Cavan Advanced SWOT Analysis.**

<b>Strategies for addressing the issues in the SWOT</b>	
<b>Build on the Strengths</b>	<b>Overcome the Weaknesses</b>
<p>Cavan Peace Partnership and its members have experience of delivering, managing and monitoring EU and 'other' funded programmes and will therefore will be in a position to build on its experience of engaging and dealing with the local communities</p>	<p>The Action Plan will include actions</p> <ol style="list-style-type: none"> <li>1) Built around common interests that will draw participation from across the county and on a cross border basis. Diversity awareness, anti-racism, anti-sectarianism training will be undertaken though the framework of these wider community actions</li> <li>2) To avail of the services of the skilled mediators</li> <li>3) To build the confidence and capacity of minority communities to engage in collective action and to participate in wider community activities</li> <li>4) To engage with young people, this action will involve young people in its development and ongoing management</li> <li>5) Indicators to measure progress that will overcome the absence of data on the number of sectarian and racist incidents</li> </ol>
<b>Take advantage of the external Opportunities</b>	<b>Minimise the Threats</b>
<p>There are a significant number of successful local and cross-border projects/programmes both can be built upon to take advantage of opportunities presented. Increased levels of migrant workers, provides a focus to embrace</p>	<p>The Partnership and the projects supported by the Partnership will proactively encourage and support individuals not already involved in Peace projects to become involved in peace III work. Supports will be put in place (transport, childcare, interpreters, etc) to assist excluded individuals who</p>

and promote cultural diversity.	might otherwise be able to participate and encourage equal opportunities for all.
---------------------------------	---

## 2.7. Summary Statement of Need

There has over the years been a significant reduction in the level of violence related to the conflict both north and south of the border. The Co Cavan Peace Partnership consultation process did however highlight the continued existence of levels and incidences of overt and indeed covert sectarianism in the county.

Other changes in the county relate to the increasingly multi-cultural make up of the county. Almost 11% of the population of County Cavan is now made up of non Irish national's. Some of these newcomers have integrated well, others are isolated by their lack of English language skills and by the negative attitudes and behavior of others. Racism exists and racist incidents from work place exploitation to name calling occur within County Cavan. In some instances these incidents can be linked to the existence of high levels of socio-economic deprivation in distinct pockets within the county (eg Cavan Town, or Cootehill) in others they cannot.

At many levels sectarianism and racism are two sides of the same coin. They both stem from an inability to deal with diversity and difference. As such there is clear need within County Cavan for further work to promote reconciliation to be undertaken through:

- 1) Challenging attitudes to sectarianism and racism at a number of different levels, in a number of different areas, and with a number of different groups, with young people and with the wider community in a range of different ways.
- 2) Supporting conflict resolution and mediation at a local level.
- 3) Building the capacity and confidence of minority communities within the county and equipping them with the skills to be able to organise themselves, and participate in wider community activities.
- 4) Building the capacity of young people and equipping them with the knowledge and understanding necessary to respect diversity and build positive relations with their peers and members of the wider community at a local and a cross border level.
- 5) Accessing financial resources for groups is an ongoing challenge. Accessing resources that are focused on building positive relationships is particularly difficult, given that most funding available within the county requires the applicant to meet quite specific guidelines. Cross community networking and cross border networking are generally not expensive, however in the absence of public and indeed cross border public transport within the county it can be a challenge. The availability of funding to facilitate this kind of work would be of significant benefit to groups within the county.

This work needs to be undertaken across the county with particular attention paid to the provision of supports and activities in West Cavan, the area of the county probably most affected and most isolated by the conflict

The experience and learning arising from early Peace Programmes shaped participants thinking in terms of what needs to be done. It is important that what work is undertaken builds on that which has already been done and indeed work ongoing.

The areas of greatest need identified through the consultation process include support for

- The promotion of mutual understanding and respect within the wider local community by encouraging cross community and cross border networking and building positive relations
- Building the capacity of minority and excluded communities (including protestant communities, ethnic minorities, ex-prisoners etc) by equipping them with the necessary skills and confidence 1) to be able to organise themselves and 2) to participate in wider community, cross community and cross border networking opportunities for the purposes of building positive relations'. This includes support for the development of countywide networks that can also be used to facilitate wider networks.
- The clear recognition of young people as the future of the county within the various consultations has led to the prioritisation of support for young people as a key need within the county. Young people need support to assist in the promotion of good relations in the county and on a cross border basis
- The development of a mediation/conflict resolution service for Co. Cavan which will help communities in tackling the issues of sectarianism and racism.
- Challenging sectarianism and racism and building positive relations takes time. It will not happen in one or indeed even two meetings. It requires targeted programmes of work involving anti-racism/anti-sectarian training. These kinds of programmes while important are not always priorities for groups. The availability of funding to support this type of relationship building work would make this work possible and achievable at a local and indeed cross broader level.

### **3. Vision, Aims and Objectives**

#### **3.1. How the area would be in 2010, 2013 and 2015 based on consultations with the local community and other stakeholders**

The overall aim of the Peace III programme is 'to reinforce progress towards a peaceful and stable society and to promote reconciliation'

The Cavan County Development Board through its work, and through a number of extensive consultation processes conducted in 2001 and again in 2005 identified a shared vision for Cavan in 2012 as follows:

'To retain Cavan's people in the County through the maintenance, enhancement and promotion of the quality of life therein.'

This 'vision' is broadly similar to that held by the children of the County which is as follows:

Cavan as a county 'which is socially very active, environmentally friendly, economically vibrant, and inclusive of all members of the County.'

The County Cavan Peace Partnership through its work, the work of the members of the County Development Board members and this consultation process believe that the County will:

- 1) In 2010 be working to achieve this vision by supporting the development of positive relationships at a community level, at a cross community level, at a cross border level and indeed at a decision making level within the county and on a cross border basis. The Cavan County Development Board and the Cavan Peace Partnership believe that building positive relations is key to the development of a socially inclusive society, which values and respects diversity in all its forms.
- 2) In 2013 be working to deepen relationships within the county and on a cross border basis at a number of levels: at a community and at cross community level, at a cross border level and at a decision making level within the county and on a cross border basis
- 3) In 2015 be working to sustain this reality by working closely together at a number of levels: at a community and at cross community level, at a cross border level and at a decision making level within the county and on a cross border basis

### **3.2. Statement of Broad Aims and Specific Objectives**

In order to fulfill this 'vision', it was agreed that the benchmark of success for this Peace and Reconciliation Action Plan is the degree to which the Aims and Objectives of the Plan are achieved. This section provides a synopsis of these.

#### **Broad Aims of the Plan are around**

'Building positive relations at a local and indeed a cross border level through challenging attitudes to sectarianism and racism; increasing levels of interaction and engagement between different communities, groups and areas; supporting conflict resolution and mediation work at a local level within the county and ultimately promoting reconciliation within the county and in the wider region'

#### **The Specific Objectives of the Plan**

- **To acknowledge and deal with the past**

To build the capacity and confidence of minority and excluded groups and communities within the county and in West Cavan in particular and to equip them with the skills to be able to organise themselves, and participate in wider community activities

To provide increased levels of access to conflict resolution and mediation support services at a local level

- **To develop shared visions at a local, county and cross border level**

To promote mutual understanding and respect within the local community the county by encouraging cross community and cross border networking and by building positive relations

- To facilitate access to the resources necessary to enable groups and communities within the county undertake purpose specific training and support programmes that are focused on building positive relationships

## 4. Options and Preferred Strategies

### 4.1. Strategic options for achieving the aims and objectives

The aims and objectives examined in Section 3 could be delivered in any number of ways factors that influenced the Partnership in its decision making process included the following:

The need to be as strategic as possible given the more limited resources available

The need to build on the learning and good work from earlier programmes

The desire to meet the needs of local individual groups and individuals, particularly in marginalised areas or groups, but still maintain a strategic approach

The desire to assist groups move away from a focus on individual projects to the development of consortia/partnership approaches

The need to engage with new groups and individuals who have not to date engaged in the peace programmes

The desire not to burden groups, particularly those in marginalised areas or those who have limited capacity with unnecessary administration alongside the clear request at the consultations for a small grants programme

Recognition of the challenge that exists within the county to get people to talk openly about the legacy of the conflict

The desire to be fair, open and transparent in all procurement procedures and get best value for money

The desire to deliver a quality set of programmes that get results on the core elements of reconciliation, sectarianism, racism and mediation

The desire to create real cross border opportunities

The desire to be able to know if impact has been achieved – to monitor and measure success in a meaningful manner

The opportunity to link with mainstream funding and projects to maximise effectiveness and public spend

### 4.2. Criteria for Selecting Preferred Option

There were a number of delivery options for this Plan, these could have also been used in any kind of combination. The pro's and con's of these various options were examined by the Partnership and the Partnership decided that the plan would best be delivered using a mixture of open calls and a small grants programme. See Table 9 for details of the analysis of the different delivery options.

**Table 10. An Analysis of the Different Delivery Options Open to the Partnership**

Delivery Options	Pro's	Cons	Recommend	Rationale & any caveats to make it work
Open call through a public tendering process for the implementation of specific programmes	<ul style="list-style-type: none"> <li>○ Can take a strategic approach to programmes and specify exactly what is required</li> <li>○ Process is open and transparent</li> <li>○ Process should ensure a value for money focus</li> <li>○ Innovative approaches can be gleaned</li> <li>○ Get experienced deliverers tendering</li> </ul>	<ul style="list-style-type: none"> <li>○ Could lead to a lot of external and non local deliverers becoming involved not knowing enough about the area and not having the necessary local contacts</li> <li>○ Local community groups not as well versed in procurement</li> <li>○ Not enough local group or individual involvement</li> <li>○ Competing bids from consortia of local groups</li> </ul>	Yes – A viable option	<p>Should specify local deliverers should be involved</p> <p>Should encourage cross sectoral approach</p> <p>Should encourage a programmatic approach with an action research element</p> <p>Should provide pre-tender training programme to assist on preparing bids</p>
Programme linked to specific delivery organisations chosen in advance	<ul style="list-style-type: none"> <li>○ Can access the specific skills and knowledge of particular organisations</li> <li>○ Can apply a strategic approach to delivery s</li> </ul>	<ul style="list-style-type: none"> <li>○ Not as open and transparent</li> <li>○ Does not necessarily promote innovation or partnership working</li> <li>○ Assumes Partnership aware of all potential delivers</li> </ul>	Yes – A viable option	<p>Should ensure the involvement and engagement of local delivery agents</p> <p>Encourages local buy in and taps into local knowledge and networks</p>

<p>Small Grants Programme</p>	<ul style="list-style-type: none"> <li>○ Allows group to pursue their particular interests</li> <li>○ If the small grants programme comes with development support is can assist marginalised groups</li> <li>○ Access resources</li> </ul>	<ul style="list-style-type: none"> <li>○ Groups continue to focus on their individual agenda</li> <li>○ Expensive to administer</li> <li>○ Groups with experience will be better placed than weaker groups to make an application</li> </ul>	<p>Yes but with certain conditions</p>	<p>Applications must involve at least two organisations  Applications must include a programme of activities related to building positive relations  Preference should be given to groups who have never previously availed of grant funding  Successful applicants must participate in wider diversity awareness, anti-racism and anti-racism training.</p>
-------------------------------	---	--	--	--

The preferred approach for the implementation of the plan is through a mixture of open calls, and programmes linked to specific delivery organisations and detailed pre-determined programmes of activities. The exact delivery option for each programme will be determined by the Partnership in Phase II of the development of the Plan (See Section 6.1 for details). All tender documentation should specify that where possible local implementers should be involved, encourage cross sectoral and cross border approaches.



## Figure 6. A Summary of the County Cavan Peace and Reconciliation Action Plan Vision, Aims, Objectives and Activity Strands

### The Vision

Cavan as a county 'which is socially very active, environmentally friendly, economically vibrant, and entirely inclusive'

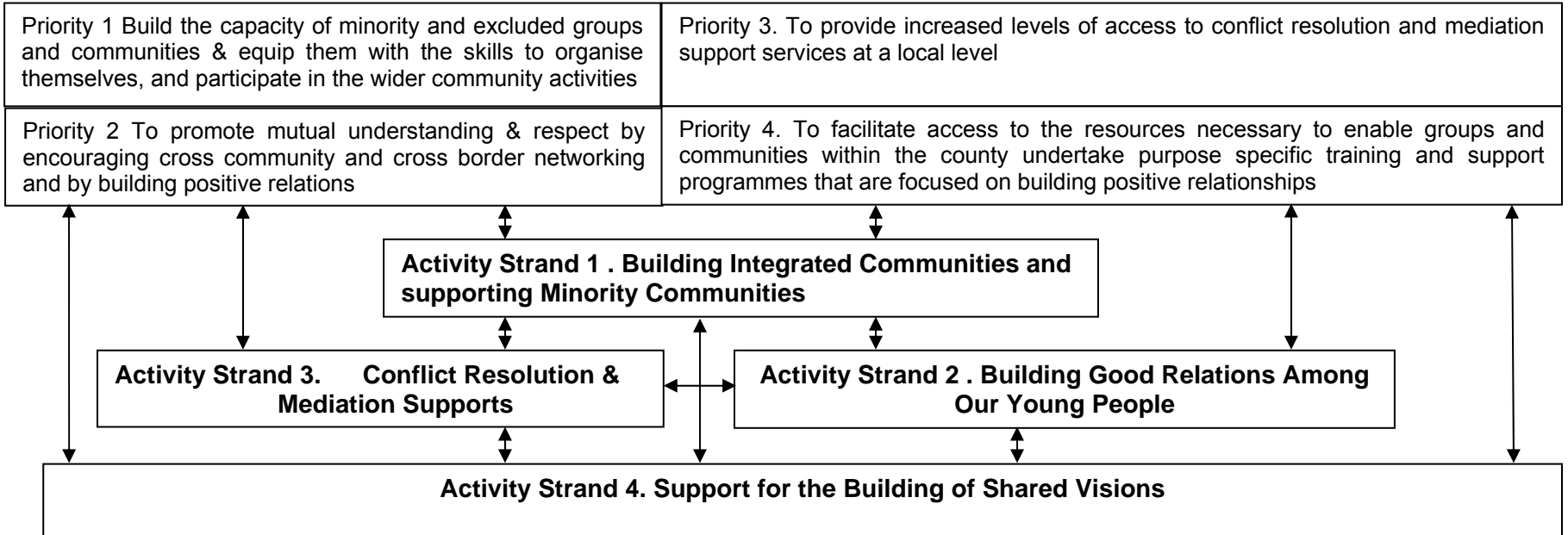
The Peace III Programme supports this vision by seeking to reinforce progress toward a peaceful and stable society and promote reconciliation in Northern Ireland and the Border region. Building Positive Relations at a local level will be done through a series of activity strands

### The Aim

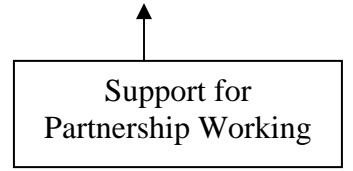
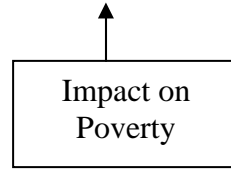
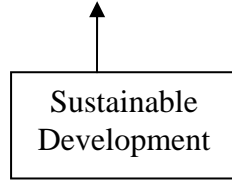
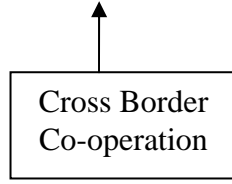
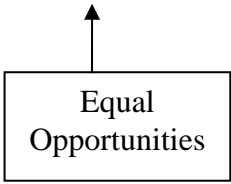
*'Build positive relations at a local and indeed a cross border level through challenging attitudes to sectarianism and racism; increasing levels of interaction and engagement between different communities, groups and areas; supporting conflict resolution and mediation work at a local level within the county and ultimately promoting reconciliation within the county and in the wider region'*

**Objective 1 To build positive relations by acknowledging and dealing with the past**

**Objective 2 To build positive relations by supporting the dev of shared visions at a local, county & cross border level**



Cross Cutting  
Themes



### 4.3. Selected Strategic Priorities

The aim of the plan is to 'Build positive relations at a local and indeed a cross border level through challenging attitudes to sectarianism and racism; increasing levels of interaction and engagement between different communities, groups and areas; supporting conflict resolution and mediation work at a local level within the county and ultimately promoting reconciliation within the county and in the wider region'.

