



October 12th, 2018

Notice Of Meeting

You are invited to attend the Active and Healthy Communities Committee meeting to be held on **Monday, 15th October 2018 at 6:00 pm** in **Mourne Room, Downshire Civic Centre.**

Chair: Cllr G Sharvin

Vice: Cllr T Andrews

Members: Cllr. S Doran Cllr. C Enright

Cllr. G Fitzpatrick Cllr. V Harte

Cllr. R Howell Cllr. D Hyland

Cllr. L Kimmins Cllr. K Loughran

Cllr. A McMurray Cllr. B O Muiir

Cllr. B Quinn Cllr. D Taylor

Cllr. W Walker

Agenda

1.0 Apologies and Chairperson's Remarks

2.0 Declarations of Interest

3.0 Action Sheet arising from AHC Meeting held on 17 September 2018

 *AHC-17092018.pdf*

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Community Engagement

4.0 DEA Fora Update Report

 *DEA Fora Report October 2018.pdf*

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 *Appendix 1 - DEA Fora Slieve Gullion DEA - 14.08.2018.pdf*

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 *Appendix 2 - DEA Fora Slieve Croob Private DEA 18.09.18.pdf*

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 *Appendix 3 - DEA Fora Crotlieve 25th September 2018.pdf*

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5.0 Sustainable Christmas Tree Project

 *Sustainable Christmas Trees Project.pdf*

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6.0 Peace IV Local Action Plan

 *PEACE IV Report AHC Oct 2018.pdf*

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7.0 Financial Assistance Call 3 Report

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 *Appendix 1 -call 3 2018 analysis.pdf*

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Leisure and Sports

8.0 Leisure and Sport Public Holidays for 2019/2020

 *Leisure+Sport Public Holidays for 2019.20 AHC Oct 18.pdf*

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9.0 Community Trails - ORNI

 *ORNI Report Community Trails.pdf*

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10.0 Macmillan Coordinator - request for additional funding until 2021

Macmillan Move More Programme.pdf

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Health & Wellbeing

11.0 Live Here Love Here Funding Request

Live Here Love Here Report.pdf

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For Noting - Community Engagement

12.0 Newry Neighbourhood Renewal Partnership Report/Minutes

Newry NRP Report October 2018 - 2.10.2018.pdf

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Appendix 1 - minutes of Newry partnership 27 june 18 complete.pdf

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13.0 Policing & Community Safety Partnership Report

PCSP Report for October 2018 AHC Committee - 25.9.2018.pdf

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Appendix 1 - Final Policing Committee Mins 10.04.2018.pdf

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Appendix 2 - PCSP Report.pdf

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Appendix 3 - PCSP Report.pdf

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Appendix 4 - PCSP Report.pdf

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Appendix 5 - PCSP.pdf

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14.0 Social Investment Fund - Update

SIF Report October 2018.pdf

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Appendix 1 SIF Report.pdf

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For Noting - Health & Wellbeing

15.0 Sustainability and Climate Change Forum Actions - 17 September 2018

Sustainability and Climate Change Forum Actions.pdf

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Items Restricted in accordance with Part 1 of Schedule 6 of the Local Government Act (NI) 2014

16.0 No 16, The Square, Rostrevor

- | | |
|--|---------------------|
|  <i>No 16 The Square Rostrevor.pdf</i> | <i>Not included</i> |
|  <i>Appendix 1 - Minute from Council meeting 1st October 2018.pdf</i> | <i>Not included</i> |
|  <i>Appendix 2-No 16 The Square-Sept Report.pdf</i> | <i>Not included</i> |

Invitees

Cllr Terry Andrews	terry.andrews@nmandd.org
Cllr Naomi Bailie	naomi.bailie@nmandd.org
Cllr Robert Burgess	robert.burgess@nmandd.org
Lorraine Burns	lorraine.burns@nmandd.org
Cllr Pete Byrne	pete.byrne@nmandd.org
Mr Gerard Byrne	gerard.byrne@nmandd.org
Cllr Michael Carr	michael.carr@nmandd.org
Mrs Dorinnia Carville	dorinnia.carville@nmandd.org
Cllr charlie casey	charlie.casey@nmandd.org
Cllr William Clarke	william.clarke@nmandd.org
Cllr Garth Craig	garth.craig@nmandd.org
Cllr Dermot Curran	dermot.curran@nmandd.org
Cllr Laura Devlin	laura.devlin@nmandd.org
Mr Eoin Devlin	eoin.devlin@nmandd.org
Cllr Sean Doran	sean.doran@nmandd.org
Cllr Cadogan Enright	cadogan.enright@nmandd.org
Cllr Gillian Fitzpatrick	gillian.fitzpatrick@nmandd.org
Mr Kieran Gordon	kieran.gordon@nmandd.org
Cllr Glyn Hanna	glyn.hanna@nmandd.org
Mr Liam Hannaway	liam.hannaway@nmandd.org
Cllr Valerie Harte	valerie.harte@nmandd.org
Cllr Harry Harvey	harry.harvey@nmandd.org
Mr Conor Haughey	conor.haughey@nmandd.org
Cllr Terry Hearty	terry.hearty@nmandd.org
Mrs Janine Hillen	janine.hillen@nmandd.org
Cllr Roisin Howell	roisin.howell@nmandd.org
Cllr David Hyland	david.hyland@nmandd.org
Mrs Sheila Kieran	sheila.kieran@nmandd.org
Cllr Liz Kimmins	liz.kimmins@nmandd.org
Cllr Mickey Larkin	micky.larkin@nmandd.org
Mr Michael Lipsett	michael.lipsett@nmandd.org
Cllr Kate Loughran	kate.loughran@nmandd.org
Cllr Jill Macauley	jill.macauley@nmandd.org
Mr Conor Mallon	conor.mallon@nmandd.org
Colette McAteer	colette.mcateer@nmandd.org
Cllr Declan McAteer	declan.mcateer@nmandd.org
Patricia McKeever	patricia.mckeever@nmandd.org
Cllr Oksana McMahan	oksana.mcmahan@nmandd.org
Cllr Andrew McMurray	andrew.mcmurray@nmandd.org
Eileen McParland	eileen.mcparland@nmandd.org
Mr Roland Moore	roland.moore@nmandd.org
Ms Carmel Morgan	carmel.morgan@nmandd.org

Cllr Roisin Mulgrew	roisin.mulgrew@nmandd.org
Cllr Mark Murnin	mark.murnin@nmandd.org
Cllr Barra O Muiri	barra.omuiri@nmandd.org
Cllr Brian Quinn	brian.quinn@nmandd.org
Cllr Henry Reilly	henry.reilly@nmandd.org
Cllr John Rice	john.rice@nmandd.org
Cllr Michael Ruane	michael.ruane@nmandd.org
Cllr Michael Savage	michael.savage@nmandd.org
Cllr Gareth Sharvin	gareth.sharvin@nmandd.org
Donna Starkey	donna.starkey@nmandd.org
Cllr Gary Stokes	gary.stokes@nmandd.org
Sarah Taggart	sarah-louise.taggart@nmandd.org
Cllr David Taylor	david.taylor@nmandd.org
Cllr Jarlath Tinnelly	jarlath.tinnelly@nmandd.org
Cllr John Trainor	john.trainor@nmandd.org
Central Support Unit	central.support@nmandd.org
Cllr William Walker	william.walker@nmandd.org
Mrs Marie Ward	marie.ward@nmandd.org

ACTIONS OUTSTANDING FROM PREVIOUS ACTIVE & HEALTHY COMMUNITIES MEETINGS

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
AHC/56/2017	Action Sheet of AHC Committee held on 20 March 2017	AHC/38/2017 - Presentation – ORNI It was agreed to proceed to develop an SLA with ORNI which would be brought back to the next Committee Meeting providing Members with more detail, including the level of cost required.	C Haughey	In progress	N
AHC/57/2017	Community Trails SLA with Outdoor Recreation	As above, it was agreed to proceed to develop an SLA with ORNI which would be brought back to the next Committee Meeting providing Members with more detail, including the level of cost required.	C Haughey	In progress	N
AHC/040/2018	Willie Maley Statue	It was agreed to allow officers to develop proposals including potential costs, sources of funding and any likely capital commitment from Council and to contact all potential partners in relation to location and funding options.	C Haughey	Meeting to be arranged with the sports dev officers and the Willy Malley committee	N
AHC/043/2018	Lease of Land to St John Bosco	It was agreed to proceed with a 25 year lease at a peppercorn rent, with an option for St John Bosco GAC to renew for a further 25 years, subject to Department for Communities approval.	L Moore	Ongoing. Due to the current inability to dispose of land for less than best rent or terms the Council is unable to proceed at present. The matter is to be sent to Legal Services for advice on whether any alternative route forward can be found in the absence of a Minister.	N
AHC/052/2018	Apologies & Chairperson's Remarks	It was agreed that officers investigate potential ways of recognising the contribution made by carers in the District and bring a paper with proposals	E Devlin	To future meeting	N

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
AHC/063/2018	Kitty's Road Business Case	<p>back to a future Committee Meeting.</p> <p>It was agreed to recommend the procurement and subsequent appointment of contractors for construction of a new community centre at Kitty's Road, Killeel and amendment of the Capital Programme as below:</p> <ul style="list-style-type: none"> • Officer line – Community Engagement section and Estates Department; • Funding of £350,000 for the scheme had previously been agreed as part of the Council's Capital Programme; • Use savings in the Capital Programme to fund the additional £100,000 cost of the scheme. 	J McCann	Procurement for contractor to close on the 17 October 2018	N N
AHC/069/2018	Multi-Sports Facility Sports Hub	It was agreed to submit expressions of interest applications for the 3 Sports Hubs (Newry Leisure Centre, St Peter's GAA, Warrenpoint and Tollymore FC, Newcastle), recommended within the study to Sport NI Multi-Sports Funding Stream.	P Power	Ongoing	N
AHC/121/2018	Expression of Interest for Land at Bessbrook Community Centre	It was agreed to approve Council officials to draw up a suitable lease between Council and Sure Start South Armagh in relation to land at Bessbrook Community Centre.	J Hillen	Council legal Dept seeking a valuation from LPS for this location. Surestart South Armagh confirmed that their requirement for 25 year lease. Council legal Dept progressing a valuation from LPS for this location.	N
AHC/147/2018	Wi-Fi in Community Centres	It was agreed to approve Council Officials to complete a business case for the provision of Wi-Fi at 7 Council	J Hillen	Progressing	N