The Plan has two core objectives:

- Objective 1 To build positive relations by acknowledging and dealing with the past
- Objective 2 To build positive relations by supporting the development of shared visions at a local, county & cross border level

Under these two core objectives there are four core strategic priorities

- Promote mutual understanding & respect by encouraging cross community and cross border networking and by building positive relations
- Build the capacity of minority and excluded groups and communities & equip them with the skills to organise themselves, and participate in wider community activities
- Provide increased levels of access to conflict resolution and mediation support services at a local level
- Facilitate access to the resources necessary to enable groups and communities within the county undertake purpose specific training and support programmes that are focused on building positive relationships

Each one of these priorities will be addressed in a number of different ways:

#### **Promote mutual understanding & respect by encouraging cross community and cross border networking and by building positive relations**

This priority will be addressed by supporting activities that bring people together. In is clear in County Cavan that people are reluctant to talk about the conflict so people in the county will need to be brought together around activities of common interest, e.g heritage, arts, community development. These activities will be undertaken on a cross community and cross border basis linking with the work being done by various Clusters

north of the border. These activities will provide the framework through which firstly diversity awareness work will be undertaken followed closely by the provision of anti-sectarianism and anti-racism training. This work will be undertaken with different groups across the county.

Young people and their parents/guardians were identified through the consultations and by the Peace Partnership as a key target group given that they make up 29% of the population and indeed represent the future of the county. As such this priority will focus both on the wider community and also have a particular focus of young people. This priority will be achieved through two key areas of activity: Building Integrated Communities; and Building Good Relations Among Our Young People.

### **Build the capacity of minority and excluded groups and communities & equip them with the skills to organise themselves, and participate in wider community activities**

This priority will be achieved by providing a range of supports to different minority communities (including former members of the security and ancillary forces, ex-prisoners, protestant communities and ethnic minority communities). The supports will include communication skills training and confidence building supports that will equip these communities firstly to organise themselves and secondly to engage in wider community activities. They will also involve supporting networking between minority groups within the county and on a cross border basis. This purpose of this work is to support and equip minority communities with the skills necessary to engage with and participate with the wider community and in wider community activities. As such this priority will not be undertaken in isolation but will instead be undertaken within the wider framework of building integrated communities and supporting minority communities.

### **Provide increased levels of access to conflict resolution and mediation support services at a local level**

This priority will be achieved by supporting the provision of conflict resolution and mediation support services available to individual's families and communities that require this type of intensive supports to assist them acknowledge and deal with issues related to the conflict or indeed the aftermath of the conflict. This priority will also ensure that local people are trained to deliver diversity awareness and anti-sectarianism training as part of the Building Integrated Communities and supporting minority communities; and Building Good Relations Among Our Young People activities.

**Facilitate access to the resources necessary to enable groups and communities within the county undertake purpose specific programmes that are focused on building positive relationships**

Individuals, groups and communities in county Cavan have different needs and as such may require different approaches to support the building of positive relations within their communities and indeed on a cross community basis. This priority provides groups working together to build positive relations with access to dedicated resources to facilitate a programme of work. To be eligible to avail of this additional support the joint applicants must agree to link with the wider work being undertaken as part of either the Building Integrated Communities and supporting minority communities; or the Building Good Relations Among Our Young People activities, which ever is most relevant. Successful applicants will also be able to avail of the supports developed as part of the access to conflict resolution and mediation support services at a local level programme of work.

## 5. Peace & Reconciliation Action Plan

### 5.1 Priority 1. Building Integrated Communities and Supporting Minority Communities

Priority 1. Building Integrated Communities and Supporting Minority Communities						
Aim:	Promote mutual understanding & respect by encouraging cross community and cross border networking and build the capacity of minority and excluded groups and communities & equip them with the skills to organise themselves, and participate in wider community activities					
Objectives	Indicative Actions:	Resources Allocated % Peace	Local Implementation Structures	Performance Management		
				Indicators & Target	Outputs & Results	Outcome/impact
Promote & support the dev of good relations across communities and across the border	<ul style="list-style-type: none"> <li>Employ a <b>Good Relations Officer</b></li> <li><b>Develop a Good Relations Strategy</b> for the county linked to the provision of Programmes of activities for community and voluntary groups around the county</li> </ul>	€ 270,000 100% Peace Funded	The delivery agents will be selected by a public procurement process.	No of individuals that participate in diversity, anti-sectarianism and anti-racism training (broken down by gender and ethnicity)	90 individuals participated in diversity, anti-sectarianism and anti-racism training (broken down by gender and ethnicity)	Increased level of Minority communities participating in the wider cross community
Raise awareness of the culture and traditions of minority communities	<ul style="list-style-type: none"> <li>Deliver <b>Cross-community and Cross Border Programmes of Activities</b> across the county around areas of common interest these will be used as fora to examine sensitive cross community and cross border issues</li> </ul>	€237,000 100% Peace Funded	The implementation of the priority will involve the delivery of training and the employment of Good Relations Officer to oversee the implementation of much of the programmes of work	No of minority communities participating in wider community activities/ community fora	30 number of Cross Border Programmes of Activity facilitated	cross border programmes of activity (Target 10% increase annually)
Promote equality of opportunity in community level activities	<ul style="list-style-type: none"> <li>Develop a dedicated <b>Programme of cross-community and cross of activities and supports in West Cavan</b> around areas of common interest. This will be used as fora to examine sensitive cross community and cross border issues</li> </ul>	€180,000 100% Peace Funded		No. of Cross Community Programmes of Activities facilitated	75 minority communities members successfully complete the training	Good Relations recognised as a cross cutting issue in the county
Promote diversity awareness, anti-racism and anti-sectarianism training as part of the Programmes of Activities and develop an anti-racism plan for the County.	<ul style="list-style-type: none"> <li><b>Deliver diversity awareness, anti-racism and anti-sectarianism training</b> as part of the Programmes of Activities and develop an anti-racism plan for the County.</li> </ul>	€60,000 100% Peace Funded				
Build the capacity of minority communities	<ul style="list-style-type: none"> <li>Provide <b>communication and community development skills training for minority communities</b></li> </ul>	€15,000 100% Peace Funded	All Programmes must have cross community involvement and a strong cross	No of county wide minority community networks supported/ developed	5 County Wide minority networks supported	
Support and	<ul style="list-style-type: none"> <li>Provide <b>networking supports and increase networking opportunities for minority communities</b> within the county and on a cross</li> </ul>	€240,000			15 number of church leaders	Minority

facilitate the involvement of minority and excluded communities	border basis (e.g. support the multi-cultural network and support the development of a broadly constituted women's network and network of protestant community organisations)	100% Peace Funded	border dimension	No of minority community participants who complete the skills training  No of church leaders regularly attending meetings	involved	Community Networks ensure the voices of minority communities are represented at decision making fora in the county and on a cross border basis  Inter-faith dialogue an ongoing process
	<ul style="list-style-type: none"> <li>Provide <b>support for advocacy training for minority communities</b> within the county and on a cross border basis</li> </ul>	€30,000  100% Peace Funded				
	<ul style="list-style-type: none"> <li>Support the ongoing development of <b>an interfaith dialogue group</b> involving church leaders of all denominations</li> </ul>	€120,000  100% Peace Funded				
<b>Total Budget</b>		€1,152,000				

## 5.2. Priority 2. Building Good Relations among our Young People

Priority 2. Building Good Relations among our Young People								
Aim:	The aim of this priority is to promote the development of good relations among young people in the county and on a cross border basis.							
Objectives	Indicative Actions	Resources Allocated % Peace	Local Implementation Structures	Performance Measurement				
				Performance Indicators	Outputs/ Results	Outcomes/ Impacts		
<p>Address the legacy of conflict by providing opportunities for young people to meet and explore their beliefs, culture, heritage and traditions</p> <p>Enable the young people to build positive relationships for the future</p> <p>Encourage greater levels of cross community interaction and knowledge among</p>	<ul style="list-style-type: none"> <li>Put in place capacity building supports to facilitate the involvement of families and children from the minority communities in the county in wider youth activities (linked to Priority 1)</li> </ul>	€135,000 100% Peace Funded	<p>The delivery agents will be selected by a public procurement process</p> <p>The implementation of the measure will involve the employment of a good relations officer to work with young people/children. It will also involve the delivery of training programmes</p> <p>Successful applicants should have</p> <ol style="list-style-type: none"> <li>History of delivering similar type programmes</li> <li>Demonstrate targeting and inclusion of different groups</li> </ol>	No of Young People Participating	300 Young People Participating (broken down by gender)	Increased levels of interaction between young people from different locations and backgrounds within the county		
	<ul style="list-style-type: none"> <li>Ongoing development of cross community youth/children's fora on a countywide and cross border basis and actively support the involvement of minorities in countywide and cross county for a</li> </ul>	€132,000 100% Peace Funded					% of participants that are from the different minority communities	20% of participants from minority communities
	<ul style="list-style-type: none"> <li>Support the development of cross community children's clubs/summer projects that celebrate cultural diversity, involving families and children from the majority and minority religious communities and ethnic minority children and their families.</li> </ul>	€48,000 100% Peace Funded					% of participants that from Northern Ireland	30 % participants from Northern Ireland
	<ul style="list-style-type: none"> <li>Deliver cultural diversity training programme using a number of themes (e.g. history trails)</li> </ul>	€165,000 100% Peace Funded					No of Schools Participating	10 Schools Participating (Broken down by school type)
	<ul style="list-style-type: none"> <li>Develop a Peer Education Training Programme for the delivery of peace and reconciliation and cultural diversity programme to young people and by young people</li> </ul>	€60,000 100% Peace Funded					% of minority schools participating	20% of minority
	<ul style="list-style-type: none"> <li>Provide anti-sectarianism and anti-racism training to/for young people</li> </ul>	€60,000 100% Peace Funded						



<p>children young people and the schools and youth groups they attend</p> <p>Promote greater awareness of the diversity of cultural heritage</p>	<ul style="list-style-type: none"> <li>Develop a cross-border accredited training programmes for young people, by young people, arising out of a cultural exploration project (that involves strong elements of diversity awareness raising activity as well as anti-racism/anti-sectarianism training)</li> </ul>	<p>€120,000 100% Funded</p> <p>Peace</p>	<p>3) Experience of working with young people</p> <p>4) Experience of working on a cross border basis</p>	<p>No of Youth Groups Participating (Broken down by group type)</p>	<p>schools participating</p> <p>12 Youth Groups Participating</p>	<p>Increase d levels of interaction and communication between schools of different denominations</p> <p>Increase d cross border interaction between young people</p>
<b>Total Budget</b>		<p>€720,000</p>				

### 5.3. Priority 3. Provide Enhanced Access to Reconciliation Supports at a local level

Priority 3.						
Provide Enhanced Access to Reconciliation Supports at a local level (including conflict resolution and mediation support services)						
Aim: Make reconciliation supports more accessible and widely available in the county to those who have been affected by the conflict						
Objectives	Indicative Actions	Resources Allocated % Peace	Local Implementation Structures	Performance Measurement		
				Performance Indicators	Outputs/ Results	Outcomes/ Impacts
<p>To provide people/communities affected by the conflict with access to and conflict resolution and mediation services</p> <p>Train diversity awareness, anti-sectarianism, anti-racism trainers</p>	<ul style="list-style-type: none"> <li>Provide one to one mediation for individuals (through the involvement of 15 already qualified mediators who received their accredited through the CFRC with the support of PEACE II funding)</li> </ul>	<p>€165,000 100% Funded</p> <p>Peace</p>	<p>The delivery agents will be selected by a public procurement process</p> <p>The implementation of the measure will involve the employment of trainers and the delivery of training</p>	<ul style="list-style-type: none"> <li>No of individuals who receive mediation/conflict resolution interventions (broken down by gender)</li> <li>No of communities who derive a positive benefit from a conflict resolution intervention</li> <li>No of individuals from the Peace III target groups that receive</li> </ul>	<p>60 individuals receive mediation/conflict resolution interventions</p> <p>30 communities who derive a positive benefit from a conflict resolution intervention</p> <p>30 individuals from the Peace III target groups that receive mediation interventions</p>	<p>Individuals and communities address the legacy of the conflict at a personal level</p> <p>Wider community have greater awareness, understanding and respect</p>
	<ul style="list-style-type: none"> <li>Develop a support structure/network for the mediators</li> </ul>	<p>€30,000 100% Funded</p> <p>Peace</p>				
	<ul style="list-style-type: none"> <li>Undertake conflict resolution work where it is related to sectarian racist attitudes or behaviour</li> </ul>	<p>€15,000 100% Funded</p> <p>Peace</p>	<p>Trainees should be living in the county where possible/or in the neighbouring counties on either side of the border</p> <p>Trainees must be prepared to work with Peace III target groups</p> <p>Trainees must be prepared to work with</p>			
	<ul style="list-style-type: none"> <li>Develop further and strengthen existing cross-border links with mediation services in Northern Ireland</li> </ul>	<p>€18,000 100% Funded</p> <p>Peace</p>				
	<ul style="list-style-type: none"> <li>Train diversity awareness, anti-sectarianism, anti-racism trainers</li> </ul>	<p>€60,000 100% Funded</p> <p>Peace</p>				

			their Northern counterparts Trainees must involve representatives from the Peace III target groups	mediation interventions (broken down by target group and gender)  • No of local trainers trained (broken down by peace target group and gender)	(broken down by target group and gender)  10 No of local trainers trained	for diversity  Individuals and communities can recognise and address racism and sectarianism at a local level
<b>Total Budget</b>		€288,000				

#### 5.4. Priority 4. Support for the Building of Shared Visions

Objectives	Indicative Actions	Resources Allocated % Peace	Local Implementation Structures	Performance Measurement		
				Performance Indicators	Outputs/ Results	Outcomes/ Impacts
To build positive relations (through the provision of access to dedicated resources to facilitate a programme	Funding of €10,000 available to at least two groups working together to develop programmes of activities that support the development of enhanced relationships at a local level Eligible actions would include programmes of <ul style="list-style-type: none"> <li>Cross border learning exchanges</li> </ul>	€432,000 100% Peace Funded	A Small Grants Programme  Provide groups working together with an opportunity to access resources to facilitate programmes that support the building	No of Grants awarded  No of Groups supported  No of Peace III target group support organisations	15 Grants awarded  30 Groups supported  20 Peace III target group support	Groups working together  Individuals developing positive cross communities

of work)	<ul style="list-style-type: none"> <li>• Relevant training programmes (e.g. anti racism, anti sectarian, peace building, communications) in schools, community groups, or the workplace</li> <li>• Education programmes in churches and community centres</li> <li>• Communication initiatives relating to peace and reconciliation</li> <li>• Cross community youth work</li> <li>• Projects inclusive of any/all Peace III target groups.</li> <li>• Cross community and cross border projects based on themes such as music, sports and social events, networking events and festivals</li> </ul>		positive relations	involved  No of Cross Border Projects supported	organisatio ns involved  10 Cross Border Projects supported	y and cross border relations
<b>Total Budget</b>		432,000				

## 5.5. Administration of the Peace III Programme in Cavan

Objectives	Indicative Actions	Peace III, Resource Allocation	Local Implementation Structures	Performance Measurement		
				Performance Indicators	Outputs/ Results	Outcomes/ Impacts
Ensure the delivery of the Peace III programme in County Cavan as per contract with SEUPB	• Pre-development of plan work (consultant and consultations)	€12,000		Monitoring Reports satisfactorily completed and submitted		
	• Administer funding	€198,000				
	• Manage tendering processes					
	• Meet Monitoring and reporting requirement	€ 33,000				
	• Oversee and manage the small grants programme					
	• Implement the Communication plan	€18,000				
	• Meetings administration for the Peace Partnership	€15,000				
• Linking with Peace Partnerships in the border area and Northern Ireland	€12,000					
• Oversee and manage Programme evaluation			Financial management satisfactory			
• Provide pre-tender training programme to assist potential local tenderers prepare bids			Budget spend achieved			
<b>Total Budget</b>		<b>€288,000</b>				

## 6. Managing the Strategy

### 6.1 The Completion of Phase I and Development of Phase II

The County Cavan Peace Partnership are very confident that they have undertaken a detailed, if rapid consultation process. They believe that they have clearly identified the issues that exist at a local level in relation to sectarianism, racism and diversity awareness. They also believe that they have identified some of the key actions that need to be undertaken over the next three years to address these issues. These actions have been identified in brief and have indicative budgets allocated to them.

Once this Plan has been submitted, the Cavan Peace Partnership plan to work with the various members of the Partnership and other interested organisations from the county and from across the border to develop more detailed action level plans. The Cavan Partnership intend to have these Action Level Plans in place over the summer so that when the funding is approved they will be ready to start work at a local level almost immediately. This process will also facilitate the development of a detailed evaluation framework.

### 6.2 Key Monitoring and Evaluation Procedures

The Cavan Peace III Plan will be managed by a team with experience of monitoring and evaluation and in particular monitoring and evaluation of EU programmes. The system established by the Cavan Peace Partnership will keep track of progress and will work in compliance with the monitoring and reporting requirements for Global Grant Allocation of the Peace III Operational Programme and the other requirements of the Peace III programme generally.

### 6.3 Measurement Procedures to Monitor Impact

Evaluation will be a core part of the management of the plan. The development of a base line is core to this work this will be done in preparation for the collection of a number of key outputs and results (See Table 10 for details)

**Table 11. Key Outputs and Key Indicators**

Outputs	Result	Impact	Sources of Verification
No of programmes developed and implemented	Changes in attitudes towards cross-community and cross-border activities	Improved levels of trust and tolerance in supported communities, decreased levels of prejudice	<ul style="list-style-type: none"> <li>• General monitoring &amp; Evaluation/usual data sources</li> <li>• Attitudinal survey among minority groups and</li> <li>• Attitudinal surveys that show high levels of trust and a</li> </ul>
No of Programmes developed and implemented			
No of events that address sectarianism and racism or deal with conflict resolution			

No of participants attending events			<p>low levels of prejudice and intolerance</p> <ul style="list-style-type: none"> <li>▪ Formal evaluations</li> <li>• Official Statistics</li> </ul>
Community balance of participation in events			
No of active marginalised and minority groups participating in the programme			
No of young people participating in the programme			
No of cross border linkages			

## 6.4 Ongoing Monitoring and Formative Evaluation

All four of the Strategic Priorities will be subject to ongoing monitoring and evaluation. Some elements of formative evaluation will take place as part of Phase II the development of the detailed Action Level Plans. Organisations selected to deliver particular actions will be required to report quarterly on financial spend and twice a year on wider performance. The findings of these reports will be compiled into a larger review of the performance of the plan and will form the basis of discussions for the Peace Partnership meetings.

## 6.5. The Relevance and Suitability of Priority 1.1 Indicators

The SEUPB has identified a number of impact indicators for Priority 1.1. Unfortunately data is not collected on some of these indicators in the Republic of Ireland (see Table 11 for details). The Gárda Síochanna does not for example collect any information on the motivation for a crime. They simply record the number and type of crimes committed.

**Table 12. Impact Indicators and their collection in County Cavan**

<b>Impact Indicator</b>	<b>Methodology for the Collection of the Indicators</b>
Number of racial incidents and crimes recorded	This data is not collected in the Republic of Ireland
Number of homophobic incidents and crimes recorded	This data is not collected in the Republic of Ireland
Number of sectarian incidents and crimes recorded	This data is not collected in the Republic of Ireland
Number of incidents and crimes recorded motivated by religion	This data is not collected in the Republic of Ireland
Number of incidents and crimes recorded motivated by disability	This data is not collected in the Republic of Ireland
Number of attacks on symbolic premises: churches/chapels; GAA/AOH property; Orange halls; schools	This data is not collected in the Republic of Ireland
Number of clients presenting as homeless due to intimidation (and % awarded homelessness status)	This data is not collected in the Republic of Ireland
% of people who think the area is a place free from displays of sectarian aggression	This would require a Border Region and Northern Ireland wide attitudinal survey
% of people who believe there is more racial prejudice than there was 5 years ago	This would require a Border Region and Northern Ireland wide attitudinal survey
% of people who believe there will be more	This would require a Border



racial prejudice in 5 years time	Region and Northern Ireland wide attitudinal survey
% of people who believe people from a minority ethnic community are less respected than they once were	This would require a Border Region and Northern Ireland wide attitudinal survey
% of people who are prejudiced against people from a minority ethnic community	This would require a Border Region and Northern Ireland wide attitudinal survey
Number of deaths per annum due to security situation	This data is not collected in the Republic of Ireland
Number of casualties per annum as a result of paramilitary style shootings	This data is not collected in the Republic of Ireland
Number of casualties per annum as a result of paramilitary style assaults	This data is not collected in the Republic of Ireland
Number of security related incidents	This data is not collected in the Republic of Ireland
Number of criminal damage offences with a hate motivation	This data is not collected in the Republic of Ireland
Intimidation through physical damage to a building or graffiti by type	This data is not collected in the Republic of Ireland
Number of Peace Lines	This data is not relevant in the Republic of Ireland
% of young people who worry about being threatened by paramilitaries	This would require a Border Region and Northern Ireland wide attitudinal survey
% of young people who worry about being assaulted due to religion, race or skin colour	This would require a Border Region and Northern Ireland wide attitudinal survey

Cavan Peace Partnership believe that the SEUPB will need to commission an attitudinal survey across the border counties and Northern Ireland to comprehensively measure the impact of the Programme. This would require a baseline attitudinal survey to be undertaken in 2008, a follow up in 2010 and a third phase follow up at the end of 2013.

## 6.6 Reporting and Feedback Arrangements

Responsibility for overseeing the implementation of the Cavan Peace Plan will rest with the Cavan Peace Partnership. Progress in relation to the implementation of the plan will be assessed using a series of Performance Indicators. There will be at least three headline performance indicators for each of the four priorities. Under the headline performance indicators will be action specific indicators (these will be developed in Phase II of the planning process).

The Cavan Peace Partnership will review overall plan implementation and progress twice per year in May and in November. Depending on progress and the emergence of new issues, the plan may be amended and updated. Changes to the Plan made after the twice annual review will be approved by the Partnership. The Partnership will produce an

Annual Plan reviewing progress in the previous year in February 2009/2010 and 2011.

An independent external evaluation of the implementation of the 2008-2010 Plan will be initiated in January 2010 for completion in June 2010. The preparation of the new Plan will be initiated in March 2010 and the evaluation will feed directly into this process.

#### **6.7. Summary of Timetable and Plans for Future Consultations**

The Cavan Peace Partnership was very pleased with the level of engagement in the consultation process. They believe that valuable relationships have begun to be forged and would be keen that these would be further developed as the Cavan Peace Plan is implemented.

The Partnership were also aware that they were a number of weaknesses in the consultation process and are keen to address these. A key weakness was in the opinion of the Peace Partnership a lack of representation from some the key Peace III target groups in the consultation process (e.g. victims of violence, displaced persons, former members of the security and ancillary services). The Partnership are actively going to address this weakness by pro-actively targeting and meeting some of these groups as part of the development of the detailed Action level Plans. See Table 12 for A Summary of the Timetable and Plans for future consultations

**Table 13 The Timetable For Year I of the County Cavan Peace III Plan and Future Consultations**

<b>Stage of Development</b>	<b>Action</b>	<b>Target Date</b>
Formation of the Partnership	Form the County Cavan CBD Peace and Reconciliation Partnership/Partnership formally agreed	February 08
Phase I – Development of Overall Plan	Start process of developing the Cavan Peace & Reconciliation Action Plan	March 08
	Public Consultations	March/April 08
	Peace & Reconciliation Action Plan submitted SEUPB	May 2008
Phase II Development of Action Level Plans	Meetings of the Members of the Peace Partnership and other relevant organisations from across the county and across the border to develop and agree detailed action level plans	May-August 2008
	Development of the Detailed Evaluation Framework	
	Pro-active targeting and meeting with representatives of Peace III target groups who did not attend the public consultations	
	Peace & Reconciliation Action Plan Agreed by Steering Committee and contract issued	June 2008 & Sept 2008
	Training for potential providers who may be interested in tendering to implement particular actions (Currently there are many local providers successfully delivering actions on the ground, their capacity to develop a detailed tender is more questionable and they will need support to assist them begin this process.	Sept 2008
	Public Launch of Peace III Priority 1.1 in Cavan	Autumn 2008
Implementation and Management of the Plan	Work begins on the ground	Autumn 2008
	Meetings of the Peace Partnership	Autumn/Winter 2008
Reporting on the implementation of the Plan	Annual Public Feedback Session  (Annual Progress Report would be used as the focus of a series of Public Consultation/Feedback sessions	Spring 2009

## 6.8 Addressing the Cross Cutting Themes

This Plan has five cross cutting themes as follows:

- Cross Border Co-operation
- Equality
- Sustainable Development
- Impact on Poverty
- Partnership

The Cavan Peace Partnership has tried to address these themes in a number of ways:

### **Cross Border Co-operation**

A number of the participants who attended the consultations were from Northern Ireland and as such brought a welcome cross border dimension to the discussions. It was also the case that a number of the organisations who made formal submissions were either from Northern Ireland or indeed had strong and well established linkages with organisations there. The Partnership in its deliberations believed that the issue of cross border co-operation should be embedded in the heart of the plan. As such they made a decision that each of the four strategic priorities to be implemented should involve cross border co-operation as an important element of their implementation. In this way cross border co-operation is a cross cutting action across the operation of the entire plan.

### **Equality**

There are many different definitions of equality. In the context of the work of the Cavan Peace Partnership equality is taken to mean ensuring that the activities supported by the Cavan Peace Partnership are open and accessible to all to participate in. Issues that can prevent people participating include gender; marital status; family status; age; disability; race; sexual orientation; religious belief; and membership of the Traveller Community. The Cavan Peace Partnership is committed to the promotion and operation of the principle of equality within the Cavan Peace Plan, among the actions it will undertake to ensure this happens include:

- A requirement that all organisations who tender to deliver elements of the plan are equal opportunities employers
- Provision with the four strategic priorities for supports to enable equal participation, these supports will include
  - the provision of expenses to cover the costs of transport,
  - the provision of expenses to cover the costs of childcare/elder care,
  - the provision of bursaries for those who might not be able to attend for financial reasons,
  - the provision of expenses to cover the costs of interpretation and translation services

- the use of best practice in web-accessibility (where web-sites are used).
- Training for potential providers who may be interested in tendering to implement particular actions. (Currently there are many local providers successfully delivering actions on the ground, their capacity to develop a detailed tender is more questionable and they will need support to assist them begin this process.)

## **Sustainable Development**

One of the most often-quoted definitions of sustainable development is of development that meets the needs of the present without compromising the ability of future generations to meet their own needs. The Cavan Peace Partnership is committed to keeping its impact on the environment as low as possible. Actions required to be undertaken to do this would include the following:

- Keeping Meetings to a minimum (through the effective use of the internet)
- Encouraging car pooling
- The provision of buses (instead of the use of individuals travelling by car)
- The use of recycled stationary/products within the implementation of the programme
- The promotion of recycling within the management and implementation of the programmes
- Support for programmes of actions that seek to use the 'Protection of the environment' as a theme around which to promote community interaction

## **Impact on Poverty**

Research by Combat Poverty and the IPA has shown that there is a strong correlation between poverty and conflict. Poverty tends to be higher in areas more severely impacted by conflict.

The correlation in County Cavan between disadvantage and areas impacted on by the conflict is very visible (see Section 2.5.1 for more details). As such the Cavan Peace Partnership believe that by targeting much of their efforts on areas most affected by the conflict that they will have a positive impact on poverty.

The Cavan Peace Partnership are also placing a strong focus on supporting isolated marginalised and minority groups including what the Partnership are calling Non Irish nationals, Women (who have a higher risk of poverty than men), political ex-prisoners (20% of whom remain unemployed), while others struggle with poor health and a fear around their social welfare entitlements in

the longer term having not paid any contributions during their periods of incarceration.

## **Partnership**

The Cavan Peace III Partnership is by its nature a partnership between the statutory, local development, community and voluntary sectors and the social partners. The Cavan Peace Plan was developed by the Partnership but in partnership with the wider public (through the consultation and feedback process). The implementation of the Plan in practice will also promote the development of partnerships between community organisations and between community organisations and local development agencies who may need to come together to tender for the delivery of particular actions. It is also the case that the implementation of particular strategic priorities will involve more than one delivery agent, who in turn will need to work together to ensure the delivery of a particular strategic priority.

The small grants programme also proactively supports the operation of the principle of partnership. In order to participate in the small grants programme organisations are required to have a least one partner organisation with preference give the groups who involve additional partners.

## 6.8 Summary of the Overall Budget

See Table 14 for a breakdown and summary of the overall budget

**Table 14. Breakdown and Summary of the Overall Budget**

<b>Strand</b>	<b>Total Budget</b>	<b>Average per annum</b>	<b>Percentage of overall</b>
Build Integrated Communities and Support Minority Communities	<b>1,152,000</b>	<b>384,000</b>	40%
Build Good Relations among our Young People	<b>720,000</b>	<b>240,000</b>	25%
Provide Enhanced Access to Reconciliation Supports at a local level Conflict Transformation	<b>288,000</b>	<b>96,000</b>	10%
Support for the Building of Shared Visions Small Grants	<b>432,000</b>	<b>144,000</b>	15%
Support and Administration Costs	<b>288,000</b>	<b>96,000</b>	10%
	<b>2,880,000</b>	<b>960,000</b>	<b>100%</b>

## Appendix A

<b>PEACE Consultation 27 March 2008 Seven Horse Shoes Hotel, Belturbet</b>	
Val McGovern	West Cavan Community Council
Peter Pollack	Cavan Monaghan Rural Development
Maureen McIntyre	County Cavan VEC
Charley McAdam	Mullaghboy Orange Lodge, Border Minorities Group
James Mayne	Belturbet Orange Hall
Pat Tiernan	Killeshandra Community Council
Eamon Brolly	Brolly Homes Ltd
Peggy Gray	Youth Initiative
Siobhan Kelly	Junior Achievement
John Bennett	Belturbet Bowling Club
Patricia Boyle	Belturbet Youth Initiative
Bridget Murphy	Belturbet Bowling
Tom O'Dowd	Erne Lakelands Tourism
Marie O'Reilly	Killeshandra Community Council
Jerry Fitzpatrick	Gowna Development Association
John McDonald	Belturbet Town Council
Tommy McMahon	Row Boat Club
Tomas O Raghallaigh	Killeshandra Community Council
Eileen Brady	Cavan Family Resource Centre
Colette Nulty	Border Action
Jean Lindsay	Girls' Friendly Society
Doris Allison	
Seamus McGaffrey	Belturbet Row Boat Club
Peter McVitty	Cavan County Council
Seamus O'Reilly	Belturbet 1 <sup>st</sup> Cavan Scout Group
John Scott	Belturbet Scoutn Group
Ron Reilly	Drung Bowls
Paddy O'Reilly	Walks and Heritage

<b>PEACE Consultation 31 March 2008 Cavan Crystal Hotel, Cavan Town</b>	
Jenny McCormack	Tullacmongan / Cavanaleck Youth Project
Noreen Sudbury	Tullacmongan / Cavanaleck Youth Project
Charley McAdam	Border Minorities Group
Wendy Swan	Kilmore Cathedral
William Foster	Kilmore Cathedral
Lily Morrison	Killeshandra Church
Mena Flood	Lavey Senior Social Club



Finton Cronin	Ballyjamesduff Soccer Club
Michael Finnegan	Cavan County Museum
Bobby Jordan	Cavan Inter Faith Group
Jean Mackerel	Churches Presbyterian
Savina Donohoe	Cavan County Museum
Jerry Fitzpatrick	Gowna Development Association
Catherine Carragher	Cavan Youth Service, Cavan VEC
Donnacha McSorley	Border Action
Doris Allison	
Phil Finnegan	North Cavan Community Development
John Maguire	Bailieborough Development Association
John Beglan	South West Cavan CDP
Una Traynor	Cavan Partnership
Marie O'Reilly	Killeshandra Community Council
Eileen Brady	Cavan Family Resource Centre

**PEACE Consultation 2 April 2008 The Bailie Hotel, Bailieborough**

Paul Sheridan	North Eastern Region Basketball Ireland
Peadar Reynolds	Bailieborough Development Association
	Bailieboro Arts Centre
Leslie McKeague	Bailieboro Development Association
G. J. Mackerel	Bellasis Area (Virginia)
Chris Kirk	Virginia Development Association
Sean Hanley	Bailieborough Community Council
Bernice Smith	
J Fulton	Bailieboro Community Council
Russell Wellen	Bailieboro Community Council
Gerry Eagleton	Bailieboro Community Council
Charley McAdam	Cavan G. Orange Lodge
Jerry Fitzpatrick	Gowna Development Association