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
AHC/148/2018	Community Centre Review and Strategy	owned Community Centres and to proceed to work with the IT Department to procure, appoint and implement the Wi-Fit Project. It was agreed to approve the appointment of a consultant using the NEBRO framework to develop a Community Centre Strategy to identify gaps in provision and make recommendations on how Council addressed current and future needs	J Hillen	Progressing	N
AHC/154/2018	Priority Recommendations for Play Strategy 2017-2022	It was agreed to re-align capital priority schemes at 16 play parks prior to the March 2019 funding deadline and reduce community consultation to a single stage process.	C Haughey	Works ongoing	N
AHC/156/2018	Play Strategy Upgrades/ Transformation Schemes	It was agreed to approve the findings of the consultation process; agree the capital spend budget; commence work to the following parks: <ul style="list-style-type: none"> • Oliver Plunkett, Camlough – upgrade - £50,960 • Bridge Centre, Killyleagh – upgrade - £67,679 • Lislane, Saintfield – upgrade - £58,995 • Jonesborough, Newry – upgrade - £61,452 • Burren Village, Warrenpoint – upgrade - £60,040 • Drumaness, Ballynahinch – upgrade - £66,260 • Westlands, Crossgar – upgrade - £65,050 • Lurganare, Newry – upgrade - £72,198 	C Haughey	Ongoing	N

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
		<ul style="list-style-type: none"> • Cullyhanna – upgrade - £65,000 • Drumintee – upgrade - £63,000 • Ballymaderphy, Kilkeel – transformation - £6,856 			
AHC/157/2018	Forkhill Play Park	It was agreed to approve the findings of the PlayBoard NI consultation report with regard to investigating option for siting one play area on the former military site to serve the village of Forkhill.	C Haughey	Ongoing	N
AHC/162/2018	ORNI – Community Trails	It was agreed to approve funding of £8000 to complete survey work, detailed drawings and planning for new car park at Tievenadarragh Forest and to approve, in principle, to contribute capital funding of up to £30,000 for the development of only trails which ORNI can secure funding through TRPSI and RDP.	C Haughey	Ongoing/ORNI looking additional funding of £30k	N
AHC/163/2018	Kilbroney Park Sports Hub	It was agreed that officers be permitted to develop the project to a point where funding could be sought.	C Haughey	Ongoing – feasibility study to be carried out and estates to work on costs	N
AHC/176/2018	Meadowlands Play Park	It was agreed to approve the officer's recommendation as at para. 3.1 contained within the report.	C Haughey	Ongoing	N

ACTION SHEET ARISING FROM AHC MEETING HELD ON 17 SEPTEMBER 2018

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
AHC/179/2018	Action Sheet of Active & Healthy Communities Committee Meeting held on 18 June 2018	It was agreed to note the action sheet.	D Services	Actioned	Y
AHC/180/2018	DEA Fora Update Report	<p>It was agreed to note the report and agree the action sheets from the following DEA Forum Private Meetings:</p> <ul style="list-style-type: none"> Downpatrick DEA Forum Private Meeting held on 6 June 2018; The Mournes DEA Forum Private Meeting held on 26 June 2018; Newry DEA Forum Private Meeting held on 26 July 2018 	D Brannigan	Actioned	Y
AHC/181/2018	Peace IV Local Action Plan	The recommendations of the PEACE IV Partnership were agreed.	J Hillen	Agreed	Y
AHC/182/2018	Kittybane Amenity Toilets	It was agreed to approve the purchase and installation of a new toilet unit and the realignment of the overall capital budgets of £20k for the facility. The unit to be managed, maintained and cleaned by the local fishing club by way of an SLA.	C Haughey	Ongoing	N
AHC/183/2018	Play Park Proposals for Killough, Newtownhamilton and Ballyholland	It was agreed to accept the recommendations from PlayBoard NI with regard to Killough, Ballyholland, Forkhill and Newtownhamilton sites, design and cost as per details circulated with report.	C Haughey	Ongoing	N

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
AHC/184/2018	Langley Road Pitch Upgrade	The new overall capital budget of £62,446 for essential works at Langley Road Playing Fields, Ballymahinch was agreed.	C Haughey	WORKS COMPLETED	Y
AHC/185/2018	Newry City AFC	It was agreed to a capital spend of £3450 for the Flood Risk Assessment and Topographical Survey for Newry Back Field as these would be advantageous to Council if any development works were to be carried out in the future by Council.	C Haughey	ONGOING	N
AHC/186/2018	Food Service Plan	It was agreed that Council adopt the Food Service Plan 2018/19	E Devlin	Complete	Y
AHC/187/2018	Consultation on Food Law Code of Practice	It was agreed to return the consultation response on the Food Law Code of Practice to the Food Standards Agency.	E Devlin	Complete	Y
AHC/188/2018	Funding Call for Electric Vehicles	It was agreed that the Health and Wellbeing Department seek suitable project partner and develop project applications under the INTERREG VA Funding Programme.	E Devlin	Complete	Y
AHC/189/2018	Nuclear Free Local Authorities	It was agreed to hold the NFLA AGM in the Boardroom of Monaghan Row, Newry on Friday 7 th December 2018.	E Devlin	In process	Y
AHC/190/2018	World Mental Health Day	It was agreed to host two coffee and connect events for post primary schools of Newry and Downpatrick along with representatives from SERC and SRC to mark World Mental Health Day 2018.	E Devlin	Events progressed	Y

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
AHC/191/2018	Scheme of Delegation Schedule	It was agreed to note the Scheme of Delegation Schedule.	M Lipsett	Noted	Y
AHC/192/2018	Downpatrick Neighbourhood Renewal Partnership Report/Minutes	It was agreed to note the report and minutes.	J Hillen	Noted	Y
AHC/193/2018	Social Investment Fund – Update	It was agreed to note the report and minutes.	J Hillen	Noted	Y
AHC/194/2018	SANDSA Update	It was agreed to note the report.	C Haughey	Noted	Y
AHC/195/2018	Indoor Leisure Customer Satisfaction Survey Results	It was agreed to note the report.	K Gordon	Noted	Y
AHC/196/2018	Independent Survey for Current Heating System at Ballyholland Community Centre	It was agreed to engage with an independent consultant to review all aspects of the heating system at Ballyholland Community Centre.	J Hillen		
AHC/197/2018	No 16 The Square, Rostrevor	It was agreed to option 3 contained within the officer's report, to lease a portacabin at current site and attempt to reallocate £90k in the current year's capital budget.	J Hillen		

Report to:	Active and Healthy Communities
Date of Meeting:	15 October 2018
Subject:	District Electoral Area (DEA) Fora Update Report
Reporting Officer (Including Job Title):	Janine Hillen, Assistant Director Community Engagement
Contact Officer (Including Job Title):	Damien Brannigan, Head of Engagement

Confirm how this Report should be treated by placing an x in either:-

For decision	<input checked="" type="checkbox"/>	For noting only	<input type="checkbox"/>
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1.0	Purpose and Background
1.1	<p>To provide the Committee with an update on the on-going work of the DEA Forums and to consider and agree the actions outlined in the attached action sheets from the DEA Forum Private Meetings listed in 3.1 below.</p> <p>DEA Coordinators continue to implement actions detailed in their respective local action plans as follows:</p> <p>Level of Civic Participation:</p> <ul style="list-style-type: none"> > Downpatrick, Rowallane and Slieve Croob DEAs held Big Lottery workshops for community groups in the Market House, Ballynahinch, on Thursday 20 September. > Bessbrook Summer Scheme was delivered in partnership with the Slieve Gullion DEA and the CYPSP Locality Planning Group. The scheme was developed and delivered in response to a lack of activities for children in the Bessbrook area. An area of high social-economic deprivation, the free scheme provided a week of interactive activities that focused on healthy eating, sports, cultural awareness, dance, arts & crafts, and music. > Slieve Gullion, Newry, Crotlieve and the Mourne DEAs provided transport for community groups to attend the annual Belfast Mela cultural event. The event is a display of cultures from around the world. It promotes learning and respect for diversity. <p>Level of Educational Wellbeing:</p> <ul style="list-style-type: none"> > To help local families meet the cost of back to school uniforms, Slieve Gullion DEA in partnership with the SHSC Trust and Newtownhamilton Community Association held a uniform drive which saw used uniforms from a number of primary and secondary schools donated. <p>Level of Health Status:</p> <ul style="list-style-type: none"> > Downpatrick, Rowallane and Slieve Croob DEAs took part in '1K Walk for Life' to mark World Suicide Prevention Day. The walks were held in Dunleath Park, Downpatrick, Delamont Country Park Killyleagh, and Castlewellan Forest Park. Over 250 people took part in the Downpatrick 1K Walk which was followed by a Family Fun Day organised in partnership with the Flying Horse Ward Community Forum, CDRCN and Downpatrick Suicide Prevention Task Group. <p>Level of Community Safety:</p> <ul style="list-style-type: none"> > Crotlieve, Newry, Slieve Gullion and the Mourne DEAs launched a Late Night Bus Service Pilot Scheme on Thursday 6 September 2018 at Newry Bus Station. The pilot, which was developed in partnership with Translink, NMDDC Age Friendly and Newry Business Improvement District, provides late bus services from Newry Bus Station to both Kilkeel and Crossmaglen at 9.30pm. The pilot scheme will operate on Friday Nights commencing Friday 5 October 2018 for a 12 week period until Friday 21 December 2018.