**PEACE Consultation 9 April 2008 Kilmore Hall, Cavan  
(Consultation with the Protestant Community)**

Wilma Bennett	Ballinagh Women's Group
Cllr Winston Bennett	Cavan County Council
Mary Morron	
Raymond Ferguson	Church of Ireland
Doris Allison	
Charley McAdam	Border Minorities Group
Nigel Brady	Kilmore Cathedral
Violet Brady	Kilmore Cathedral

Leila Beattie	Mother's Union, Irish Countrywomen's Association
Margaret Cowan	
Valerie Cowan	St Patrick Church, Ballintemple
Jean Lindsay	Girls' Friendly Society
Winston Heaslip	Kilmore Cathedral
Trevor Thompson	
Janice Payntz	Kilmore and Ballintemple Parent and Toddler Group
Gerogina Moore	Kilmore Parent and Toddler Group
Wendy Swan	Kilmore Cathedral
Sylvia Moran	Crossdoney FCA
Raymond Moore	Drung Group Parishes
Willie Dancey	Brakey Hall
Willie Founley	Brakey Hall
Kev Alison	Drung Hall Committee
Robert Payntz	Drung Hall Committee
Charlotte Browne	Kilmore
G. J. Mackerel	Presbyterian Group
Mark Lidwill	Cavan Church of Ireland
Hazel Lowey	Kilmore and Mill Women's Group, Ballintemple Church of Ireland

<b>PEACE Consultation 14 April 2008 Cavan Crystal Hotel (Meeting to present draft plan to people to attended public consultations)</b>	
Jenny McCormack	Tullacmongan/Cavanaleck Youth Project
Noreen Walsh	Tullacmongan/Cavanaleck Youth Project
Seamus McCaffery	Belturbet Row Board Club
Bridget Murphy	Belturbet Bowls Social Services
Colette Nulty	Border Action
Finan Cronin	Ballyjamesduff Soccer Club
Peter Pollak	Cavan Monaghan Rural Development
Savina Donohoe	Cavan County Museum
Paul Sheridan	North eastern Regional Basketball
Jerry Fitzpatrick	Cavan Community Forum
John Beglan	South West Cavan CDP
James Mayne	Belturbet Orange Hall
Bobby Jordan	Cavan Inter Faith Group
Tomas O Raghallaigh	Killeshandra Community Council
Marie O'Reilly	Killeshandra Community Council
Pat Tiernan	Killeshandra Community Council
Jean Lindsay	GFS Clonegonnell Cavan
Doris Allison	Cavan PEACE Partnership
Eileen Brady	Cavan Family Resource Centre

Kate Ennals	Cavan Community Forum / Gowna Development Association
Eamon Brolly	Brolly Homes Ltd
Anthony Vesey	Belturbet Town Council
Jim Maguire	Bailieborough Development Association
Jean Mackerel	Cavan Presbyterian Churches

## **Appendix B List of Submissions Received**

1. Belturbet Youth Initiative
2. Cavan County Museum
3. Border Minority Group
4. Ballyjamesduff Soccer Club
5. Anonymous
6. Cavan Interfaith Group and Children's Holiday Club
7. Girls Friendly Society
8. Five Presbyterian Churches
9. Cavan VEC
10. North Leitrim Men's Group
11. Mullaghboy Orange Lodge
12. Thomas O'Raghallaigh
13. Junior Achievement Ireland
14. Cavan Partnership
15. Cavan Family Resource Centre / Killeshandra Community Council
16. Cavan Community Forum
17. Cavan RAPID Youth Project
18. Gowna Community Development Association
19. West Cavan and West Fermanagh Economic Regeneration
20. The 18-25 Project
21. Comhairle na nÓg
22. Cavan County Council (Enhancing Community Capacity Project)
23. South West Cavan Rural Regeneration Group
24. Cavan County Council (Social Inclusion Unit)
25. City Bridges
26. Hearing Young Voices Project
27. Migrant Rights Centre
28. Ballinagh Women's Group
29. Tullacmongan Youth Peace Project

## **Appendix C Notes of County Cavan PEACE Partnership Public Consultations Workshops**

1. Belturbet Consultations (3 Workshops)
2. Cavan Consultations (2 Workshops)
3. Bailieborough Consultations (2 Workshops)
4. Consultation with the Protestant Community (2 Workshops)

## 1.1 Notes from Belturbet Public Consultation Workshop 1

### General Questions

- Further opportunity to feed into the process after this process.
- We should try to find a mechanism for this.

### Suggestions

- Build on the foundations already there – “be creative”
- Small grants programme

### Racism

What are the key issues? People found it difficult to articulate these

Who should lead? No ideas about the lead

Things talked about included:

- “Isolation” – within the migrant community – some perceptions that the new communities did not want to be integrated or socialise/mix
- Racism does exist – agreement on that
- Need for integration – need to reach out, group were challenged on the notion that they had a responsibility here
- Needs to be a starting point – some-one needs to be pro-active

Yes there is a need for Mediation/Conflict Resolution/Reconciliation. This was the consensus at the table.

- A lot of issues are below the surface – are really more subtle in the Southern Border Counties, therefore much more difficult to tackle and the methodology to address this needs also to be “subtle” but purposeful
- Need to be careful not to make sectarianism an issue – a person from the Southern Protestant perspective felt very strong about this. No need to rake up things, everything is okay and I am happy to move on
- Bring people together as a “common interest”
- concentrate on what we can do together and then share our thoughts our culture etc

### Sectarianism in Cavan

What groups/ agencies should be involved in the work?

- Fear of raising issues?
- Denial of what the issues are

Table started a conversation about legacies of the conflict – agreed at the end of the night, that they had learnt a lot about each other and that this type of facilitated and safe environment is very useful

Leadership is really important – in developing cross community relationships.

### Reconciliation

What are the key issues and what areas are most affected:

#### New communities

- Very little interaction

- They stay in their own groups
- Want to stay here to set up business
- Should be positive – we need to help them

### **Travellers – target group**

Prejudice / under the surface / very poor minority / huge social problems, crime etc / traditional trades / redundant / ostracised by their own – from their own

### **Protestant are a minority. Group talked about**

- Cross community participation in organisations – integration
- Awareness of being different – protestant minority
- Perceptions of each other – stereotyping
- 'Ne Temere decree' – that all children needed to be brought up Catholic
- Need that was formed to have Protestant Halls – to keep their faith – as opposed to being sectarian
- Catholic community need to appreciate why the Halls were established
- Acknowledge that it was a difficulty – the fear within the Protestant Community

### **Actions:**

- Young People need to be part of the process
- Cross Border Exchanges – young people – using sport (e.g.) boats / waterway
- Sport as a way of addressing sectarianism (e.g.) boxing -good way of addressing these issues

### **Role of Church – in promoting sectarianism?**

- May have a leadership role – or showing some leadership

Education is very important.

Tolerance and Understanding – promoting these values was discussed at length

### **Target Areas:**

- Cross Border – Teemore Enterprise Centre – option for cross border collaboration
- Border – had an impact on the social, cultural, economic affects of the conflict – cut people apart, mistrusts all went, only time you had contact was at funerals
- Border-alienated people
- In Belturbet 57 Bank accounts – business account – no longer from 1972 until 1999 – until the Aghalane Bridge re-opened.
- Family / Friends – social – isolated within the Belturbet, Drumlane, Swalinbar.
- Killeshandra – suffered economically – conflict contributed.

What is needed

- Education and support.

- Re-opening of the waterways – has helped. A programme around the waterways and its opportunities was suggested
- Dispelling mistrusts – perception – needs to happen
- Whole generation need to build on this.
- Mindset – perceptions and attitudes – supporting change

### **Examples of Sectarian violence:**

- Kill – Orange Hall burnt
- Protestant Halls – damaged in the past
- Buses going to the 12<sup>th</sup> July parades would have stopped in / would have stayed in Killeshandra – that would not happen now out fear
- Orange parades – people(Nationalist/Catholic) watched and enjoyed –this would not happen now or in the last 20/30yrs
- Perceptions about sectarianism – lots to be addressed
- Only to scratch the surface – people are not willing to talk about the issues
- What about a “Survey” about the attitudinal survey – in confidence to reveal how they feel about each other in reality. How much prejudice is beneath the surface?
- Children / Young people of mixed marriages- something might need to be addressed here
- Church – role of the church – alienation – not expressed.
- Small post primary schools – the minorities get a very raw deal – people are quietly excluding them from things in the local area
- Relationships need to be formed at early years – young people to be involved in any interventions or programmes

### **1.2 Notes from Belturbet Public Consultation Workshop 2**

#### **Barriers to Peace III target groups.**

- There needs to be proper representation on the sub groups. Young people should be included on decision making structures.
- There needs to be proper communication channels between the peace partnership and the general public. The public need to see the draft peace plan
- The timeframe is restrictive to producing a coherent, well thought out plan
- There needs to be facilities for young and old and a facility that will be used by all sections of the community.
- The absence of buildings to provide services was seen as a major barrier to service provision
- The match funding required when a group secures a grant can be a major hurdle to the group drawing down the grant.

#### **Target groups to be prioritised:**

- Youth
- Older people
- Voluntary group



## **Priority Actions**

There needs to be work done on cross community development. It is necessary to promote integration amongst young people. Organisations need to come out of the comfort zone and do what has not been done before.

There needs to be a real focus on cross community integration.

Funding should only go to projects that are addressing integration

Whilst some organisations include Protestants in their organisation/activities/management committee one must ask if the protestants that are being included are the most marginalised. There was a belief that this is not always the case.

It was stated that there is a need for people to have the opportunity to learn about different cultures.

It would be beneficial

- for young people from different schools to go on a hike
- bring 'orange men' to youth groups to explain orange lodges etc
- Cross border exchanges
- It was believed that adults were the greatest problem in relation to sectarianism. It was not believed that young people were as bad.
- It was acknowledged that it would be beneficial to reduce many myths that exist

## **Sectarianism**

After much discussion it was agreed that sectarianism does exist in Cavan. It was believed that minority groups were most affected. This would include somebody who is wearing a rangers jersey or those who attend orange lodges.

It was also recognised that there is a denial that the problem exists.

It is impossible to get statistics on who is affected by sectarianism.

## **How can Sectarianism be resolved?**

Orange bands participate in St Patricks day parade

Have orange bands at neutral days such as the opening of a festival.

Much discussion took place around the positive work that was being undertaken by the Scouting organisation in the north and south. The group heard that an amalgamation took place and that it was working very well.

Much discussion also took place around the location of facilities some people believed that locating services on GAA grounds would impact on some people attending these services. The need for neutral facilities was emphasised.

## **Who should address these issues?**

Anyone with a track record of undertaking this work

Border Minority Group

Killeshandra group

Scouting organisations.

Inland waterways (cross border cross community organisation)

It was believed that the Castlesanderson scouting project will do much to reduce sectarianism.

Every organisation should be aware of sectarianism. It happens everywhere. Employers should be particularly aware of it.

## **Reconciliation**

It was agreed that reconciliation should exist everywhere. One act of badness in a community can impact on an entire community. There needs to be awareness around the issues of the conflict. There should also be education in this area.

There was a strong opinion that there needs to be a safe place for people to talk.

It was also believed that drink and drugs also have a role to play in sectarianism

Some people believed that there should be a peace and reconciliation garden in towns.

Groups should move around to different facilities when they are having meetings i.e. GAA halls, orange halls etc.

It was recognised that it is vital when one is undertaking cross border work with young people that this work should also include their parents. It is hard for children to really learn from their experiences if their parents still have particular prejudices.

### **Which groups should be prioritised for Peace III support in County Cavan?**

- Young People
- Ethnic Minorities
- Travelling Community
- The Protestant Community
- Ex-prisoners and their families
- Women
- People with disabilities (if linked to the conflict, for example, mental or emotional health issues).

The voluntary sector needs to be supported to build up the capacity of all these groups. A community-based initiative could target several groups at one time, rather than working with a single target group.

### **What barriers do Peace III target groups have to overcome to participate in economic, social and cultural activities in Cavan?**

- Attitudes are a barrier. In particular, family attitudes impact on young people in schools.
- Language in the case of ethnic minorities.
- Lack of education and knowledge.
- Being shunned or victimised because of race, creed or colour.
- Social exclusion in general is a barrier. Poverty and social exclusion can result in anti social behaviour.
- A general lack of appropriate services is a huge barrier to participation.
- People need incentives to get involved. Lack of motivation can be a problem. We need to find ways of getting people interested.
- There is a need to promote active citizenship, build confidence and make Peace III target groups feel part of the community.
- Training is needed.
- Needs analyses are needed to find out what people want in their communities.
- Disability is another barrier to accessing services.
- Transport for everyone is a barrier in a rural county such as Cavan.
- The fear of being found out is a barrier and fear of the repercussions of being identified.

## **What are the key problems in relation to racism in the county?**

Racism is prevalent in the county

Racism will become even worse as the labour market changes. Competition for jobs in an economic downturn increases tensions.

Racism is very evident in second level schools, but not very evident among primary school pupils. In secondary schools students tend to form cliques. Junior Achievement has found it difficult to get second level students from different backgrounds to talk to each other.

The geographic location of Cavan on the border increases racial tension – there are very obvious differences between both sides (money, services, educational opportunities). We need to recognise that difference is there. At the moment, people have a ‘head in the sand’ approach. Racism is deep in people’s hearts and minds. Addressing it needs to be an ongoing process. People’s minds have not opened yet.

The narrow experience of rural life can exacerbate racism. (People are not used to being exposed to cultural diversity)

There is exploitation of migrant workers in the county especially Eastern Europeans. Employers can exploit the border by operating from either side, or moving labour around.

Migrants are affected by labour market change. Some people do not have the same opportunities to move around for work or training. (This is a migrant issue more than a racism issue)

The media can play a negative role in relation reporting on foreign nationals living here. Stereotyping and negative reporting is also prevalent regarding members of the Traveller Community.

The transience of ethnic minority communities is also an issue – it can be more difficult to work with a transient population.

## **Which groups are most affected?**

English people, black people and Eastern European people.

## **How should racism be addressed?**

Monitoring the media to address negative publicity about ethnic minorities including Travellers.

Be proactive in social inclusion. Invite ethnic minorities to get involved in social events that they are interested in.

Use visual displays of socially inclusive/anti racism messages (posters etc) to show that minorities are welcome here.

Collaborative approaches between agencies to link the work of different organisations.

Produce literature in different languages so that information is given to minorities in a form that addresses them. Outreach is also important. A lot of migrants are very isolated.

Intercultural work is important as well as anti racism work.

## **Who should be involved?**

Foreign nationals – in particular encourage them to be more active in the community and to identify positive role models within their own groups. Two

members of the Indian community volunteered for a Junior Achievement programme in a school, and the Indian children in the class were delighted to have positive role models from their own country.

Everyone should be involved.

Employers - establish good relations between the business community and the local community.

Educational institutions, second level schools and the VEC

Primary schools should also be targeted because there is a need to keep young children's minds open to cultural diversity from day one.

The community sector

The Gardai should be involved – the Gardai now have ethnic liaison officers and a central department of cultural issues

Churches should have an important role in promoting integration and addressing racism.

### **Who should lead the work?**

The lead agency would depend on the project. Possibly the VEC if work relates to education.

### **Is there scope for work on a cross border basis and with whom?**

Step Programme

Community Relations Council

The education sector and or Local authorities

## **Reconciliation Issues in County Cavan**

### **What key issues remain in relation to reconciliation in the county?**

There is a reluctance to celebrate each other's festivals, for example, Protestants do not join in St Patrick's Day celebrations. We should encourage different communities to recognise and join in each other's cultural festivals (17 March and 12 July).

Each community lacks knowledge about the other community. There is a lack of knowledge of different celebrations in different communities.

In one example, a project working with young people noted that Protestant and Catholic students on a bus trip did not speak to each other. They were divided by their uniform.

Even members of the same community can experience cross border barriers. For example, Protestants from the north can feel differently about Protestants from the south. Nationalists from the north can feel differently about Nationalists from the south. There can be snobbery among people in Northern Ireland to people in the Republic, particularly in the Protestant community. Racial and other tensions are deeply ingrained, but they are not always overt. Feelings are covert / behind closed doors.