2.0	Key issues
2.1	None.
3.0	Recommendations
3.1	That the Committee:- <ul style="list-style-type: none"> • Note the report. • Agree to approve the DEA Forum Private Meeting action sheets for: <ul style="list-style-type: none"> ➤ Slieve Gullion DEA Forum Private Meeting held on 14 August 2018. ➤ Slieve Croob DEA Forum Private Meeting held on 18 September 2018. ➤ Crotlieve DEA Forum Private Meeting held on 25 September 2018.
4.0	Resource implications
4.1	Support and assistance from partners to deliver actions in the DEA action plans.
5.0	Equality and good relations implications
5.1	The actions detailed have been developed to meet Council's statutory duty to promote Equality and Good Relations and therefore it is not anticipated that the actions will have an adverse impact on Equality of Opportunity or Good Relations.
6.0	Rural Proofing implications
6.1	The actions detailed have been developed to meet Council's statutory duty to have due regard to rural needs.
7.0	Appendices
7.1	Appendix I: DEA Forum Private Meeting action sheets for: <ul style="list-style-type: none"> ➤ Slieve Gullion DEA Forum Private Meeting held on 14 August 2018. ➤ Slieve Croob DEA Forum Private Meeting held on 18 September 2018. ➤ Crotlieve DEA Forum Private Meeting held on 25 September 2018.
8.0	Background Documents
8.1	None.

ACTION SHEET- Slieve Gullion District Electoral Area Meeting – 14 August 2018

ITEM	SUBJECT	DECISION	FOR COMPLETION – including actions taken/date completed or progress to date if not yet completed
DEA/SG/15/2016	WiFi in Community Centres	Council looking at business case	On-going
DEA SG/70/2018	Disability Access	Proposal for disabled parking spaces to be drawn up and sent to local business for feedback	T. McDonald & L. O'Reilly
DEA SG/71/2018	Public Event	Positive Aging event in Newtownhamilton to be held on 18 October.	T. McDonald to work with community association and Age Friendly Coordinator to organize
DEA SG/78/2018	Good Relations Budget	Good Relations programmes to be delivered in Crossmaglen – Women's group, Bessbrook –Youth Clubs, Newtownhamilton – mediation & Halloween	T. McDonald to organize programmes with relevant groups
DEA SG/79/2019	Peace IV Cultural Event	Forum to identify an area for the event	T. McDonald to invite Claire Loughran to the next DEA Forum meeting to discuss details
DEA SG/80/2019	Health & Wellbeing directory	Directory of Services to be distributed to Forum	L. O'Reilly to forward on Directory to T. McDoanld

ITEM	SUBJECT	DECISION	FOR COMPLETION – including actions taken/date completed or progress to date if not yet completed
DEA SG/81/2018	Environmental	Details of Pilot Rural Transport Scheme to be distributed.	T. McDonald to forward further details of pilot scheme to Forum members and invite to launch.

ACTION SHEET - Slieve Croob DEA Private Forum Meeting **Tuesday 18th September 2018**

ITEM	SUBJECT	DECISION	FOR COMPLETION – including actions taken/date completed or progress to date if not yet completed
DEA/SC/2/2018	Chairperson's remarks	Forum members to remind groups Call 3 Sports Active Award closing date is Friday 28 th September. Forum members to forward any comments or feedback on Training Need Analysis Report to CDHN by Friday 21 st September.	Forum members to action.
DEA/SC/3/2018	Minutes of meeting held on 24 th July 2018 and associated action sheet	Minutes and action sheet were proposed as a true record.	Felix Blaney Proposed. Cllr John Rice Seconded.
DEA/SC/4/2018	Declaration of Interest	Forum members to declare conflict of interest of any item on the agenda at the start of each DEA meetings.	No conflict of interest declared.
DEA/SC/5/2018	Christmas Illuminations Update	DEA Co-ordinator to organise meetings in Castlewellan, Clough and Gargory to inform community of Sustainable Christmas Tree Pilot Programme. DEA to forward meeting dates to Forum members and members to encourage groups to attend.	DEA Co-ordinator to action. Forum Members to action.

DEA/SC/6/2018	Slieve Croob Community Trails Update	ORNI to be invited to future DEA meeting to update on progress of community trails.	DEA Coordinator to action.
DEA/SC/7/2018	Action Plan Update	Forum members approved all planned projects.	DEA Coordinator to action.
DEA/SC/8/2018	Housing Executive – Overview of proposals following Symposium	Forum members to identify areas that there is a demand for housing and any potential land that could be used for social housing and forward to Ailbhe Hickey.	Forum Members to action.

ACTION SHEET- Crotlieve DEA Private Forum Meeting 25th September 2018

ITEM	SUBJECT	DECISION	FOR COMPLETION – including actions taken/date completed or progress to date if not yet completed.
	Sustainable Christmas Trees in Crotlieve.	Further clarity needed by Councillors as to how this is progressed.	DEA Coordinator will obtain clarity on this matter and then report back to Councillors.
	Mona Conway from Housing Executive updated the forum in respect of housing need in the Crotlieve area.	Deirdre Magill had a query regarding the private landlord scheme. It was agreed that Deirdre will liaise with Mona directly.	Deirdre Magill to send email with query directly to Mona Conway, Housing Executive.
	Ballyholland Play Park	Email update from Conor Haughey will be circulated to Forum members.	DEA Coordinator will forward email from Conor Haughey to all DEA Forum Members.
	Warrenpoint Baths	This needs to be progressed urgently to get into rates process.	DEA Coordinator to feed information back to Martin Patterson.

	<p>South East Coast Master Plan</p>	<p>Area from Baths to Dobbins Point along Warrenpoint Promenade to be discussed at next DEA Meeting in November .</p>	<p>DEA Coordinator to recirculate email from 16th May 2018 requesting feedback regarding baths and promenade to DEA Forum members.</p> <p>DEA Coordinator to invite someone from ERT Department to next DEA meeting in November to give an update on this matter.</p>
	<p>Moygannon/Rath Road</p>	<p>Ongoing issues as to land ownership. It appears there is no registered land owner.</p>	<p>DEA Coordinator to contact Simon Richardson DFI for update on this matter.</p>

5.0	Equality and good relations implications:
5.1	It is not anticipated that the proposal will have an adverse impact upon equality of opportunity and good relations.
6.0	Rural Proofing implications
6.1	Due regard to rural needs has been considered and there are no negative implications identified.
7.0	Appendices
	Appendix 1: Table 1 Christmas tree planting proposals 2018 Appendix 2: Terms of Reference for Expression of Interest Exercise – Sustainable Christmas Tree Pilot Scheme 2018

Appendix 1

Christmas tree planting proposals 2018

Number	Location	Planting option Y/N	Power available Y/N/?	DEA	Location
1	Clough	Two trees already planted and used as Christmas tree with lights.	Y	Slieve Croob	Private land beside Old School building managed by Clough Community Association
2	Killyleagh	One tree already planted and used as Christmas tree with lights.	Y	Rowallane	Beside Killyleagh Castle on land maintained by Council
3	Rostrevor	Y	Y	Crotlieve	Council owned at the Square.
4	Burren	Y	Y	Crotlieve	Beside Burren Community Centre
5	Culloville	Y	Y	Slievegullion	Council maintained land in village, across from Spar Shop
6	Gargory	Y	Y	Slieve Croob	In grounds of St Patrick's Church
7	Killcoo	Y	Y	Mournes	On green area beside Mullandra Park. Land owned by NIHE
8	Castlewellan	Y	N	Slieve Croob	Council owned green area at Lower square.
9	Crossgar	Y	N	Rowalanne	Council owned green area beside Public Toilets and Play Park
10	Strangford	Y	N	Downpatrick	Council owned green area in centre of village.
11	Attical	Y	N	Mournes	Council owned green area across from Holy Cross RC Church
12	Clough	Y	N	Slieve Croob	Council owned Lay by area just outside village.
13	Meigh	Y	N	Newry	Council owned grass verge beside Council Community Building

14	Moneyslane	Y	N	Slieve Croob	Private land beside Dechomet Cemetery and Historic Flax Chimney
15	Newry	Y	N	Newry	Private land on grounds of Newry Hospice

Appendix 2

Terms of Reference for Expression of Interest Exercise – Sustainable Christmas Tree Pilot Scheme 2018

Background

Council makes a significant financial expenditure in helping local communities celebrate Christmas. It does this directly through provision of Christmas trees in over 26 locations, the provision Christmas illuminations, and organising a number of "Switch On" Events with associated entertainment.

Additionally, Council also indirectly supports local communities by providing grant aid support through Council Financial Assistance Programmes/Rates with local community organisations using this grant aid to provide their own celebrations.

Whilst Council recognises the importance in supporting community Christmas events, Council also understands that due to the expansion of the District, it must now look at more sustainable approaches to providing support.

To ensure equality, sustainability, as well as the quality of support provided, the Council must review a range of available options that will allow for continued support to community groups for Christmas illumination events.

Aims

The aim of the engagement process should be to maximize community input and ensure equality in the development of a more sustainable approach to Council supported Christmas illuminations.

- 1). Help Council develop a sustainable community based approach to Christmas illumination events (Sustainable Tree Pilot)
- 2). Explore and maximize existing community resources in regards to Christmas Illuminations
- 3). Ensure equality of approach across communities within the District
- 4). Encourage community ownership of Christmas illumination events

How will we initiate this pilot?

The Council is seeking Expressions of Interest from local Community Organisations based in a number of villages to partner with the Council in the provision of sustainable Christmas trees. This is a pilot programme which will be evaluated to determine whether a sustainable Christmas tree model should be rolled out across the District.

Locations in each DEA will be selected following an initial suitability exercise, specifically looking at:

- Council owned sites
- Outside towns/villages currently receiving support through ERT
- Available power sources

How do we hope to engage the community?

Each DEA will contact known community organisations within specified pilot locations and invite representatives to attend an informal meeting. Following discussion, interested community organisations (multiple groups eligible) can enter into an agreement with the Council outlining future Christmas tree provision.

Community Organisations will be consulted to ensure a sustainable tree is the best option locally.

At outset, a short survey will be completed to determine:

- What current support does this community currently receive from Council/other funders?
- What local events are rolled out (if any)?
- What format do these events take and how many people attend (approx.)?