There is silence in communities on certain issues.

### **What key activities should be undertaken as part of reconciliation work?**

Find out more about the different religious celebrations in both communities. Educational awareness is needed. Easter and Christmas would be two events that are in common to both Catholic and Protestant.

This can be a safe way of exploring each other's culture. Use stories as a way of learning.

Peace can contribute a lot in this area but it is an ongoing process.

There is a need to raise awareness. If we don't know our own neighbours, how are we supposed to help new communities to integrate?

### **Are mediation and conflict resolution tools that could be used? By whom?**

Conflict resolution and mediation are needed.

Young people should be targeted.

The community sector.

Employers.

Families.

Ethnic minorities – there may be conflict between different ethnic cultures (e.g. Polish and Russian). Ethnic minorities may come from situations of conflict in their own backgrounds.

Cavan FRC spoke about their experience of providing mediation training to target groups under Peace II. They offered a mediation training programme; 60-70 people completed Part I and 20 were trained in Part II. They trainees can now deliver the mediation service.

Getting people to use mediation will be hard. People may not think they need it. Use role play to build up skills. People have used mediation in their work environments, neighbourhoods etc. to good effect.

A lack of information is a problem. There is a need to raise awareness of services that can give support.

### **Is there scope for this work to be done on a cross border basis and who should be involved?**

Groups such as Mediation NI

Community groups

Politicians

The education sector

Use the existing links of Cavan groups such as Cavan FRC

Fermanagh Rural Community Network

Churches

There is an interfaith group in Cavan that is twinned with Cookstown Churches Forum. They have partnered with Cavan FRC. For some NI participants it was their first time to cross the border. There was also fear among Cavan participants of going north.

Members of the PSNI cannot come across the border unless they have security clearance. Security is a big barrier.

### **Sectarianism in County Cavan**

#### **Does sectarianism exist in the county? What are the key problems?**

Sectarianism in the county is evident to some extent. Some Orange Halls have been burnt. There have been attacks on small rural Protestant churches as well, but this information is not recorded anywhere. It should be acknowledged by state agencies. In some cases it is reported in the media (Orange Halls) but recent attacks on churches have not been noted (for example, windows have been smashed and plants ruined.) Someone should note this and 'make a fuss' about it.

The Gardai don't keep statistics on what damage is done to Protestant halls or churches. There is a feeling among members of the Community Forum that the Gardai are not doing enough to acknowledge such issues or protect minority religious communities.

Sectarianism and racism are often conflated.

Catholic young people are never brought to Orange Halls. Cultural awareness is needed. Such places should be opened up for visits by different communities.

There have been some examples of where this has worked well:

In Cavan, the Protestant Church is open on St. Patrick's Day for visits.

The Orange Hall in Belturbet was open on occasion for people to meet each other.

The Community Forum went to see Mullaghboy Hall when it was restored and thought it was a really interesting visit.

There is a lack of knowledge about different beliefs and cultures. This goes back to the teaching of history. History and youth should be brought together. All versions of events should be heard. In England they do 'timelines' as a way of teaching history.

The Community Forum ran a showcase event for community groups called 'Make a Show of Yourself' – different religious communities could also use such events to raise awareness of their traditions.

### **Who should be involved?**

The involvement of churches is crucial

Youth

Community and voluntary sector

Employers

The same groups as were on the previous lists for this workshop

Cultural events

Promote the positives that came out of Peace II

### **Is there scope for cross border work? With whom? Please explain.**

Churches across the border

Youth organisations across the border, such as Youth Federation or Junior Achievement NI.

Drugs Groups in Enniskillen and Cavan – links could be further developed.

Promote the positives that came out of previous Peace programmes.

Use sport and music – cross border groups such as Scouting, Girls Friends, cross border orchestra.

As a final note from the workshop, it was felt that good communication and sharing of information through the internet, training, newsletters, etc was very important to Peace work. Communication needs to be improved. Build the skills of different groups of people (young people and older people) to communicate.

Another point was that community based organisations often have no office space or computer access, so it is not sufficient to have forms and information available on the website. Some people prefer hard copies.



## **2.1 Notes from Cavan Public Consultation Workshop 1 - Area Based Peace Work.**

Issues Discussed:

### **1. Victims of the Conflict**

- a. Young people do not have a knowledge of the conflict and it is important to develop programmes that will give them an understanding of the conflict and its impact on the county. It was also noted that cross border exchanges should play a core role in this process.
- b. Incidents like the bomb in Redhills that killed Inspector Donegan were spoken about and the impact of this event on family and community.
- c. The bomb in Belturbet was also spoken about and the victims associated with this event.

No real action explored in relation to victims although the group agreed that all voluntary organisations need to take account of victims in any projects/plans developed.

### **2. Displaced Persons**

- a. The group felt it was important to create 'safe places' for this target group to break down barriers and talk about the impact of the conflict. It was noted that there are a number of existing projects that are dealing with this target group in Cavan and this type of support should be continued.
- b. It was also noted by one member of the group that their parents left Cavan because of the economic situation in the region not the conflict however the conflict reinforced the economic situation.
- c. It was also pointed out that displaced people don't want to talk about why they left NI.

### **3. Areas/Communities Isolated by Border Closures**

- a. It was noted that people in communities have grown apart.
- b. County Cavan generally suffered economically because of its proximity to the border.
- c. The military/security services based in the border region were also mentioned in relation to the impact of the conflict on individuals and families.
- d. It was noted that some areas in the county suffered more because of their proximity to the border.
- e. The group acknowledged the work of the community & voluntary sector have been doing to date in developing local social and economic strategies to deal with the impact of the conflict.

#### **4. Barriers to getting people involved**

- a. People don't want to be identified, they just want to get on with their lives.
- b. Small grants will help smaller groups to engage in the process.
- c. Lack of understanding of the programme.
- d. Community leaders may not see the need for the programme in their area.
- e. Getting cross community engagement in the programme.

#### **5. Reconciliation**

- a. The group spoke about the burning of Orange Hall in the county and the need for reconciliation between communities in the area.
- b. The group felt there was a need for work with new communities in the county to ensure the downturn in the economy didn't lead to conflict and subsequent reconciliation programmes.
- c. The group agreed that sporting activities are a good way of breaking down barriers and reconciling people on a cross community and cross border basis.

#### **6. Sectarianism**

- a. One participant spoke about the active age group which was set up on a cross community basis about five years ago and they never talk about religion. The group discussed this and agreed there is a need for some programme to help members of groups like this one to get over these obstacles and create a space where they can learn more about each other's religion and culture. Examples of existing projects were given to reinforce this point.
- b. The need for mediation services provided by groups like Cavan Family Resource centre should continue as part of an overall plan for the county.
- c. Yet again young people were mentioned as a group that need to be made aware of the impact of the conflict and a core part of the Peace Plan for Cavan.
- d. Examples of sectarianism were talked about the group agreed that while sectarianism may not be as obvious as in NI, it was an issue in Cavan and was still causing local conflicts.

#### **7. Racism**

- a. A definition of Racism was requested by the group, this was outlined
- b. The group were informed of the National Anti Racism Strategy and some of the core elements.
- c. Examples of Racism were given by members of the group and there was a broad discussion about the new communities living in Cavan.

- d. The group felt that a programme of activities that helped increased participation of new communities in local structures would be a positive action.
- e. They also felt that it was important to have awareness raising activities, dialogue and cultural events at a local level.

## **2.2 Notes from Cavan Public Consultation Workshop 2 – Target Group Peace Work.**

### **Targeting Groups**

It was agreed that young people were a group that needed to be targeted under the Peace III programme.

It was also acknowledged that older people should be targeted. The work with older people is more challenging but is very important.

The Protestant Community was acknowledged as a group that is marginalised and should be targeted.

People with a disability from the conflict were also cited as a target group.

This should include people with mental health issues.

Minority Ethnic Communities – awareness raising

### **The barriers to participation in economic, social and cultural activities are:**

- Negative Perceptions – lack of education and awareness of other peoples cultures
- Lack of opportunity for integration in schools (schools separated based on religion). This led some people to say that separate schools were necessary as they were trying to avoid assimilation and loss of identify. Same religion schools allowed people to discuss their beliefs and traditions. This opportunity may not exist in a mixed school. It was stated that it may be beneficial for schools to come together to provide an opportunity to meet. After school activities have a role to play in allowing groups to meet.
- Paper work and time was identified as a barrier to participate in the peace programme.
- The lack of consistency in people attending meetings/groups was identified as an issue. (Different people were attending meetings each week/month)

### **Racism**

Is it a problem in Cavan?

It was agreed that it may be an issue. Newspapers seem to indicate that it is. Some people believed that some issues that occur may be as a result of a misunderstanding as opposed to racism

Workplace exploitation was cited as an issue

Attitudes by some service delivery organisations to ethnic minorities can be bad.

Anti British and anti English racism. This can be in the form of slagging, attitudes and abuse.

There is hostility by the Irish to new communities. This is particularly the case with East Europeans in relation to the building trade. There is resentment that east Europeans are taking the jobs from the Irish.

Africans experience racism as a consequence of their skin colour

### **How can the issues be addressed?**

There needs to be an openness to share culture. We need to undertake more cultural awareness and diversity work. This should start with young people and it could be done through programmes in schools.

It was identified that some Northern People believe that southern people are backward. It was agreed that this issue existed for protestant and Catholics. It was acknowledged that there is an arrogance and snobbery by northern people in relation to southern people. It was agreed that northern people do not have enough awareness of southern people and that contact should be increased.

### **Who should be involved?**

- Youth
- Elderly
- Work needs to be done through workplaces, vintners association.  
Need to raise awareness of cultural differences so that when people make flippant remarks that they are challenged.
- We need to think of different ways to target people. It could be done through sports clubs or getting schools to mix together.
- Existing projects can greatly help in implementing the Peace III programme. Elements from existing programmes that are very good should be incorporated into the new peace plan.

### **Reconciliation**

The group began to discuss the good projects that exist as a consequence of peace II funding. It was agreed that youth projects have a big role to play in relation to reconciliation in the county.

A project was discussed that allowed ethnic minorities, protestants and catholics to meet in a church based group. It was stated that this spiritual work was beneficial for the young people and their parents.

This group also organise week long activities for young people.

It was also stated that a museum project in the county did a lot of work on reconciliation.

The Cavanleck/Tullacmongan project also takes young people away on cross border residential. During these residential peace building is discussed. It was acknowledged that the entire residential cannot focus on peace building as children will not focus for a long time on such topics.

The Cavan RAPID Youth Project also allows young people to examine different cultures. It also allows young people to work together on activities and to recognise the similarities that exist.

### **Conflict Resolution**

It was felt that conflict resolution and mediation should be hidden in programmes. It should be incidental and unstated. It is probably more possible to state it in adult groups as opposed to youth groups.

Cavan Family Resource Centre are currently completing a mediation training programme. The course is being well attended by the resource centre volunteers. The need for the course came from participants on the border minority programme (sub programme of the Cavan Family Resource Centre). It was stated that there is a need for facilitated sessions on reconciliation. It needs to be deeper than just cross border visits. There is a need for groups to learn about each other i.e. protestant groups and catholic groups, northern groups and southern groups. It would provide an opportunity to learn about each other

It was felt that reconciliation work would be more effective in small communities. It was felt that in larger towns and cities the impact would not be as great.

When asked about undertaking cross border work it was agreed that all the work that was being undertaken should be cross border. Some suggestions included:

Getting priests and ministers to meet to see how things are done differently in each region and across religions.

The museum project has worked with people based on their disadvantage. Efforts have always been made to target the most disadvantaged areas. So the areas selected are those that are the most disadvantaged in the north and those that are the most disadvantaged in the south.

It was agreed by all present in the group that a small grant scheme would be very beneficial to promoting peace and reconciliation in the county.

## **Sectarianism**

It was agreed that sectarianism does exist in the county.

Minority groups experience sectarianism. It was also felt that the young people growing up now would not have the same ideas as people would have had fifteen years ago. It was hoped that things should improve.

It was stated by some people that sectarianism exists in pockets and when it does exist it is very shocking. There are a lot of past hurts on both sides and there is a need for an opportunity to discuss these past hurts.

In the past people were afraid to ask other religion questions about there religion. This does not exist anymore.

It was said that the effects of some incidents of sectarianism has an awful effect on people.

Members of (orange order) bands don't feel safe to express there beliefs or to let people know that they are in a band in the South. Members of the band have to go home and change out of their band uniform before the go down to socialise in the south.

The St Patrick day parades were identified as having a possible role in improving relations. The committees should contact protestant groups and invite them to attend the parade. In an effort to enhance relations the Church hall in Cavan is opened so that people that would not normally go into the hall can do so.

It was suggested that some of the orange bands should participate in the St Patricks day parades. However it was stated that band members would not feel safe enough to participate in their local areas. It was feared that members

may be targeted at a later date. It was stated that preliminary work needs to be done so that it is safe for people to participate.

It was stated that there is a need to talk about the sectarianism issues. It was also said that it is unfortunate that there is not statistics on these incidents.

One member said that she (as a minority) was taught to keep her head down and not complain. It was also acknowledged that there is a lot of good work going on and that people need to be exposed to other cultures.

One of the effects of the troubles is that there are a lot of relatives from both sides of the border who lost contact. Southern people also lost relatives from the north through the troubles.

People need to have the opportunity to engage with people on a cross border and cross community basis. People need to acknowledge difference. A lot depends on how history is taught.

### 3.1 Notes from the Bailieborough Public Consultation Workshop 1 – Geographical Area Focus

#### **Peace III Target Areas.**

The Group agreed that people near the border had had a hard time during the troubles

It was noted that Bailieborough itself had quite a mixed community (70% Catholic and 30% Protestant) and had a number of different churches. An Orange Hall outside the town was burnt in the 1990's and a number of churches had closed because of the lack of a congregation. The Wesleyan Church was for example now an Arts Centre

There is a low level of skills in Bailieborough. The area has been neglected. In the past the linen industry meant that the area was able to raise money locally, when that collapsed the government subventions to the areas did not rise to compensate for the fall. Cavan has a small enterprise culture because it had little choice. It only has one national primary route and tourism was severely affected because of the conflict.

#### **Sectarianism**

The group agreed that there were still difficulties convincing people to come across the border and that sectarianism still exists in the county

It was the case in the past that the minority community's affiliation and loyalty to the Irish state was questioned and that there was selective shooting of the minority community which was never talked about.

People were observed a number of the protestant community went to marches around the 14<sup>th</sup> July and it was noted that they left.

That is not to say that everyone was like that, many individuals and families went out of their way to mix with their neighbours.

There are however two of many things including two badminton clubs (other catholic, one protestant) a protestant (model) school and a catholic primary school. These two schools do not mix.

There is one secondary school which has % protestant in it, may go on to other protestant schools outside the area.

The group believed that the protestant community are nervous about assimilation

To this day many of these issues are not talked about and there is a culture of silence. People are fearful of speaking out.

The Bailieborough development group did have a project at one point which tried to get people to speak out and some people did

The Masonic hall in the town also opening its doors at one stage and asked people to visit. The Masonic Hall are participants in the Community Associations CE scheme. There would have been a strong Presbyterian work ethic in the area but this has gone and is a loss.

#### **Reconciliation**

Religion is more important than politics in the county. It is difficult to identify where reconciliation is needed.



## **Racism**

Where immigrants come and make efforts to integrate they make their life easier. The difficulty is where people come and make no efforts to integrate. Racism does happen in terms of name calling and inequality in the workforce. Language is a big barrier for those who do not have English as a first language. There are not many immigrants in the local areas as there are not big industries to employ them.

In the catholic primary school of 300 pupils there are only 12 foreign nationals, these children have assimilated well, the younger you come though the easier it is?

One of the group believed that we should make demands of the people that come to assimilate and learn something about the local culture and practice. Schools are making efforts to get immigrant parents to sit on parents committees but this is a struggle.

The group believed that there are cases of immigrants being paid less for comparable work. They also believed that as the economy slows and job cuts happen that the perception that immigrants are taking local peoples jobs will grow.

## **Suggestions for Actions**

Need to find ways to get rid of myths and misconceptions at a number of different levels (including national and secondary schools, in the home and in the workplace)

Create opportunities to people to meet one another and explore different peoples cultures following on from that, opportunities could be created to explore identities within cultures.

What we need to do is open the door to the largely 'silent minority'.