This data will inform an evaluation of the pilot following implementation in December 2018.

In summary (and following local consensus):

Council Responsibility

The Council will provide the following:

- Provision and planting of one No Christmas tree (Nordmanniana Fir) of approximately 4.5 m high
- Annual pruning/maintenance of tree (where necessary)
- Insurance cover
- Starter pack including: (£2,500 approx)

One-off tree illuminations package	£1,250
Community planning event/meeting (s)	£ 150
One-off Christmas switch on event	£1,100

Community Partner(s) Responsibility

The Community partner will be responsible for the following:

- Annual Dressing/lighting of tree
- Resourcing and organisation and delivery of Annual Switch on Event for the local community
- Evaluation of local Christmas events.

Report to:	Active & Healthy Communities Committee	
Date of Meeting:	15 October 2018	
Subject:	Peace IV Local Action Plan	
Reporting Officer (Including Job Title):	Janine Hillen, Assistant Director: Community Engagement	
Contact Officer (Including Job Title):	Justyna McCabe, Programmes Manager	

<table border="1"> <tr> <td>For decision</td> <td><input checked="" type="checkbox"/></td> <td>For noting only</td> <td><input type="checkbox"/></td> </tr> </table>		For decision	<input checked="" type="checkbox"/>	For noting only	<input type="checkbox"/>
For decision	<input checked="" type="checkbox"/>	For noting only	<input type="checkbox"/>		
To consider and agree to:					
<ul style="list-style-type: none"> The recommendations of the PEACE IV Partnership. 					
1.0	Purpose and Background				
1.1	The Peace IV Partnership met on 4 October 2018 and recommendations arising from this meeting require AHC Committee approval.				
2.0	Key issues				
2.1	<p>The following recommendations were agreed by the Partnership on 4 October and require AHC Committee approval:</p> <p>Theme: Building Positive Relations</p> <p>Capacity Building Programme for Groups:</p> <ul style="list-style-type: none"> Procure and appoint relevant suppliers as required by the groups in order to deliver their animation project. Estimated cost: £210,000 (£5,000 per group x 42 groups) <p>Civic Leadership Programme Programme:</p> <ul style="list-style-type: none"> Procure and appoint relevant training providers/suppliers to deliver a training programme regarding caring for trauma victims (Including a residential). Estimated cost: £6,000 				
3.0	Recommendations				
3.1	That the Committee agree to the recommendations of the PEACE IV Partnership as set out at a total cost of £216,000.				
4.0	Resource implications				
4.1	Project 85% funded by the EU and 15% by the two Governments.				

5.0	Equality and good relations implications
5.1	The project ensures equal opportunity and non-discrimination and the principles of equality and good relations have been incorporated into all stages of the Action Plan.
6.0	Rural Proofing implications
6.1	Due regard to rural needs has been considered.
7.0	Appendices
	Minutes of PEACE IV Partnership (September 2018)
8.0	Background Documents
	<i>N/A</i>

Report to:	Active & Healthy Communities Committee
Date of Meeting:	15 October 2018
Subject:	Financial Assistance
Reporting Officer (Including Job Title):	Janine Hillen, Assistant Director: Community Engagement
Contact Officer (Including Job Title):	Justyna McCabe, Programmes Manager

<table border="1"> <tr> <td>For decision</td> <td><input checked="" type="checkbox"/></td> <td>For noting only</td> <td><input type="checkbox"/></td> </tr> </table>		For decision	<input checked="" type="checkbox"/>	For noting only	<input type="checkbox"/>
For decision	<input checked="" type="checkbox"/>	For noting only	<input type="checkbox"/>		
To consider and agree to:					
Approval to fund Sports Active applications in Call 3 for the 2018-2019 periods as per the Appendix 1.					
1.0	Purpose and Background				
1.1	<p>The Call for Financial Assistance opened on Monday 10th September 2018 and closed on Friday 28th September 2018 with 57 applications received under the Sports Active theme.</p> <p>Under Sports Active Award the amount of funding requested was much higher than the available budget. Sports NI recommend that the applications should be scored and ranked with the available funding awarded in line with rank until full budget is allocated. This will ensure each project can achieve key performance indicators. Applicants that have received a pass score and do not receive funding, will be informed that they may be reconsidered and allocated funding should it become available at a later date.</p> <p>Attached is a report which provides a breakdown of the number of applications, pass and fail at each stage of the process, geographical spread of the applications received and a breakdown of the final allocations to successful applicants (see Appendix 1).</p> <p>There will be no more calls for Financial Assistance for 2018/19</p>				
2.0	Key issues				
2.1	<ul style="list-style-type: none"> Managing the unsuccessful outcomes through the debrief and review process. Managing community expectations as there will be no more calls for this financial year. 				
3.0	Recommendations				
3.1	That the Committee agree to fund applications in Call 2 for the 2018-2019 periods as per the Appendix 1.				

4.0	Resource implications
4.1	<ul style="list-style-type: none"> • The total amount awarded for each theme as per the Appendices. • Staff time to carry out debriefs and reviews, process claims and provide support to groups.
5.0	Equality and good relations implications
5.1	There is an inclusion of equality and good relations within the applications and the process is underpinned by Equality and Good Relations principles.
6.0	Rural Proofing implications
6.1	Due regard to rural needs has been considered.
7.0	Appendices
	Financial Assistance 2018-2019 Call 3 Appendix 1 report.
8.0	Background Documents
	N/A

Call 3 for Financial Assistance 2018
Newry, Mourne and Down District Council

Applications received 57

Applications received 57

Applications recommended for funding 44

Total applications awarded 25

Total Pass not awarded funding 19

Amount requested from successful applicants: £110,654.00

Total amount awarded to successful applicants: £65,230

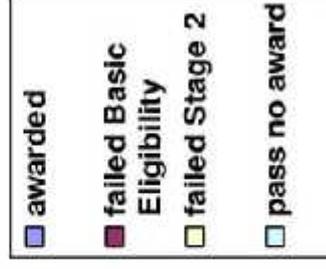
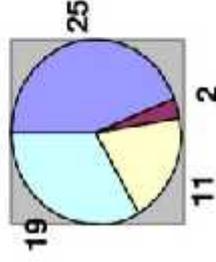
Of the 57 applications:

25 were awarded = 44%

2 failed Basic Eligibility = 3.5%

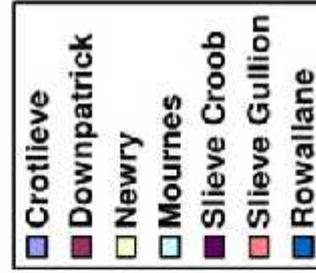
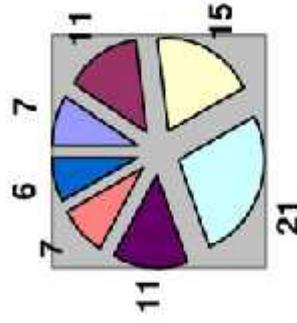
11 failed stage 2 Scoring = 19%

19 Passed not awarded = 33.5%



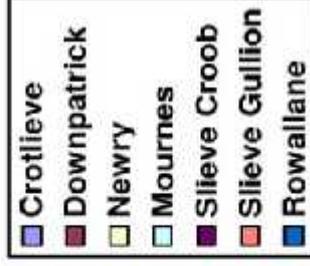
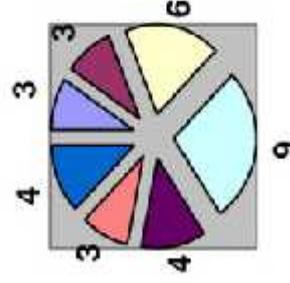
Applications Received by Project

Delivery Area



Applications Awarded by Project

Delivery Area



**Breakdown of Applications per stage &
Final Amount Recommended for Award**

Sports Active NI

57 applications

Stage 1 = 2 Fail

Ref	Passed basic eligibility
SA-33-2018	No
SA-50-2018	No

Stage 2 = 11 Fail

Ref	Passed basic eligibility	Stage 2
SA-1-2018	Yes	No
SA-2-2018	Yes	No
SA-7-2018	Yes	No
SA-14-2018	Yes	No
SA-20-2018	Yes	No
SA-23-2018	Yes	No
SA-28-2018	Yes	No
SA-37-2018	Yes	No
SA-39-2018	Yes	No
SA-40-2018	Yes	No
SA-44-2018	Yes	No

Stage 1 & 2 = 44 Passed & 25 Recommended for Awarded

Ref	Passed basic eligibility	Stage 2	Recommended Amount Awarded
SA-12-2018	Yes	Yes	£3,000.00
SA-34-2018	Yes	Yes	£2,265.00
SA-48-2018	Yes	Yes	£2,980.00
SA-22-2018	Yes	Yes	£3,000.00
SA-43-2018	Yes	Yes	£3,000.00
SA-45-2018	Yes	Yes	£3,000.00
SA-8-2018	Yes	Yes	£3,000.00
SA-15-2018	Yes	Yes	£3,000.00
SA-38-2018	Yes	Yes	£2,280.00
SA-51-2018	Yes	Yes	£1,700.00
SA-9-2018	Yes	Yes	£3,000.00
SA-49-2018	Yes	Yes	£2,830.00
SA-11-2018	Yes	Yes	£3,000.00
SA-18-2018	Yes	Yes	£3,000.00
SA-24-2018	Yes	Yes	£3,000.00
SA-26-2018	Yes	Yes	£2,993.00
SA-27-2018	Yes	Yes	£1,222.00
SA-30-2018	Yes	Yes	£2,800.00
SA-46-2018	Yes	Yes	£2,770.00
SA-57-2018	Yes	Yes	£800.00
SA-4-2018	Yes	Yes	£1,950.00
SA-55-2018	Yes	Yes	£2,640.00
SA-19-2018	Yes	Yes	£2,380.00
SA-21-2018	Yes	Yes	£2,620.00
SA-47-2018	Yes	Yes	£3,000.00
SA-35-2018	Yes	Yes	£0
SA-6-2018	Yes	Yes	£0
SA-31-2018	Yes	Yes	£0