<b>3.2 Notes from the Bailieborough Public Consultation Workshop 2 – Target Group Focus</b>
---

## **What barriers do Peace III target have to overcoming to participate...**

Language barrier for ethnic groups

Ageism is a barrier affecting older people. There is nothing for adults. The County Council has put a lot of funding into playgrounds targeting younger people but we should be looking at all of the population through lifelong learning.

Broadband is a huge issue in Cavan – lack of access

No full time library in Virginia

Older people need opportunities for study.

There is no forum for Catholics and Protestant to meet. People need to have a loose agenda to get together and talk. There is a need for a cross-border, cross-community initiative. Something more structured needs to be organised to help overcome barriers.

## **Suggestions for Action**

One example was given of a 'Christianity Explored' course that got people from different backgrounds talking about each other's customs, prayers, etc. This type of initiative could work well in the Virginia/Bailieboro area, and it could have a cross border element.

Another idea would be to deliver educational programmes on a cross border basis. However this would need to be certified training, not just 'knitting courses'.

### **Which target groups should be prioritised?**

Older people – people aged 50+ (who make up 30% of the population). Involve them in projects about memories, use writers' or drama groups to explore issues. Give older people op

Immigrant communities – there are quite a few foreign nationals in the Bailieboro area. It is difficult to get them involved. There was a night organised one time but there was very little follow up to it from their side. There tends to be ghettoisation. They are struggling with language. It takes an extra effort to work with them.

Women should be prioritised – through groups such as the Presbyterian Women's Association [PWA].

The Protestant Community are marginalised – target this community both in the local area of Cavan and via cross border links.

Clerics.

Northern people of either Protestant or Catholic backgrounds have different views of southern Protestants and Catholics. We should devise a group between clerics and members of religious communities to help acknowledge the past and past hurts.

## **RECONCILIATION IN COUNTY CAVAN**

### **What are the key issues?**

There is a problem of people keeping their heads down (Protestants). There is not much cross-community work. It happens in children's clubs and the occasional community event, but there is still very little understanding of each other's faiths and customs.

### **What groups should be involved in reconciliation?**

Immigrant communities

Catholics and Protestants

Older people

It is more difficult to do reconciliation work with children's age groups because they don't know it's an issue. Reconciliation is mostly an issue for adults or students.

### **What key activities should be undertaken as part of reconciliation work?**

St. Patrick's Day should be broadened to other ethnic communities. Church Groups, Orange Halls, African groups etc. should all be extended invitations

to participate in St. Patrick's Day festivities. The Protestant community has made an effort by having an open day.

Language training for immigrants.

Foreign language classes for Irish people to learn to speak Polish, etc – Irish people also need to learn about ethnic minorities' cultures and languages.

Other activities that would support reconciliation work would include craft workshops delivered by foreign nationals so that Irish people could learn different types of craft. Cultural diversity and intercultural work are important elements in tackling racism.

There is loads of integration in the county between Catholics and Protestants on one level (for example through ICA groups, group water schemes, neighbourhood watch) but there is a reluctance to talk about issues. There is no safe forum for discussion of issues of a sensitive nature re reconciliation.

There is a reluctance by either community to ask questions for fear of offending people. There is ignorance on both sides.

There is a lack of knowledge about what ethnic minorities have been through in their countries of origin, e.g. military conflict, sectarianism. We need forums to talk on a deeper level about issues, not just on a superficial level. Such groups would allow people to have meaningful discussions, without feeling fearful or threatened.

The Border Minority group organised speakers from different perspectives in the past and also bands from Protestant and cross-community groups – but their funding is coming to an end. This type of work should be continued.

The workshop members agreed that a small grants scheme could be a useful mechanism for local communities to do some of the work identified in the discussion. Small grants would be relevant as long as they incorporated a 'building positive relations' theme.

### **Would mediation be useful for reconciliation work?**

It would depend on the issues coming out of discussions. Training in mediation would be useful. There might be a need for facilitation as well as mediation.

### **Cross border reconciliation work – who should be involved?**

Tourism groups

Cross border outings

Use sport and music because people need a reason to come together in the first place

There was a Jamestown Festival in Ulster last year. In Cavan, we have lost our Ulster identity. We forget that we have this common tradition of Ulster. We have a joint history.

In 2012 the Olympic Games will be in London. We could get groups to come to this region to train.

## **Sectarianism in County Cavan**

### **Does sectarianism exist in Cavan?**

It's not always visible. It has affected some people. Bailieboro was quite a prosperous area and the Troubles did not have as much of an effect on it compared to other geographic areas closer to the border. Trade and farming were booming in Bailieboro at the time.

Reconciliation is important to give people a better understanding of where we are and an opportunity to talk in depth. It is useful for us to talk to each other. Protestant communities held picnics in Orange Halls. These were places where children had fun. Both halls were burnt in the post conflict years. Protestants were taught to keep their heads down. There was a terrible lack of understanding between different communities.

There is a huge need for reconciliation to understand each other's heritage. People need to talk to each other about where we come from whether it's Church of Ireland, Roman Catholic, Nationalist, Unionist.

One person in the group expressed the view that attacks on Protestant halls and churches were merely vandalism and 'blaggardism'. However another person refuted this by saying that a hall near Bailieboro was attacked twice and that attacks on buildings in general are overrepresented by Orange halls. It is too much of a coincidence to be happening to Orange Halls more frequently than to other buildings.

### **What kind of cross border activities would be beneficial?**

Have shared facilities for different events. However before we can have shared facilities such as community halls, negative and sectarian attitudes need to be tackled so that people feel safe to go to shared community facilities.

We need to develop confidence so that people can talk about different aspects of culture. Invite speakers from Northern Ireland.

### **What groups and agencies should be involved?**

Churches and faith groups

Cultural groups – Irish dancing, Orange Order, Asian groups.

A neutral group should do the organising.

How do we get to people who are actually involved in sectarianism? We have to rely on the 'ripple effect'. Educate as many as we can about each other's cultures, so that people are in a position to challenge sectarianism and racism when they come across it.

## **RACISM IN COUNTY CAVAN**

### **What are the key problems in relation to racism?**

Language and communication issues – ethnic minorities may have difficulty communicating their concerns or whatever aspects of exploitation they are experiencing. We need to gather this information from ethnic minorities.

As the economy slips back, the issue of competition for jobs will increase racism. But this is a national issue, not specific to the border region.

You often hear Irish people lamenting the fact that they can't get their message across to foreign nationals working in the services sector. There are many negative comments by Irish people about migrant workers. There is also violence towards foreign nationals across Ireland. Fishermen in Cavan complain about foreign nationals clearing fish out of the lakes. There is a lot of concern locally about this. We need to create an awareness with foreign nationals that this is not acceptable. Judges have mentioned the proportion of foreign nationals involved in road traffic accidents and drink driving. Some foreign nationals who enter the country are ignorant of our driving regulations. This could be a cultural / language or awareness raising issue. Such issues (fishing and road accidents) contribute to racial tension.

### **What groups are most affected?**

Travelling Community

Migrant workers in the building trade and in other sectors such as catering and services. Migrant workers in the transport industry and wherever else they are employed.

### **How could racism be addressed?**

Use sporting groups – a lot of ethnic groups are interested in basketball. One participant in the focus group was with a basket ball association that has members from Georgia, Lithuania, America, Poland, as well as Catholics and Protestants. Eastern Europeans prefer to use outdoor courts but we don't have many outdoor courts in Cavan.

Transport is a big problem – especially needed for sports participants to get to venues.

### **Cross border work on racism?**

Examine anti British and anti Irish sentiments.

<h4><b>4.1 Notes from Consultation with the Protestant Community</b></h4> <h5><b>Workshop 1 –Target Group Focus</b></h5>
--

Integration:

- Ballintemple area well integrated into community, working well with Ballinagh
- All the group felt the same
- Community is going forward but they have a culture of keeping their heads down
  - They are not involved in Gaelic football through clubs but they are through schools
  - They wouldn't want to play sports on a Sunday
- **Key points therefore:**
- There is generally good integration

- Sporting opportunities are good through school

#### Cultural issues:

- Protestant community have to travel to north, afraid to parade bands in the south
- Bands not generally invited to St. Patricks Day Parade
- Ulster Scots movement helping that
- They would like specific invitations for bands to participate in cultural activities here
- They would see more encouragement required to take part in cultural activities
- Local women's group had drama group from the north put on a play in local town, Ballinagh and this was a great success and got a great reception from both communities
- Women's group find it hard to draw people out, they are quite shy
- They are trying to encourage more cross community and include ethnic women in their group
- They are keen to learn about the differences in other peoples cultures and want to break down barriers
- **Key points therefore:**
- More encouragement for women to participate,
- Cross community groups
- Ethnic groups

#### Young people

- They would see the best way to work with young people to be through schools, summer projects, after school training courses, also courses in music and drama, and hold dances
- Cross Border exchanges – Share Centre in Enniskillen has been used through the schools programme

#### Racism

- Foreigners are blamed for all accidents, they don't know the strength of our alcohol
- There isn't enough done to teach us an ethnic language
- One lady in the group works in a nursing home and there are 8 different nationalities working there – she felt it was difficult to educate older people in accepting foreign nationals
- Overall most people get on well with other nationalities
- There can be conflict between ethnic minorities in the workplace (2 foreign girls fighting at work and Irish woman had to walk away because she didn't know what to do)
- The group felt that work was a good place to learn about different cultures
- There was not much opportunity for the Church to integrate with ethnics (ie Church leaders)
- The church leaders can feel most isolated

- The protestant community don't feel adequately represented on local media
- The media should invite the protestant community to give their views
- Debates on programmes – they don't feel included
- The church services on media are a great idea
  
- Meetings:
- There is a multi cultural network in the area and anyone can join – the group felt that most of the protestant community don't know about this group
  
- **Key points therefore:**
- Should have better representation on local radio – ie should be asked to do interview on radio to talk about the 12<sup>th</sup> july and what it means for them for example
- More support required for the multi-cultural network
- Bus service could be improved with Enniskillen/Belfast to improve links
- No transport available between Cavan Hospital and Drogheda Hospital
- The Rural Lift Scheme could be advertised more as not all people know about it

## Reconciliation

Issues remaining:

- Not aware of any
- Mediation training for Church Leaders would be very useful (4 Church Leaders attended on the night)
- Suicide prevention training for parents who don't know how to reach their children who threaten it – children inherit some problems from their parents as a legacy from them feeling not part of the community
- Schools would say that minorities feel more vulnerable – there are less protestants in some schools than ethnic people
- Kids on bus targeted (only 2 kids from the protestant community on the bus and they feel very vulnerable)
- The group said they had no links with any groups but that speakers from Mediation Network had come to speak on one occasion
- **Key point therefore:**
- Support for depression/suicide (for children and their parents)
- Safe forum to discuss these issues
- Mediation training (for those engaging in bad behaviour as well as those affected by it)

## Sectarianism

- Not evident in local community but there are isolated incidents (local church was damaged)
- There was a nasty phone call to minister approx 2 years ago where she was called an "Orange B.."
- 14 year old boy recently cornered in a mixed school and asked if he was protestant or catholic (boy was scared)
- "Orange B" written on car on 12<sup>th</sup> July
- There is no real safe forum for recording these incidents
- Generally communities are happy together with catholic neighbours doing work for protestant neighbours when they go on hols
- What can be done:
- Educate through school and church
- Build on strong respect shown to the protestant community
- Who should be involved:
- Every group should do a little
- Scope for Cross Border:
- Cross border music has been brought to Cavan and protestant community have gone north
- Music is a common language



- ICA have cross border links with W.I. (Womens Institute),
- Erne Quilters give classes in Museum in Ballyjamesduff
- ICA met W.I. through quilting (wasn't funded but could be continued through Peace III)
- Residential weekends are ongoing
- They have childrens clubs for 4 – 17 year olds and Parents night
- **Key point therefore:**
- They felt there was a great need to continue the good work already done

<p><b>4.2 Notes from Consultation with the Protestant Community</b>  <b>Workshop 2. –</b></p>
---

**Intros:**

- Benefited from previous funding
- Good working relationships
- Get on well
- Positive age – good example of getting on – also heritage looking for € for halls

**Target Groups:**

- Sectarian Interfaces/Disadvantaged areas = physical dereliction
- Border closure/limited border links

**Border Closures:**

- Coldness until last Peace Initiative
- “Never a Big Problem”
- People still afraid to talk in Derrylin, Teemore area – especially
- Mending but a bit of suspicion yet
- Need for North South but need for close parishes
- Need for local bands for St. Patrick's day – funding to form new?
- Bowling – tried in Stradone – needs help
- Badminton and table tennis – cross-border dimension and cross community

### **Reconciliation issues:**

- No need in this area – e.g. €250k – 75% from R.C. Chapel – vice versa
- Orange Bands – need for greater acceptance
- “No need” but now realise there were benefits to PB
- Schools exchange visits to video links
- Summer camps for young people
- Fair day to draw people across the border
- Castlesaunderson for Scouting Ireland

### **Racism:**

- Will show more now due to lay-offs
- Not sure if some want to get involved
- Language barriers – e.g. in schools (education of English as 2<sup>nd</sup> language)
- Positive feedback at event in Kilmore Hotel
- Got involved in local clubs in Ballyhaise
- Paperwork for official recognition in other languages

### **Sectarianism:**

- Present but denial of actual/perceived incidents
- Remembrance day – poppy – feel intimidated
- Security forces family members – some not returned to roots
- Still careful of choosing route for crossing to home
- Border conference Irish Army Officer encouraged poppy wearing
- Poppy often not worn in case of causing offence
- 700 from Roscommon killed at Somme – trip thought of as junket, so called off
- R.C. Church – most did not remember soldiers (plaques etc)
- Easter lily – not all R.C. buy – can be divisive also
- Before troubles – poppy’s widely sold
- Reluctance for some people across still to cross border
- Sport can bring people across – gaelic – own community/rugby mixed
- More of North Cavan Community Development type initiatives
- Orange halls burned last year

## Appendix D List of Abbreviations Used

C&V	Community and Voluntary
BMG	Border Minorities Group
CCF	Cavan Community Forum
CDB	County Development Board
CFRC	Cavan Family Resource Centre
CLÁR	Ceantair Laga Árd-Riachtanais
RAPID	Revitalising Areas by Planning, Investment and Development
CRC	Community Relations Council
CSO	Central Statistics Office
ED	Electoral Division
ED (s)	Electoral Division (s)
EU	European Union
FAS	Foras Aiseanna Saothar
HSE	Health Service Executive
IFI	International Fund for Ireland
NAP Inclusion	National Action Plan for Social Inclusion 2007-2016
NDP	National Development Plan
NPAR	National Action Plan Against Racism
NSS	National Spatial Strategy
SEUPB	Special EU Programmes Body
SIM Group	Social Inclusion Measures Group
SPC	Strategic Policy Committee
SWOT Analysis	Strengths, Weaknesses, Opportunities, Threats Analysis
VEC	Vocational Education Committee

## Appendix E Cavan PEACE Partnership Communication Plan

Cavan PEACE Partnership

PEACE III Communication Plan 2008-2010



## **Contents**

<b>1 Rationale</b>	<b>1</b>
<b>2 Legal Obligations</b>	<b>1</b>
2.1 EU Acknowledgement	1
2.2 Use of Logos	2
<b>3 Communication Requirements</b>	<b>3</b>
3.1 Requirements of Large Funded Projects	3
3.2 Requirements of Small Grants Projects	4
3.3 PEACE Partnership	5
<b>4 Stakeholder Analysis</b>	<b>6</b>
<b>5 Communication Plan</b>	<b>9</b>
<b>6 Monitoring and Evaluation</b>	<b>13</b>
<b>7 Indicative Budget</b>	<b>14</b>
<b>8 Publicity and Information Tools</b>	<b>16</b>

## **Rationale**

It is a requirement of the Peace III Programme that all organisations involved in the programme recognise and publicise the financial contribution of the European Regional Development Fund to their project, in order to satisfy European Commission regulations.

The purpose of this Communication Plan is to ensure that beneficiaries, members of the public and other stakeholders are made aware of the European Union's contribution to Peace projects in the county.

This communication plan sets out the procedures that must be followed by funded projects and by the Peace III Partnership in order to meet the communication requirements of the programme. It also lists specific communication actions that will be carried out by the Peace III Partnership.

A copy of this communication plan will be provided to each Peace III funded project along with their letter of offer.