SA-41-2018	Yes	Yes	£0
SA-13-2018	Yes	Yes	£0
SA-16-2018	Yes	Yes	£0
SA-36-2018	Yes	Yes	£0
SA-25-2018	Yes	Yes	£0
SA-52-2018	Yes	Yes	£0
SA-3-2018	Yes	Yes	£0
SA-10-2018	Yes	Yes	£0
SA-32-2018	Yes	Yes	£0
SA-54-2018	Yes	Yes	£0
SA-56-2018	Yes	Yes	£0
SA-17-2018	Yes	Yes	£0
SA-29-2018	Yes	Yes	£0
SA-42-2018	Yes	Yes	£0
SA-53-2018	Yes	Yes	£0
SA-5-2018	Yes	Yes	£0
Total Awarded			£65,230

Report to:	Active and Healthy Communities
Date of Meeting:	15 th October 2018
Subject:	Indoor Leisure Facility Arrangements for 2019/20 Public Holidays
Reporting Officer (Including Job Title):	Kieran Gordon, Head of Indoor Leisure
Contact Officer (Including Job Title):	Kieran Gordon, Head of Indoor Leisure

For decision	X	For noting only													
1.0			Purpose and Background												
1.1			Previously, in October 2018, Council approved the 2018/19 schedule of facility arrangements for Leisure and Sports Facilities with the adoption of consistent operating arrangements and times. This was subject to the additional staffing costs having being approved as part of the rates process.												
1.2			<p>During 2018, Indoor Leisure sites operated with the following arrangements:</p> <table border="1"> <thead> <tr> <th>Date</th> <th>Centre Arrangements</th> </tr> </thead> <tbody> <tr> <td>2nd and 3rd April 2018</td> <td>All centres open single shift*</td> </tr> <tr> <td>7th and 28th May 2018</td> <td>All centres open single shift*</td> </tr> <tr> <td>12th and 13th July 2018</td> <td>All centres open single shift*</td> </tr> <tr> <td>15th August 2018</td> <td>Newry/Kilkeel single shift – all other centres open as normal</td> </tr> <tr> <td>27th August 2018</td> <td>All centres open single shift*</td> </tr> </tbody> </table> <p>*Newcastle facilities to remain on two shifts to cater for seasonal demand.</p> <p>Usage statistics and income levels were in line with expectations for these dates.</p>	Date	Centre Arrangements	2 nd and 3 rd April 2018	All centres open single shift*	7 th and 28 th May 2018	All centres open single shift*	12 th and 13 th July 2018	All centres open single shift*	15 th August 2018	Newry/Kilkeel single shift – all other centres open as normal	27 th August 2018	All centres open single shift*
Date	Centre Arrangements														
2 nd and 3 rd April 2018	All centres open single shift*														
7 th and 28 th May 2018	All centres open single shift*														
12 th and 13 th July 2018	All centres open single shift*														
15 th August 2018	Newry/Kilkeel single shift – all other centres open as normal														
27 th August 2018	All centres open single shift*														
2.0			Key issues												
2.1			<p>Therefore, it is proposed to continue to open specific facilities for specific public holidays for 2019/20 as per table set out below subject to the forthcoming rates estimates process and subject to change with any future agreements through management and trade unions.</p> <table border="1"> <thead> <tr> <th>Date</th> <th>Centre Arrangements Proposals</th> </tr> </thead> <tbody> <tr> <td>22nd and 23rd April 2019</td> <td>All centres open single shift*</td> </tr> <tr> <td>6th May and 27th May 2019</td> <td>All centres open single shift*</td> </tr> <tr> <td>12th July 2019</td> <td>All centres closed</td> </tr> </tbody> </table>	Date	Centre Arrangements Proposals	22 nd and 23 rd April 2019	All centres open single shift*	6 th May and 27 th May 2019	All centres open single shift*	12 th July 2019	All centres closed				
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15th August 2019	<i>Newry/Kilkeel single shift – all other centres open as normal</i>										
26th August 2019	<i>All centres open single shift*</i>										
24th, 25th, 26th, 27th December 2019	<i>All centres closed</i>										
1st January 2020	<i>All centres closed</i>										
17th March 2020	<i>All centres closed</i>										
2.2	<p>it is proposed to:</p> <ul style="list-style-type: none"> • continue to adopt a staffing model which allows for the facilities to be open to the public from 9.30am-4.30pm, which is effectively a single staffing shift with the exception of Newcastle which will remain on 2 shifts to cater for seasonal demand • Depending on contractual arrangements, staff may be entitled to double time and an additional day off in lieu for working on public holidays. This is an additional cost to Council and income generated in the centres on these days may not necessarily equate to the expenditure, but would be factored into the 2019/20 revenue budgets for each location. • Where staff in facilities do not have 24th December listed as an entitlement (ie. Legacy DDC) or 27th December (Legacy NMDC), propose that facilities will be closed on these dates pending all staff requesting leave. 										
3.0	Recommendations										
3.1	That the Committee agree to continue to open specific facilities for specific public holidays for 2019/20 as per table set out in 2.1 subject to the forthcoming rates estimates process and subject to change with any future agreements through management and trade unions										
4.0	Resource implications										
4.1	<p>Officer time – to make staff aware of opening arrangements, to co-ordinate staff rotas and to update and configure literature and computerised till systems</p> <p>Financial – costs and income to be considered as part of the forthcoming 2019/20 rates estimates process</p> <p>Other Impacts – will continue to ensure a robust and standardised approach to public holiday opening arrangements across Indoor Leisure services and facilities</p>										
5.0	Equality and good relations implications										
5.1	It is not anticipated the recommendation will have an adverse impact upon equality of opportunity and good relations.										
6.0	Rural Proofing implications										
6.1	This report has not been subject to a rural needs impact assessment.										
7.0	Appendices										
	N/A										
8.0	Background Documents										
	N/A										

Report to:	Active and Healthy Communities Committee
Date of Meeting:	15 October 2018
Subject:	ORNI – Community Trails
Reporting Officer (Including Job Title):	Conor Haughey, Head of Outdoor Leisure
Contact Officer (Including Job Title):	Conor Haughey, Head of Outdoor Leisure

<table border="1"> <tr> <td>For decision</td> <td>x</td> <td>For noting only</td> <td></td> </tr> </table>		For decision	x	For noting only	
For decision	x	For noting only			
1.0	Purpose and Background				
1.1	Outdoor Recreation NI (ORNI) have been developing community trail plans for the council under a service level agreement. ORNI have been successful in obtaining funding for a number of trails identified below.				
2.0	Key issues				
2.1	<p>1. COMMUNITY TRAILS</p> <ul style="list-style-type: none"> o Work is on-going to compile community trails in the area identified in appendix 1. o Work is on-going with insurance company (Locktons) which currently provides cover for Outdoor Recreation NI Quality Walks scheme to identify a suitable insurance policy for Community Trails, including costs. <p>Community Trail Design</p> <ul style="list-style-type: none"> o Trail design completed for 7 Community Trail Hubs in Slieve Croob DEA, of which 3 (Million Tree Wood and Drumkeeragh and Tievenadarragh Forests) will be 'shovel ready' within a few weeks (excluding car park planning for Tievenadarragh) <p>Community Trail Funding</p> <ul style="list-style-type: none"> o ORNI have developed trail proposals at a total cost of £1.21million and have secured funding in principle of £817,770 towards the delivery of Drumkeeragh/Tievenadarragh/Million Tree Wood and others. Meetings have been arranged with potential partnership funders for the Community Trails including Rural Development Partnership (RDP) and Tackling Rural Poverty and Social Isolation (TRPSI). ORNI is working towards securing a funding package to enable several Community Trails to be procured at the same time to allow for economies of scale. A capital contribution of £393,633.75 from the Council will be required. 				

3.0	Recommendations
3.1	<ul style="list-style-type: none"> • Council to approve in principle to contribute capital funding of up to £393,633.75 for the development of the trails as set out in appendix 1. ORNI can secure funding for through TRPSI and RDP etc.
4.0	Resource implications
4.1	£393,633.75 to match fund the capital cost of the community trails. These items can be covered from the Council's existing capital budgets.
5.0	Equality and good relations implications
5.1	It is not anticipated that the actions will have an adverse impact on Equality of Opportunity or Good Relations.
6.0	Rural Proofing implications
6.1	Officers confirm due regard to rural needs has been considered and this report has not been subject to a rural needs impact assessment.
7.0	Appendices
	Community Trail Funding Table
8.0	Background Documents
	SLA

Appendix 1-Community Trail Funding

NEWRY MOURNE AND DOWN DISTRICT COUNCIL - COMMUNITY TRAIL FUNDING 2018-2019

PROJECT	TRPSI	SportNI	RDP	Council
Drumkeeragh	£300,000.00	n/a	n/a	£159,511.50
Tievenadarragh	n/a	£120,000.00	n/a	£148,376.33
Corry Wood	n/a	n/a	£135,899.69	£45,299.90
Seaforde Planting	n/a	n/a	£72,657.16	£24,219.05
Annsborough Link	n/a	n/a	£48,680.90	£16,226.97
Saul GAC	n/a	£54,297.65	n/a	n/a
Ballynahinch Rugby Club	n/a	£86,235.49	n/a	n/a
TOTAL	£300,000.00	£260,533.14	£257,237.75	£393,633.75

Report to:	Active and Healthy Communities Committee
Date of Meeting:	15 October 2018
Subject:	Macmillan Move More Co-ordinator Post
Reporting Officer (Including Job Title):	Kieran Gordon – Head of Indoor Leisure
Contact Officer (Including Job Title):	Conor Haughey - Head of Outdoor Leisure

<table border="1"> <tr> <td>For decision</td> <td><input checked="" type="checkbox"/></td> <td>For noting only</td> <td><input type="checkbox"/></td> </tr> </table>		For decision	<input checked="" type="checkbox"/>	For noting only	<input type="checkbox"/>
For decision	<input checked="" type="checkbox"/>	For noting only	<input type="checkbox"/>		
1.0	Purpose and Background				
1.1	<p>Council committed to support the Macmillan Move More Funding Programme in 2017 for a three year period with the appointment of the co-ordinator in December 2017 ending December 2020. This programme is funded throughout this period by Macmillan to the value of £121,690.10 over a three year period.</p> <p>Macmillan have now recently appointed three additional Move More Co-ordinators within Northern Ireland. Macmillan Move More programme is now being funded in all 11 Councils' however, funding streams terminate at various stages across the Province. Macmillan have recognised the imbalance of provision of this service across Councils' in Northern Ireland and have committed to providing some additional funding toward a singular completion date.</p> <p>NMDDC funding terminates in December 2020 and Macmillan have given commitment to fund an addition 27% of costs to extend the programme in line with all other Councils until December 2021 therefore, NMDDC will be required to fund the shortfall of 73% to the value of £10,029 within the rates for 2020/21 and £20,058 within the rates for 2021/22.</p>				
2.0	Key issues				
2.1	<ul style="list-style-type: none"> • There are currently 65,000 people living with cancer in Northern Ireland and almost 12,000 new cases are diagnosed each year. By 2020 almost 1 in every 2 people will face cancer at some stage in their lifetime. • Within the first year the target for the Move More Programme within NMDDC was 100 referrals, within the first 9 months the co-ordinator has had 130 referrals. • Health Authorities have confirmed the benefits of the Move More Campaign to reduce the consequence of cancer by decreasing the likelihood of it progressing or returning by participating in the activity programmes provided. • Failure to subsidise the shortfall within the funding of 2021 will potentially leave those citizens in our district diagnosed or recovering from various cancers without this vital service. 				

3.0	Recommendations
3.1	That the Committee agree to: <ul style="list-style-type: none"> • Extending the programme until 2022 at a cost of £10,029 within 2020/21 and £20,058 within 2021/22. • Provide a letter of commitment to Macmillan to secure the remaining 27% funding in order to deliver the programme in 2022.
4.0	Resource implications
4.1	<ul style="list-style-type: none"> • An overall budget of £30,087 over the 2020/21 and 2021/22 financial years.
5.0	Equality and good relations implications
5.1	This proposal should have a positive impact on Equality and Good Relations.
6.0	Rural Proofing implications
6.1	Officers confirm due regard to rural needs has been considered.
7.0	Appendices
	N/A
8.0	Background Documents
	N/A

Report to:	Active and Healthy Communities Committee
Date of Meeting:	15 October 2018
Subject:	Live Here Love Here Funding Request
Reporting Officer (Including Job Title):	Eoin Devlin Assistant Director Health and Wellbeing
Contact Officer (Including Job Title):	Sheena McEldowney Head of Sustainability

Confirm how this Report should be treated by placing an x in either:-

For decision	<input checked="" type="checkbox"/>	For noting only	<input type="checkbox"/>
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1.0	Purpose and Background
1.1	To consider and agree to continue to support the Keep Northern Ireland Beautiful Live Here Love Here campaign and to allow them additional funding to administer an extended grant scheme within our Council area
2.0	Key issues
2.1	<p>Live Here Love Here has three main elements: a media campaign, a volunteering support programme and a small grants scheme. It is building a movement of enthusiastic local people who volunteer their time and expertise to promote Civic Pride, particularly by tackling littering, dilapidation of buildings and improvement of green space. The campaign aims to:</p> <ul style="list-style-type: none"> • Create a downward trend in the Litter Pollution Index • To engage 50,000 volunteers annually on the Civic Pride programme • To build 40% brand awareness of the Civic Pride programme <p>The media campaign has been instrumental in helping achieve these incremental gains using bespoke billboards in supporting council areas, television and radio advertising and increasingly, social media to reach specific audiences.</p> <p>Two years ago they also created the Live Here Love Here Community Awards, which are already a huge success in recognising the value of volunteering. Newry, Mourne and Down has won four such awards already with St Louis Eco-Warriors, Ardglass Development Association, Love Your Lough and Charlie and the Hamilton Cooper Family.</p> <p>They are now requesting us to consider putting in place a new three year agreement to continue to programme in the Newry, Mourne and Down area from 2019/20 through to 2021/2022.</p> <p>This will require an annual budget of £26,000 as in previous years</p>

	<p>It should be noted that half (£13,000) of the Council's funding goes straight back into supporting this area through the small grants programme. The Council has also received additional grant income from the NI wide sources each year, with the total in 2018 amounting to an extra £3,450. Over £200,000 has been allocated across NI in 2018.</p> <p>For one year in advance of a new Council it is our wish to continue to support this programme and in addition allow KNIB to administer an additional £10000 through their small grants scheme. This will be money that we previously have given out through our own Financial call although the type and variety of application received has not been of comparable quality to theirs. They will ensure that all funds are allocated to our District and be responsible for the governance of the scheme.</p>
3.0	Recommendations
3.1	<p>That the Committee agree</p> <ul style="list-style-type: none"> • To support Live Here Love Here for the 2019-2020 period at a cost of £26000 • To commit an additional £10000 for small grants <p>These commitments are dependent on the rates estimates process</p>
4.0	Resource implications
4.1	Provision to be made in Rates Estimates for £36000
5.0	Equality and good relations implications
5.1	No equality or opportunity or good relations adverse impact is anticipated.
6.0	Rural Proofing implications
6.1	Officers confirm due regard to rural needs has been considered and a Rural needs assessment is not required
7.0	Appendices
	Letter from Dr Ian Humphreys
8.0	Background Documents
	<i>None</i>

Report to:	Active and Healthy Communities
Date of Meeting:	15 October 2018
Subject:	Newry Neighbourhood Renewal Partnership (NRP) Report
Reporting Officer (Including Job Title):	Janine Hillen, Assistant Director Community Engagement
Contact Officer (Including Job Title):	Damien Brannigan, Head of Engagement

Confirm how this Report should be treated by placing an x in either:-

For decision	For noting only	X
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1.0	Purpose and Background
1.1	<p>To note the attached Minutes of the Newry Neighbourhood Renewal Partnership (NRP) Meeting held on Wednesday 27 June 2018 which were approved at the Newry NRP Meeting on Wednesday 12 September 2018.</p> <p>To update the Committee on the on-going work of the Newry NRP as follows:</p> <p>Health Programmes:</p> <ul style="list-style-type: none"> • Action Cancer Bus present on 9 June in Martins lane, 2 July in Threeways, and 10 August in Derrybeg. • 15 physical activity programmes. • 10 boot camps in summer period. • 4 green gym programmes. • 200 people have participated to date. <p>Youth Mentoring Programme:</p> <ul style="list-style-type: none"> • 94% pass rate – achieve 2 GCSEs. • 2 students awarded best in Northern Ireland. <p>TOPS (Training Opportunities Programme):</p> <ul style="list-style-type: none"> • 11 recruited to Cat C and forklift truck course. • CSR (Construction Skills Registry) course – 6 completed. • L2 Barbering course set up for September 2018. • CCTV course set up for September 2018. <p>OCEANS (Employability Training Programme for Maritime Industry):</p> <ul style="list-style-type: none"> • Strand 1. Accredited training in Essential skills. • Strand 2. Training in Maritime Industry – STCW 95 Licence (Standards of Training Certificate and Watch-keeping) which is a compulsory basic safety training certificate requirement for work at sea/ferries/commercial vessels, including super yachts - International legal minimum standards for working at sea – recognised around the world. • 6 days training – 4 from Newry have signed up.

	<p>Newry and Mourne Enterprise Agency E2E (Education to Employment) Project:</p> <ul style="list-style-type: none"> • Work placements for 15 year 11 girls from St Mary's High School. • Taster sessions for year 11 girls. • Motivational seminar for year 9 from St Mary's and St Joseph's High Schools • Meeting with Champions held mid-August to plan for new school year. • To date have worked with 180 students. <p>Community Restorative Justice - Safer stronger communities:</p> <ul style="list-style-type: none"> • Crime prevention event held in Meadow Armagh Road Community Association. • Drop in within a 4 hour timeframe. • To be delivered in Barcroft and Threeways areas. • Choices and consequences programme to be delivered over 5 evenings – very positive feedback. • Currently working on future schools programme – delivery in new term. • Booked RADAR centre (NI Safety Centre) for Halloween period – places for 40 young people. • Number of on-going cases – 3 active at present. • Police and community forum held Friday 29 June – PSNI and NIHE can address local concerns. <p>Newry, Mourne & Down District Council Outdoor Activity Programme:</p> <ul style="list-style-type: none"> • To date 5 groups have received support and 3 user groups. • Progressing well – all 9 groups have submitted expressions of interest for activities to be supported. • 425 participated to date, supported by 55 volunteers.
2.0	Key issues
2.1	None.
3.0	Recommendations
3.1	That the Committee:- <ul style="list-style-type: none"> • Note the report. • Note the attached Minutes of the Newry NRP Meeting held on Wednesday 27 June 2018.
4.0	Resource implications
4.1	Support and assistance from partners to deliver actions in the Minutes attached.
5.0	Equality and Good Relations implications
5.1	The actions detailed have been developed to meet Council's statutory duty to promote Equality and Good Relations and therefore it is not anticipated that the actions will have an adverse impact on Equality of Opportunity or Good Relations.
6.0	Rural Proofing implications
6.1	The work of Newry NRP is statutorily restricted to the nine Neighbourhood Renewal areas of Newry City.
7.0	Appendices
7.1	Appendix I: Minutes of Newry NRP Meeting held on Wednesday 27 June 2018.
8.0	Background Documents
8.1	Appendix I: Minutes of Newry NRP Meeting held on Wednesday 27 June 2018.