## **Legal Obligations**

The European Union's financial support for a project must be included in all its communications, marketing, publicity and information activities.

Projects which do not meet the publicity requirements set out in regulation EC 1828/2006 will be ineligible for funding.

## **EU Acknowledgement**

At every opportunity the financial support of the European Regional Development Fund and the EU flag/logo must have due prominence in all publicity and information activities undertaken by the project. 'Due prominence' means that EU recognition must feature prominently wherever

and whenever possible and be included in no less a favourable position or size than any other logo or brand.

To ensure that regulations are met, all publicity material must be approved by the Communications Manager of the Special EU Programmes Body.

## Use of Logos

There are specific requirements regarding the use of logos depending on their format. Successful projects will be advised by the SEUPB on the use of logos. Programme logos including the European Union logo and acknowledgement will be available for download from the SEUPB website at [www.seupb.ie](http://www.seupb.ie)

**Costs related to publicity materials and events which do not display the appropriate logos will not be deemed eligible for EU funding.**



## **Communication Requirements**

### **Requirements of Large Funded Projects**

- All projects that successfully tender for Peace III activities must identify at least one member of staff with responsibility for publicity and information activities. This person, called the Communications Lead, must attend network meetings and training organised by SEUPB.
- Each project must organise an appropriate media event or publicity opportunity (such as a photo call) to mark the beginning and ending of the project's activities.
- On at least three separate occasions, press releases must be issued by each project over the life of the project.
- Each project must have at least one webpage. This must be updated on a regular basis. To help projects to meet this requirement, the Cavan Peace III Partnership will set up a website for the programme. Groups funded under Peace III will be able to access templates for webpages to enable them to set up and update content on their project. Websites must use logos correctly and incorporate a link to the SEUPB website.
- Each project should conduct a stakeholder analysis, proportionate to the size of the project, to assess the impact of communication on different stakeholders. Following the stakeholder analysis the Communications Lead must submit a report to the Peace Partnership on the range of measures to be undertaken to communicate with all of the identified stakeholders and groups.
- The costs of communication activities must be included in the application for funds.



## PEACE III Communication Plan

- All material produced by the project must include the EU flag/logo and recognition of the financial contribution of the European Regional Development Fund.

## **Requirements of Small Grants Projects**

Projects in receipt of small grants must identify a Communication Lead and must issue press releases on two occasions over the life of the project.

Projects funded with small grants are not required to set up a webpage, but must provide information and appropriate materials (photos etc.) to the Peace Partnership for promotional purposes. Small grant projects will, on occasion, be required to submit articles for inclusion in newsletters and websites.

Small grant funded projects must carry out a stakeholder analysis, proportionate to the size of the project, prior to commencing their project, although this need not be as extensive an exercise as that required of larger projects (one page will suffice).

The costs of communication activities must be included in the application for funds.

All material produced by the project must include the EU flag/logo and recognition of the financial contribution of the European Regional Development Fund.

## **Peace Partnership**

The Lead Partner is Cavan County Development Board, which will implement the plan through Cavan Peace Partnership, established as a sub-structure of the board.

- The Cavan Peace Partnership will nominate a person as Communication Lead, who will have overall responsibility for communication on the Peace Programme in Cavan.
- The Communication Lead will attend all Communication Network meetings held by the Special EU Programmes Body.
- The Communication Lead will attend at least one communication and publicity workshop held by the Special EU Programmes Body.
- The Peace Partner must distribute a newsletter / e-zine at least twice a year with updates on the progress of projects and information on key events to identified stakeholders.

## Stakeholder Analysis

The following section presents the stakeholder analysis for the Cavan Peace III Partnership. The stakeholder analysis identifies what information different stakeholders need to know, and how this will be communicated to them.

Each funded projects will also be required to produce an individual stakeholder analysis for their project.

Stakeholder Group	Stake in the Project	Potential impact on project	What does the project expect the stakeholder to provide	Perceived attitudes and /or risks	Preferred method of receiving communication	Stakeholder Management Strategy	Responsibility
Members of the public	Potential beneficiaries	Medium	To take part in project activities delivered under Peace III To derive benefit from project activities delivered under Peace III	Lack of understanding of the aims of Peace III  Reluctance to acknowledge certain issues eg sectarianism	Media – radio, newspaper, television, invitation to events	Regular updates on progress with the Peace III plan through news releases and publicity material	Communications Lead

PEACE III Communication Plan

<b>Stakeholder Group</b>	<b>Stake in the Project</b>	<b>Potential impact on project</b>	<b>What does the project expect the stakeholder to provide</b>	<b>Perceived attitudes and /or risks</b>	<b>Preferred method of receiving communication</b>	<b>Stakeholder Management Strategy</b>	<b>Responsibility</b>
Peace III target groups	Beneficiaries	High	To take part in consultations To take part in project activities To inform the work of the PEACE Partnership	Some groups are more hidden than others	Direct targeting for consultation process (invitations to participate etc) Targeted through project activities	Direct targeting of groups where their involvement is low	Peace Partnership and funded projects
Peace Partnership members	Central to the implementation of the PEACE Plan	High	Attendance and input at meetings Guidance on delivery of the plan Assessments of tenders and grant applications	Sustaining involvement	Regular notification of meetings by post and email Minutes Copies of documentation	Providing necessary support to C&V reps  Clarity of information on decisions	Project Manager

PEACE III Communication Plan

Stakeholder Group	Stake in the Project	Potential impact on project	What does the project expect the stakeholder to provide	Perceived attitudes and /or risks	Preferred method of receiving communication	Stakeholder Management Strategy	Responsibility
Funders	Assessing and monitoring the Plan	High	Regular information on the requirements of the programme  Feedback on specific queries	Meeting spend deadlines	Meetings, post, telephone	Monitoring reports	Project Manager
Cross border partners	Essential for 30% cross border requirement	High	Collaborative working across themes	Difficulty identifying suitable partners for certain areas of work	Cross border meetings Partner search opportunities Email, post and website	Networking opportunities	Border Counties Peace Partnerships
Project staff	Essential to successful delivery of the plan	High	Ongoing administration of the Peace Partnership and funding Monitoring and reporting Consultation	The volume of work required versus staff resources	Meetings, telephone, memos etc	Regular staff meetings	

PEACE III Communication Plan

Stakeholder Group	Stake in the Project	Potential impact on project	What does the project expect the stakeholder to provide	Perceived attitudes and /or risks	Preferred method of receiving communication	Stakeholder Management Strategy	Responsibility
Elected members	Benefits for members of their community	Medium	Commitment to implementing the Peace Plan in Cavan	The different emphasis in the Peace III Programme compared with previous programmes	Peace Partnership meetings County Development Board meetings County Council meetings Strategic Policy Group meetings Corporate Policy Group meetings	Regular communication through appropriate structures	Project Manager

### Communication Plan

Audience	Objective	Key Messages	Budget	Vehicle	Sender	Timing
Border area Peace Partnerships	Share information on the progress of implementing Peace III plans in the border region	Time, date and location of networking meetings  Sharing information on programme outcomes  Collaboratively responding to challenges of the programme	€4,400	Notification of meetings and circulation of notes by email and post	Alternating between Cavan and Monaghan Peace Partnerships	As required throughout the lifetime of the plan
Northern Ireland Peace Partnerships	Communicate on planned actions in Cavan and find suitable project partners	Themes and actions of the plan Delivery agents in Cavan	€4,000	Networking meetings Cross border learning visits Website		



PEACE III Communication Plan

Audience	Objective	Key Messages	Budget	Vehicle	Sender	Timing
Funders	Promote the outcomes of the Cavan Peace Programme	Consultation Process Agreed Actions Selected Projects Key events Progress on spend Media coverage		Peace III Plan Minutes of Peace III Partnership Monitoring reports Media folder	Communications Lead	
Members of the Public	Raise awareness of the Peace Programme in general and specific projects in Cavan	Start of Peace Programme in Cavan; Indicative budget for Cavan Peace work; Selected projects; Project outcomes; Evaluation findings.	Launch event €2,500  Printing evaluation report €5,000  Display stand €2,000  Photo library €3,000	Launch event when Plan is agreed  Publications and publicity material  Media articles and radio interviews  Photo library of professional images of Peace work in Cavan	Project Manager Communications Lead of funded projects	
Potential	Invite to submit	Commencement	Procurement	Tendering	Project Manager	

PEACE III Communication Plan

<b>Audience</b>	<b>Objective</b>	<b>Key Messages</b>	<b>Budget</b>	<b>Vehicle</b>	<b>Sender</b>	<b>Timing</b>
delivery agents	tenders and grant applications to deliver actions	of Peace Programme in Cavan Objectives of the plan Procurement process / invitation to tender Selection procedures	advertisements €5,000  Newsletter €3,600	information Advertisement of small grant scheme		
Technical Support Agencies	Secure ongoing support for issues	Progress with the Peace plan Issues or challenges to delivering the plan		Meetings and direct contact	Project Manager	Ongoing and in response to reporting deadlines
Elected Members	Secure involvement in Peace Partnership Make aware of programme objectives	Consultation phase Commencement of programme		Council meetings Peace Partnership SPC meetings CDB meetings Direct mail	Project Manager	Ongoing throughout the lifetime of the plan
Community and	Make aware of	Consultation	Postage for key	Advertisement of		

PEACE III Communication Plan

Audience	Objective	Key Messages	Budget	Vehicle	Sender	Timing
voluntary organisations	small grants programme and tendering process for larger projects	process Launch of plan Procurement Small grants Outcomes and evaluation findings Impact of Peace in Cavan	events €1,500	small grant scheme		
Media	Secure attendance at project launch Promote the content of the Peace plan Make aware of the achievement of objectives	Timing of launch event Objectives of the Plan Visual opportunities for photographs	Closing event €2,000	News releases on: Launch of plan and budget for Cavan Progress with the plan at key stages Major projects funded		

## **Monitoring and Evaluation**

The Cavan Peace Partnership will keep on file all copies of media coverage relating to Peace work in Cavan. Copies of all news releases will be kept on file. Photographic records of events such as launches will be kept centrally.

Contracts with funded groups will stipulate that copies of print media coverage must be submitted to the Peace Partnership. In the case of radio or television coverage, information on time, date and content of such coverage must be recorded.

Data will be collated on the number of 'hits' to the Peace Partnership website that is linked to Cavan County Council website.

**Indicative Budget**

<b>Communication Action</b>	<b>Detail</b>	<b>Cost</b>
Launch of Peace III in Cavan	Public event to launch the plan and promote the objectives	2,500
Development of Website and webpage templates	In kind resources To be developed by Cavan County Council IT Services	0
Networking events with Border Counties	Opportunities for meeting with Peace Partnership representatives from Border counties to develop the plan and update on progress	4,400
Cross border networking events	Opportunities to find partners in Northern Ireland Opportunities for sharing the learning and good practice	4,000
News releases, media articles and radio interviews	In kind resources Staff time	0
Development of a professional photo library of Peace III projects for use in publications, websites, etc.	Photographer to visit projects to obtain visual imagery of the range of activities taking place under the Peace plan	3,000
Postage for particular events (launch etc)		1,500
Professionally finished display stand	Incorporating appropriate logos to be used for promotional purposes at events. The stand will be available on loan to Peace funded projects	2,000
Publications	Printing of evaluation report and other publications to promote the work of the programme	5,000
Newsletter	Bi-annual editions for 3 years	3,600
Closing event	Celebration of the achievements of Peace III in Cavan	2,000
Procurement Advertisement	Advertising tenders in local/regional newspaper Tenders will be advertised on the e-tenders website.	5,000
		<b>€33,000</b>

## Publicity and Information Tools

This table presents different types of tools that can be used by both the Peace Partnership and Peace funded projects to maximise communication throughout the lifetime of the programme.

Publicity and Information Tools	Uses in Programmes Context	Target Group	Pros	Cons
Display Stand	<ul style="list-style-type: none"> <li>Used at events to promote the Peace Programme</li> </ul>	<ul style="list-style-type: none"> <li>General public</li> <li>Specific audiences (Peace III target groups, elected members, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Portable</li> <li>Visual</li> <li>Ensures consistent use of logo and acknowledgement</li> </ul>	<ul style="list-style-type: none"> <li>Cost involved in professional quality stand</li> </ul>
News releases	<ul style="list-style-type: none"> <li>Facilitates accurate media reporting on the Peace III Programme and its outcomes in Cavan</li> </ul>	<ul style="list-style-type: none"> <li>Journalists</li> <li>Readership of regional print media</li> <li>Listenership of local radio</li> </ul>	<ul style="list-style-type: none"> <li>Low cost</li> <li>Can be updated regularly</li> <li>Gives direct access to a wide general audience</li> <li>Encourages journalists to cover Peace III issues</li> <li>Helps to profile Peace work in Cavan</li> </ul>	<ul style="list-style-type: none"> <li>Success can depend on relationship with journalists and other members of the media (eg photographers, editors)</li> </ul>
Brochure	<ul style="list-style-type: none"> <li>Used to document and describe Peace work and help to celebrate successes</li> </ul>	<ul style="list-style-type: none"> <li>County Development Board</li> <li>County Council</li> <li>Border Region Peace Partnerships</li> <li>Northern Ireland Peace Partnerships</li> <li>Journalists</li> <li>Peace III Target Groups</li> </ul>	<ul style="list-style-type: none"> <li>Can present information on several projects/themes at once</li> <li>Can target the information at specific audiences</li> <li>Creates a lasting record of Peace work</li> </ul>	<ul style="list-style-type: none"> <li>The intended audience may not read it, unless it is attractively presented</li> </ul>

PEACE III Communication Plan

Publicity and Information Tools	Uses in Programmes Context	Target Group	Pros	Cons
Photocalls	<ul style="list-style-type: none"> <li>• Useful for engaging with particular individuals or groups</li> <li>• Creates an event of interest to the media</li> </ul>	<ul style="list-style-type: none"> <li>• Media</li> <li>• Politicians</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunity for media attention</li> <li>• Minimum amount of organisation involved</li> </ul>	<ul style="list-style-type: none"> <li>• Need for high profile individuals to attend the photo call in order to attract media attention</li> </ul>
Radio interviews	<ul style="list-style-type: none"> <li>• Useful for reaching a wide audience</li> <li>• Gets information on Peace directly into people's homes</li> </ul>	<ul style="list-style-type: none"> <li>• Journalists</li> <li>• Members of the public</li> <li>• Businesses</li> <li>• Community and voluntary groups</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
Advertising <ul style="list-style-type: none"> <li>- print media</li> <li>- radio</li> <li>- website</li> <li>- posters</li> </ul>	<ul style="list-style-type: none"> <li>• Invites groups to tender for work</li> <li>• Invites groups to apply for funding</li> <li>• Promotes key messages of the programme</li> </ul>	<ul style="list-style-type: none"> <li>• Potential delivery agents</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Funding streams are publicly advertised</li> <li>• Wide audience</li> </ul>	<ul style="list-style-type: none"> <li>• Cost (radio advertising costs are especially high)</li> <li>• Needs to be supplemented with other forms of communication (direct mail, e-tenders)</li> </ul>

PEACE III Communication Plan

Publicity and Information Tools	Uses in Programmes Context	Target Group	Pros	Cons
Roadshows	<ul style="list-style-type: none"> <li>• Useful for promoting the overall programme and for inviting engagement. Particularly useful for reaching communities in isolated rural areas.</li> </ul>	<ul style="list-style-type: none"> <li>• Potential delivery agents</li> <li>• Community and voluntary sector</li> <li>• County Council</li> <li>• General community</li> <li>• Peace Partnership</li> <li>• Peace III target groups</li> </ul>	<ul style="list-style-type: none"> <li>• Good way of advertising the programme</li> <li>• Able to explain the difference in the Peace III programme</li> <li>• Able to elaborate on objectives and themes to target audiences in different geographic areas</li> <li>• Can outreach into communities, especially in more isolated areas</li> <li>• Open to everyone and creates good networking opportunities</li> <li>• Information provision is directly provided by presentation / exhibition / audio visual</li> <li>• Audience can ask questions for further clarification</li> <li>• Can attract positive media coverage</li> </ul>	<ul style="list-style-type: none"> <li>• Human resources requirement</li> <li>• Financial costs</li> <li>• Can be difficult to get people to attend such events</li> </ul>