Minutes of the Newry NR Partnership Meeting
Wednesday 27th June 2018
At 7.00pm
WIN Business Park, Newry

In Attendance:

Mr Sean Mc Kevitt
 Ms Aisling Rennick
 Ms Karen Gracey
 Mr David Vint
 Mrs Sinead Jennings
 Mr Raymond Jackson
 Mr Collie Hanna
 Mrs Madaleine Mc Crink
 Mr Richard Kimmins
 Mr James Treanor
 Mrs Maureen Ruddy
 Mrs Paula Mc Guigan
 Ms Noreen Rice
 Mrs Deirdre Murtagh

NM&DDC
 NM&DDC
 Development manager DfC
 SRC
 Ballybot CA
 CCG
 Barcroft CA
 SHSCT Promoting Well being team
 Barcroft CA
 Carnagat CA
 Martins lane CA
 Carnagat CA
 MARCA
 Ballybot CA

Others attending:

Ms Maeve Mc Parland
 Mr Ewan Morgan
 Mrs Marian Cully
 Mr Jerome Mullen

E2E project
 CRJ – Safer Stronger Communities
 Pathfinder project
 Pathfinder project

Apologies:

Mrs Geraldine Merendino
 Mr Fergal O'Brien
 Mrs Barbara O'Hare
 Mr Damien Brannigan
 Dr Conor Patterson
 Mr Brendan Cranney
 Dr Kieran Shields
 Ms Francine Ruddy
 Mrs Donna Lynch
 Mrs Patricia O'Gorman

Ballybot CA
 SHSCT Promoting Well being team
 Ballybot CA
 NM&DDC
 NMEA
 MARCA
 Education Authority N.I
 Martins lane CA
 Martins lane CA
 Threeways CA

Matters Discussed

1. Welcome & Introductions
2. Apologies
3. Election of Chair and Vice chair
4. Minutes / Matters Arising
5. Pathfinder Project
6. EOI
7. Programme updates
8. AOB
9. Date and time of next meeting

ITEM	SUBJECT	MATTERS ARISING/UPDATE	ACTIONS	By Whom
1	Welcome	Mr David Vint welcomed everyone to the meeting Particular welcome to Marian Cully and Jerome Mullen from the pathfinder project		
2.	Apologies	Recorded as above.		

<p>3.</p>	<p>Election of chair and vice chair</p> <p>Mr David Vint stepped down as chair and Ms Karen Gracey DfC as per NRP protocols took the chair to oversee the election process</p> <p>Karen then called for nominations for chair. Collie Hanna was proposed by Richard Kimmins and Collie accepted the nomination Noreen Rice was proposed by Maureen Ruddy Noreen accepted the nomination Geraldine Merendino was proposed by Sinead Jennings Geraldine had said she would accept the nomination if proposed.</p> <p>A secret ballot took place Results as follows: Collie Hanna 4 votes, Noreen Rice 1 vote and Geraldine Merendino 5 votes – Geraldine Merendino duly elected as chairperson of Newry NR partnership for 2018/19 Karen then called for nominations for vice chair – Sean informed the members that Kieran Shields had nominated Patricia O’Gorman as chair or vice chair subject to her agreement. Sean had spoken to Patricia who said she would accept the nomination for vice chair but not chair due to her work commitments. There were no other nominations for vice chair and so Patricia O’Gorman duly elected as vice chair – all agreed.</p> <p>The members offered their congratulations to both Geraldine and Patricia.</p> <p>In their absence Karen remained as chair for the duration of the meeting</p>	
<p>4.</p>	<p>Pathfinder project</p> <p>Mrs Marian Cully and Mr Jerome Mullen updated members on the progression of the pathfinder project:</p> <ul style="list-style-type: none"> • Action plan with the way forward. • Keep Daisy hill A&E and other services • Reports completed • 3 work streams • A& E remains 24/7 • Extend high dependency - Link to primary and secondary care 	

		<ul style="list-style-type: none"> • New direct assessment unit. • Future funding • Workforce strengthened • Public and local communities are behind this • Regarded as exemplary model. • A lot of work on care pathways – strengthen trust and GP’s relationships. • First phase on a journey • Need to get message out to people – not to misuse the service • Challenges include – acquiring consultants • Enhance nursing to advanced nursing • £6million for pathfinder • £1 million for capital – improve structure for new HDU <p>Some concerns raised about the parking issues and the out of hours service. Aisling added that perhaps some sort of a shuttle bus service could alleviate some of the parking issues</p> <p>Members thanked Marian and Jerome for the update</p>		
5.	Minutes and matters arising	<p>Minutes agreed as accurate proposed by James Treanor Seconded by Noreen Rice</p> <p>Record our sincere condolences to Maureen Ruddy and her family on the recent bereavement for her father</p>		
6.	Expression of Interest	<p>Application from NIHE for technical support to progress the Carnagat project. Background:</p> <ul style="list-style-type: none"> • Recent meeting in Carnagat attended by Mr John Ball, Karen Gracey, Owen Mc Donnell, Sean Mc Kevitt and members of the CA to discuss the proposal for the extension works. • Department are keen to get this completed and are working hard to 		

		<p>get the capital required – still no guarantees that there will be money available, but if everything is in place then they have a strong argument.</p> <ul style="list-style-type: none"> • NIHE have indicated that it would take 18 months to complete but they would submit an application to DfC for revenue to get design costs/plans and planning completed to be in a position to progress. • Members approved the EOI in principle to go to full application. <p>Mr David Vint informed members that he was getting mixed messages – in that he had been asked to reduce revenue programmes – however he said that his colleagues who attend partnership meetings in Brownlow, Craigavon etc were informed that there is new revenue money available.</p> <ul style="list-style-type: none"> • Karen clarified: there was no new revenue money but there may be a possibility of capital funds – not confirmed. • Unlikely that Carnagat project will be completed in this financial year • The WIN Thinc lab project which is ready to go could be funded – • members approve the progression of the Thinc lab if money is made available • David Vint asked if there was scope to get an application he had submitted for a revenue programme funded. 	
<p>7. Project updates</p>		<p>NMEA E2E project:</p> <ul style="list-style-type: none"> • Work placements for 15 year 11 girls from St Marys high school • Taster sessions for year 11 girls • Motivational seminar for year 9 St Mary's and St Joseph's high schools • Meeting Champions mid - August to plan for new school year • To date have worked with 180 students <p>SHSCT Health programme</p>	

		<ul style="list-style-type: none"> • Action Cancer Bus – 9th June Martins lane – 2nd July Threeways, 10th August in Derrybeg • 15 Physical activity programmes • 10 boot camps planned for summer period • 4 green gym's • 200 people participated to date <p>SRC employability programmes</p> <p>Youth mentoring programme:</p> <ul style="list-style-type: none"> • 94% pass rate – achieve 2 GCSE's • 2 students awarded best in N.Ireland • Schools on break for summer <p>TOPS to date –</p> <p>11 recruited to Cat C and forklift truck course</p> <p>CSR course – 6 completed</p> <p>L2 barbering course set up for September</p> <p>CCTV course set for September</p> <p>OCEANS:</p> <p>Strand 1. Accredited training in Essential skills</p> <p>Strand 2. Training in maritime industry – STCW 95 Licence (Standards of training certificate and watch keeping) which is compulsory basic safety training certificate requirement for work at sea/ferries/commercial vessels, including super yachts. – International legal minimum standards for working at sea – recognised around the world.</p> <p>6 days training – 4 from Newry have signed up</p> <p>Education Programme No update</p>	<p>Circulate update from SRC</p>	<p>Sean</p>
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	<p>Community</p> <p>CRJ- Safer stronger communities</p> <ul style="list-style-type: none"> • Crime prevention event held in MARCA • Drop in within a 4 hour timeframe • To be delivered in Barcroft and Threeways • Choices and consequences programme to be delivered over 5 evenings – very positive feedback. • Currently working on future schools programme – delivered in new term • Booked RADAR for Halloween period – places for 40 young people • Number of ongoing cases – 3 active at present • Police and community forum this Friday 29th June – PSNI and NIHE can address local concerns. <p>Sean McKeivitt gave an overview – NM&DDC programmes</p> <p>Outdoor activity: To date 5 groups have received support + 3 user groups.: Progressing well – all 9 groups have submitted expressions of interest for activities to be supported. 425 participated to date- supported by 55 volunteers</p> <p>Community Renewal CCG development support /running costs for CA's</p> <p>Raymond Jackson informed members that he had spoken with Volunteer now – you cannot transfer your volunteering role to another community – you would be required to have a new access N.I check.</p> <p>All SLA's circulated – Letter of offer signed by CCG.</p> <p>Capital projects</p> <p>NIHE projects Discussed under EOI.</p>	
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		<p>THING lab now in position to be completed – subject to funding</p> <p>No other projects in a position to be delivered</p> <ul style="list-style-type: none"> • David Vint raised a concern about parking on the fathom line – students have recorded that it is very dangerous. • Sean told members that Drumalane Quayside Close CA are working with roads division to look at this - could NRP support them • Members raised concerns once more about non attendance/representation at NRP meetings • Consultation on Arts and culture – they will contact Sean in relation to NR • Public meeting in Threeways tomorrow evening to discuss Lyndsey hill development. • Maureen has asked why the lease for Martins lane playpark costs has increased from 9k – 28k – bring this to Housing community network meeting. • Sean read out a thank you letter from the Southern Area Hospice team for our fundraising <p>No more business Thank NMEA and Sean for the hospitality</p>		
6.	A.O. B			
7.	Date and time of next meeting	<p>Wednesday 12th September in WIN Business Centre Commences at 7.00pm</p>	Circulate details	Sean

Report to:	Active and Healthy Communities
Date of Meeting:	15 October 2018
Subject:	Policing & Community Safety Partnership (PCSP) Report
Reporting Officer (Including Job Title):	Janine Hillen, Assistant Director Community Engagement
Contact Officer (Including Job Title):	Damien Brannigan, Head of Engagement