PEACE III Communication Plan

Publicity and Information Tools	Uses in Programmes Context	Target Group	Pros	Cons
Exchange and learning visits	<ul style="list-style-type: none"> <li>• Can be used to enable groups and individuals to see the progress of particular activities and meet the personnel involved</li> </ul>	<ul style="list-style-type: none"> <li>• Delivery agents</li> <li>• Cross border partners</li> <li>• Councillors</li> <li>• CDB members</li> <li>• Funders</li> <li>• Technical support</li> <li>• Journalists</li> </ul>	<ul style="list-style-type: none"> <li>• An engaging way of demonstrating how a project operates and giving information on its outcomes and successes</li> <li>• Creates an opportunity for discussion and questions</li> <li>• Creates an opportunity for two way communication between different projects</li> </ul>	<ul style="list-style-type: none"> <li>• Time and cost involved in organising visits</li> <li>• Learning also needs to be documented</li> </ul>
Presentations	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• County Council</li> <li>• County Development Board</li> <li>• Peace Partnership</li> <li>• Key stakeholders</li> <li>• Senior Management Team meetings</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
Internet	Provision of information on Peace III on the Council website to the general public and specific audiences that use the website	<ul style="list-style-type: none"> <li>• General public</li> <li>• Councillors</li> <li>• Staff</li> <li>• Potential beneficiaries</li> <li>• Journalists</li> </ul>	<ul style="list-style-type: none"> <li>• A quick way of getting information into the public domain</li> <li>• Reaches a wide audience</li> <li>• Low cost</li> </ul>	<ul style="list-style-type: none"> <li>• Needs to be updated regularly</li> <li>• Low penetration of broadband in Co Cavan</li> <li>• Limited use of ICTs by some target groups</li> </ul>
Intranet (for funded projects)	Allows stakeholders to communicate quickly with each other, with the Peace Partnership and other stakeholders	<ul style="list-style-type: none"> <li>• Delivery agents</li> <li>• Peace Partnership members</li> <li>• Council staff</li> </ul>	<ul style="list-style-type: none"> <li>• Easy to set up webpages for each project</li> <li>• Easy to update material</li> <li>• Low cost once technical support is available in-house</li> <li>• Visual information (photos etc) gets the message across clearly</li> </ul>	<ul style="list-style-type: none"> <li>• Need for technical support</li> <li>• Not every project has access to the appropriate IT or broadband</li> <li>• Needs to be updated regularly to be really effective</li> <li>• Needs promoting to ensure regular use</li> </ul>

PEACE III Communication Plan

Publicity and Information Tools	Uses in Programmes Context	Target Group	Pros	Cons
Newsletter	Distribution of information to stakeholders	<ul style="list-style-type: none"> <li>• Funded projects</li> <li>• Small grant recipients</li> <li>• Funders</li> <li>• Technical support agencies</li> <li>• Peace III target groups and their network</li> <li>• Council staff</li> <li>• Councillors</li> <li>• CDB members</li> </ul>	<ul style="list-style-type: none"> <li>• Can update regularly</li> <li>• Easy to distribute through the postal system or email</li> <li>• Presents information in accessible format (short descriptions)</li> </ul>	<ul style="list-style-type: none"> <li>• Time consuming to produce</li> <li>• Newsletters need to be published regularly to be effective</li> <li>• Can be difficult to get feedback on the content</li> </ul>
One to one meetings	Useful to communicate generally on the Peace programme in Cavan and also necessary to address issues as they arise and answer queries from different sectors.	<ul style="list-style-type: none"> <li>• Peace Partnership members</li> <li>• Peace target group members</li> <li>• Councillors</li> <li>• Government bodies</li> <li>• Funders</li> <li>• Technical support agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Effective as a communication tool because of face to face nature of communication and human contact</li> <li>• Gives opportunities for questions and discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Staff time is involved</li> <li>• Travel time necessary for some meetings</li> </ul>
Email, letters and memos	Used for communicating with all stakeholders including to: invite individuals and groups to meetings, update on progress, respond to specific queries, invite feedback, communicate with funders, etc.	<ul style="list-style-type: none"> <li>• SEUPB</li> <li>• Stakeholders</li> <li>• Beneficiaries</li> <li>• Potential delivery agents</li> <li>• Council staff</li> </ul>	<ul style="list-style-type: none"> <li>• Direct, targeted communication that reaches the individual or group intended</li> <li>• Provides a record of the communication</li> <li>• Inexpensive method of communicating</li> </ul>	<ul style="list-style-type: none"> <li>• Follow up phone calls needed in some cases to ensure receipt of information</li> <li>• Not everyone has access to broadband in Co Cavan so some material cannot be communicated via email, or also needs to be posted in hard copy</li> </ul>
		•	•	•

## Appendix F Copy of Partnership Agreement

### Draft Operating Guidelines

#### Cavan CDB Peace III Peace and Reconciliation Partnership

Cavan CDB Peace III Peace and Reconciliation Partnership will develop, plan and implement the Cavan Peace and Reconciliation Action Plan under the Peace III Programme Theme 1 – Priority 1 – Reconciling Communities (Building Positive Relations at the Local Level) for the Peace III Programme. The action plan will become the framework for the implementation of activity that focus on reconciliation, cultural diversity and equality. Under a partnership approach, the priority aims to establish cross border initiatives that will improve trust and tolerance.

Measure 1.1 Building Positive Relations at the local level will focus on the following elements

- Challenge attitudes towards sectarianism and racism
- Support conflict resolution and mediation at the local level
- Focus on resolution and mediation at the local level
- Focus on reconciliation, cultural diversity and equality
- Cross community, cross border initiatives that improve trust and tolerance
- Removal of physical markers of segregation

The Cavan CDB Peace III Peace and Reconciliation Partnership has a number of clear roles, namely;

- To take responsibility for the development (including an appropriate consultation process), planning and implementation of the Local Area Peace and Reconciliation Action Plan
- To ensure that the jointly agreed Peace and Reconciliation Action plan is appropriate for the area and meets the objectives of the Theme 1.1 of the Peace III programme and is deliverable within the timeframe
- To avail of the support of Border Action/Community Relations Council in the development , planning and implementation of the Local Area Peace and Reconciliation Action Plan
- To ensure that there is “**Joint Governance**” of the process and the plan
- To co-ordinate the delivery of the Peace and Reconciliation Action Plan
- To provide clarity and information on roles and responsibilities within the action plan
- To develop and implement an effective and accessible communication strategy for all stakeholders
- To monitor and evaluate progress and to take corrective action where necessary
- To ensure efficient and effective delivery of the Cavan Peace and Reconciliation Action Plan
- To report to the Special EU Programmes Body on progress and implementation of the Local Area Peace and Reconciliation Plan

**Membership Cavan CDB Peace III Peace and Reconciliation Partnership**

Sector	Organisation	Name
Local Government	County Manager	Jack Keyes Chairperson
Local Government	Cavan County Council	Sean Smith
Local Government	Cavan County Council	Cllr. Madeline Argue
Local Government	Cavan County Council	Cllr. Charlie Boylan
State Agencies & Other Local Development Bodies	Cohesion Body	Brendan Reilly
State Agencies & Other Local Development Bodies	Gardai	Gerard Giblin
State Agencies & Other Local Development Bodies	Health Service Executive	Gerry Lowry
State Agencies & Other Local Development Bodies	County Enterprise Board	Vincent Reynolds
Social Partner	Trade Unions	Declan Ferry
Social Partner	Business	Malachy Magee
Social Partner	Farming	John Beglan
Community and Voluntary Sector	CDB Member	Jerry Fitzpatrick
Community and Voluntary Sector	CDB Member	Philomena Finnegan
Community and Voluntary Sector	Ethnic Minority	Paul Odedele
Community and Voluntary Sector	Womens Group	Jenny Chetty
Community and Voluntary Sector	Protestant Community	Doris Allison

## **Reconciliation Partnership**

A Department of the Environment (letter dated the 7<sup>th</sup> January 2008) provided guidance on the membership of the Cavan CDB Peace III Peace and Reconciliation Partnership. The Department did not stipulate the sectors that the Community and Voluntary sector members should represent. The sectors were agreed by Cavan County Development Board in consultation with Border Action and the Community Relations Council. It was agreed to elect the two Community and Voluntary Forum representatives who sit on the CDB. It was also agreed that the remaining three representatives should come from the Protestant Community, Womens Group and the Ethnic Minority Community. Following public meetings the three representatives were elected. The state agencies and other social partners and County Development Board representatives were also agreed with Border Action and the Community Relations Council. The composition of the Partnership was endorsed by Cavan County Development Board on the 1<sup>st</sup> February 2008.

Joe Mc Loughlin, Director of Services, Cavan County Council, is the secretary of the Cavan CDB Peace III Peace and Reconciliation Partnership.

## **Administrator Support**

Cavan County Council staff will provide administrative support to the Cavan Peace III Peace and Reconciliation Partnership. The following staff will work on the development, planning and implementation of the Cavan Peace and Reconciliation Action Plan:

Mr Joe Mc Loughlin, Director of Service – Secretary of Cavan Peace III Peace and Reconciliation Partnership

Ms Orla Brady, Administrative Officer

Mr Brian Tierney, Project Officer

Ms Emer Coveney, Social Inclusion Officer

## **Details of any sub-committees structures or working groups**

There may be areas where the business of the Cavan Peace III Peace and Reconciliation Partnership is such that it would be more appropriate that the matter be either referred or handled by a committee appointed by the Cavan Peace III Peace and Reconciliation Partnership. The Partnership may form sub groups or working groups for this purpose.

## Guiding Principles of the Partnership

<i><b>GUIDING PRINCIPLES OF PARTNERSHIP</b></i>	
<b>Guiding Principle</b>	
<b>Participation</b>	<ul style="list-style-type: none"> <li>➤ As many people and organisations as possible should contribute to the planning process</li> <li>➤ Public involvement should begin early</li> <li>➤ People who will be affected should have an opportunity to participate in the planning process</li> <li>➤ Particular effort is made to facilitate the involvement of marginalised and disadvantaged groups</li> <li>➤ Different methods are used to engage different types of groups</li> </ul>
<b>Openness</b>	<ul style="list-style-type: none"> <li>➤ Participants in the planning process can expect early and frequent opportunities to feedback including :-                             <ul style="list-style-type: none"> <li>○ easy to read and accessible information</li> <li>○ adequate notice of meetings, events etc.</li> </ul> </li> </ul>
<b>Shared Ownership</b>	<ul style="list-style-type: none"> <li>➤ All those involved in the process or affected by it should feel a sense of shared ownership and responsibility</li> <li>➤ The partnership working arrangements should be team-based and decision making based on consensus</li> </ul>
<b>Representative</b>	<ul style="list-style-type: none"> <li>➤ Decisions are made by people or groups who are representative of the local constituency and based on the issues in that area</li> <li>➤ Decisions need to be taken by open and transparent processes</li> <li>➤ Decisions should be linked to wider policy issues at sub regional, UK, Cross-Border, European and global levels</li> </ul>
<b>Mutual Respect</b>	<ul style="list-style-type: none"> <li>➤ There is respect by all participants of the views of others on a strategic partnership</li> </ul>

## **Decisions and Voting Mechanisms, Attendance at meetings**

The chair shall ensure that participation by all members is facilitated. The Cavan CDB Peace III Peace and Reconciliation Partnership will as far as possible arrive at all decisions by consensus. A Cavan CDB Peace III Peace and Reconciliation Partnership member must inform the Cavan CDB Peace III Peace and Reconciliation Partnership at the earliest possible opportunity if they are directly or indirectly interested in any contract or transaction that the Cavan CDB Peace III Peace and Reconciliation Partnership proposes to enter.

### **Decision and Voting Mechanism**

On occasions where agreement cannot be reached by consensus, voting will take place. Each member present at a meeting has a vote. Decisions will be made based on the majority of the votes of the members present. In the event of an equality of votes, the Chairperson shall have a casting vote.

### **Attendance at meetings**

In the event of a member failing to attend three consecutive meetings without an adequate reason the appropriate nominating body will be formally requested to review the situation. Substitute delegates shall not be allowed except by special permission of the chair. Where special permission is granted, substitute members shall not have the right to propose or second resolutions.

## **Board Meetings, minutes, quorum, meeting notice, expenses**

**Board Meetings:** A minimum of four ordinary meetings will be held each year at a time and location to be decided by the Cavan Peace III Peace and Reconciliation Partnership. A special meeting of the Cavan Peace III Peace and Reconciliation Partnership can be called by the Chairperson of the Cavan Peace III Peace and Reconciliation Partnership or by any seven members who have presented a signed requisition for that purpose to the Chair.

**Quorum:** The quorum for the meeting shall be six members. If after the expiration of thirty minutes after the time appointed for the meeting a quorum is not present the meeting shall stand adjourned to a date to be determined by the Chair of the meeting.

**Meeting Notice:** A notice to attend the meeting, specifying the business to be transacted thereat shall be posted to the nominated place of work/abode of each member of the Cavan Peace III Peace and Reconciliation Partnership at least five clear days before the meeting.

**Expenses:** Travel expenses shall be paid to Community and Voluntary Sector members and social partner members who cannot claim expenses from their nominating body. Travel expense rates will be in accordance with the Department of Environment, Heritage and Local Government rates.

## **Corporate Responsibilities**

The staff of Cavan County Council are responsible for:

- Circulating notice of meetings to members of the Cavan Peace III Peace and Reconciliation Partnership
- Recording minutes of meetings and maintaining attendance sheet
- Circulating information on possible projects that may receive funding from the Cavan Peace III Peace and Reconciliation Partnership
- Presenting information regarding projects that may be funded at Cavan Peace III Peace and Reconciliation Partnership meetings
- Submitting regular progress reports to SEUPB

The members of Cavan Peace III Peace and Reconciliation Partnership are responsible for:

- Developing, planning and implementing the Cavan Peace and Reconciliation Action Plan under the Peace III Programme Theme 1 – Priority 1 – Reconciling Communities (Building Positive Relations at the Local Level) for the Peace III Programme
- Making decisions (subject to SEUPB approval) on the most effective way to allocate funding in County Cavan
- Monitor the progress of the projects receiving funding to ensure that they are meeting the requirements of the funding stream

## **Individual Responsibilities**

In order to ensure that the Cavan Peace III Peace and Reconciliation Partnership is effective and can operate to its full potential it is important that:

- There is a shared commitment from the members to work together to develop and implement the Local Area Peace and Reconciliation Plans
- Representatives on the Partnership must be given a mandate from their parent/organisation to make joint decisions with regard to local funding, sharing information, processes and delivery mechanisms
- Government and agencies represented on the Partnership make a commitment that they will work towards ensuring that their Corporate and Business Plans include strategies for engagement and delivery of Peace building and Reconciliation actions and outcomes
- Due regard and support must be given to ensure that there is genuine and active participation of people, communities and voluntary organisations in the decision making processes. With particular attention to be paid to target groups of the Peace III Programme

## **Detail the specific role of the Chairperson**

The Chair of the Cavan Peace III Peace and Reconciliation Partnership will be the County Manager. In the event of the Chair being absent from a meeting an Acting Chair shall be selected from among the County Council members present at the meeting.



## **Code of Conduct**

If in the opinion of the chairperson, any member has been or is disorderly by persistently disregarding the ruling of the chair, or by behaving irregularly, improperly or offensively, or by otherwise obstructing the business of the meeting, and the chair has conveyed his or her opinion to the member present by naming the member concerned, then the chair or any member may move “that the member named leave the meeting” and the motion, if seconded, shall be put and determined without discussion,

Where the Cavan Peace III Peace and Reconciliation Partnership decided that a member leave a meeting, that member must immediately leave the meeting and will not be entitled to speak or to take any further part in that meeting on that day.

Where in the opinion of the chair:

- There is general disorder which impedes the orderly transaction of business, or
- Where a member against whom it was resolved that he or she leave the meeting refuses to do so, the chair may adjourn the meeting for such period as he or she considers necessary in the interest of order.

## **Conflict of Interest**

Cavan CDB Peace III Peace and Reconciliation Partnership Board members and any individual participating in the administration of funding may have a conflict of interest with organisations applying for or who have obtained funding. Each individual will be required to complete a conflict of interest form, detailing interests held in other organisation when involved in the process. Conflict of interest forms will be updated on an annual basis to ensure that a complete and accurate record of interests is held.

During a selection panel/board meeting, any member who has an interest in an application must also verbally declare their interest at the meeting. The individual must not participate in the selection process involving the particular application in which they have an interest.

## **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 Cavan Peace and Reconciliation Action Plan.**