Confirm how this Report should be treated by placing an x in either:-

For decision	For noting only	X
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1.0	Purpose and Background
1.1	To update the Committee on the on-going work of the PCSP and to note the following: <ul style="list-style-type: none"> ➢ Minutes of the Policing Committee Meeting held on Tuesday 10 April 2018, approved at the Policing Committee Meeting on Tuesday 19 June 2018. ➢ Minutes of the Policing Committee Meeting held on Tuesday 19 June 2018, approved at the Policing Committee Meeting on Tuesday 21 August 2018. ➢ Minutes of the PCSP Meeting held on Tuesday 22 May 2018, approved at the PCSP Meeting on Tuesday 18 September 2018. ➢ Officers' Report to the PCSP Meeting held on Tuesday 22 May 2018, approved at the PCSP Meeting on Tuesday 22 May 2018. ➢ Officers' Report to the PCSP Meeting held on Tuesday 18 September 2018, approved at the PCSP Meeting on Tuesday 18 September 2018.
2.0	Key issues
2.1	Actions in the 2018/19 PCSP Action Plan are being delivered as planned.
3.0	Recommendations
3.1	That the Committee:- <ul style="list-style-type: none"> • Note the report. • Note the attached Minutes and Officers' Reports.
4.0	Resource implications
4.1	All actions are budgeted for in the PCSP Action Plan.
5.0	Equality and Good Relations implications
5.1	Actions detailed in the PCSP Action Plan have been developed to meet Council's statutory duty to promote Equality and Good Relations and therefore it is not anticipated that the actions will have an adverse impact on Equality of Opportunity or Good Relations.
6.0	Rural Proofing implications
6.1	Actions detailed in the PCSP Action Plan have been developed to meet Council's statutory duty to have due regard to rural needs.
7.0	Appendices
7.1	Appendix I: Minutes of Policing Committee Meeting on Tuesday 10 April 2018. Appendix II: Minutes of Policing Committee Meeting on Tuesday 19 June 2018. Appendix III: Minutes of PCSP Meeting on Tuesday 22 May 2018. Appendix IV: Officers' Report to PCSP Meeting on Tuesday 22 May 2018. Appendix V: Officers' Report to PCSP Meeting on Tuesday 18 September 2018.
8.0	Background Documents
8.1	As above.

POLICING COMMITTEE

Minutes of Policing Committee of Newry, Mourne and Down District Council held in the Mourne Room, Downpatrick on 10 April 2018 at 6:00pm

In attendance: Cllr Terry Andrews, Newry, Mourne & Down District Council
Audrey Byrne, Independent Member
Cllr William Clarke, Newry, Mourne & Down District Council
Cllr Sean Doran, Newry, Mourne & Down District Council
Cllr Harry Harvey, Newry, Mourne & Down District Council
(Chair)
Una Kelly, Independent Member
Cllr Mickey Larkin, Newry, Mourne & Down District Council
Cllr Kate Loughran, Newry, Mourne & Down District Council
Cllr Michael Ruane, Newry, Mourne & Down District Council
Cllr Michael Savage, Newry, Mourne & Down District Council
Fiona Stephens, Independent Member
Cllr David Taylor, Newry, Mourne & Down District Council
Superintendent David Moore, PSNI
Chief Inspector Joe McMinn, PSNI
Inspector Russell Vogan, PSNI
Sergeant Kelly Gibson, PSNI

Also in attendance: Michael Lipsett, Director of Active & Healthy Communities
Janine Hillen, Assistant Director of Community Engagement
Sarah Taggart, Democratic Services Officer
Damien Brannigan, Head of Engagement

1. Apologies and Chairman's Remarks

Apologies were received from Grace McQuiston, Ewan Morgan and Declan Murphy, Independent Members.

2. Minutes of Policing Partnership held on 23 January 2018

Read: Minutes of PCSP Policing Partnership held on 23 January 2018 (copy circulated)

ACTION: The Minutes were agreed as an accurate record on the proposal of Cllr Terry Andrews, seconded by Cllr Michael Ruane

3. Matters Arising

Audrey Byrne asked whether Councillor Clarke had received the statistics he had requested. Councillor Clarke advised he had not received the statistics to date.

4. Declarations of Interest

There were no Declarations of Interest.

5. District Commander Report

Read: District Commander Report – 10 April 2018 (copy circulated)

Deputy District Commander David Moore presented the District Commanders report to the Committee.

Councillor Doran queried whether the public should be made aware if guns were stolen within the community. Sector Commander Holden advised sometimes if there was a live investigation ongoing, the public may not be made aware. He stated he would speak to the Councillor following the meeting.

Councillor Doran also asked whether the 101 phone number was working correctly as he had tried to get through a number of times, resorting to phoning the Duty Sergeant's mobile which was not answered either.

DDC Moore advised members of the partnership should have access to police at all times and if there were any communication difficulties he would endeavour to ensure these were rectified.

Jude Cumiskey asked why the hate and domestic crime figures were missing and whether there were any statistics to give an indication on geography in terms of where domestic violence increases had taken place.

DDC Moore advised the figures cannot be published outside the approved template provided within the report from Policing Board. He stated there was no pattern in terms of geography as it was a Northern Ireland wide issue and a cultural shift needs to happen to tackle the problem.

Una Kelly stated that although the bodyworn cameras were showing great successes, was DDC Moore aware that the CCTV was being removed within Downpatrick, Ballynahinch and Newcastle and the business community in these towns would lose out.

DDC stated cameras on their own were meaningless and in 2018 no organisation had any money to run, refurbish or staff the cameras appropriately. Bodyworn cameras were part of the solution as it puts cameras where police officers were which was very worthwhile in terms of domestic violence situations. He stated PSNI had been monitoring other areas where CCTV systems had been removed and the impact and effect on crime rates wasn't necessarily as poor as expected.

Councillor Clarke stated CCTV was down to money and a consultation exercise was being undertaken to investigate alternative methods going forward. He asked for an updated list of policing contacts within the Newcastle area and whether an increased

police visual presence could be placed in the Burren Meadow area of Newcastle as the fear of crime had increased due to recent events.

DDC Moore advised one of the incidents that had occurred was an opportunistic crime and alcohol had been involved and police had responded to the other incidents however he recognised the effort needed to be maintained.

Councillor Clarke also queried what the police were doing with regard to prosecuting those people in the estates in Newcastle that were dealing drugs and the issues with 'boy racers' in Donard Park.

DDC Moore stated the sub judiciary rules within Northern Ireland were extremely powerful and suggested PCSP could hold a thematic meeting around drug enforcement. He offered Members the opportunity to visit the station to look at how the system operated.

Councillor Savage thanked the officers for the work ongoing within the Newry area and asked that the community-led schemes be rolled out to other areas within Newry. He queried how it would be possible to deal with the issue of noisy tenants and getting landlords to act.

Sector Commander Holden advised the scheme had been introduced in Carnagat and Barcroft areas with the feedback positive so far. There were new laws in place for landlords who privately rent out houses and although the Housing Executive assist in relation to nuisance residents, it was important that the community continue to report these people.

Councillor Trainor queried whether the information on the Locate System could be transferred to Community Planning using GIS.

DDC Moore stated the data contained within the programme was highly confidential therefore would not be able to be transferred.

Councillor Ruane asked for an update on the former police station site in Warrenpoint.

DDC Moore advised he would investigate what was happening with the site and revert to the Members as soon as possible.

The Chairperson thanked DDC Moore and his team for attending the meeting.

6. Consider Meeting Schedule for Policing Committee

Mr Lipsett advised himself and Mrs Hillen were in attendance at the meeting to provide an update on the position of the PCSP Manager and seek feedback from the Committee about how it was working, resources towards future meetings and any improvements that may be required.

Mrs Hillen advised the PCSP Manager were taking place tomorrow and should hopefully be in a position to appoint immediately subject to the outcome of interviews and pre-employment checks.

Members discussed the issue at length with the following points being raised:

- Need to go back to the drawing board as the same format had been followed year on year, now would be an opportunity to do things differently. Have a workshop when the new manager is in post to look at everything the committee does and how it should be moving forward.
- The independent members were as important as everyone else and when cancelling a meeting, all members should have been consulted.
- The role of PCSP was to monitor the police and improve confidence in policing, this had been lost recently and is a vital part of the PCSP work. The meeting this evening went very well.
- There is a danger the partnership was turning into a talking shop, going round in circles and not achieving very much. Pop-up events should be organised in local working class estates, the business community etc.
- Should be tying into thematic sessions or community engagement sessions.

In responding to the points raised, Mr Lipsett and Mrs Hillen advised:

- PCSP operated under the Standing Orders of Council and the meeting was cancelled in line with these.
- There were resource issues around issuing agendas, officer reports and minutes being taken. Proposal was to have bi-monthly meetings with themed meetings and workshops in between as and when required.

DDC Moore suggested thematic meetings would be a good idea and given the partnership working he invited members into the command training room to experience real situations and demonstrate how decisions were made and suggested the next meeting could be held in a police station.

Members welcomed the idea of thematic meetings and it was agreed on the proposal of Councillor Ruane, seconded by Councillor Savage, that once a manager was in place, to hold a workshop with just Elected and Independent members to see how the PCSP was structured and discuss the way forward.

Agreed: It was agreed on the proposal of Councillor Ruane, seconded by Councillor Savage to hold a workshop, when the PCSP Manager was in place, with Elected and Independent Members to see how the PCSP was structured and discuss the way forward.

The next meeting will be held in Newry on 22nd May 2018 at 6pm in Newry.

There being no further business, the meeting ended at 7.41pm.

POLICING COMMITTEE

Minutes of Policing Committee of Newry, Mourne and Down District Council held in the Mourne Room, Downpatrick on 19 June 2018 at 6:00pm

In attendance:

- Cllr Terry Andrews, NMDDC
- Cllr Robert Burgess, NMDDC
- Audrey Byrne, Independent Member
- Cllr William Clarke, NMDDC
- Cllr Sean Doran, NMDDC
- Cllr Harry Harvey, NMDDC (Chair)
- Una Kelly, Independent Member
- Cllr Mickey Larkin, NMDDC
- Cllr Kate Loughran, NMDDC
- Declan Murphy, Independent Member
- Cllr Brian Quinn, NMDDC
- Cllr Michael Ruane, NMDDC
- Fiona Stephens, Independent Member
- Cllr David Taylor, NMDDC
- Superintendent David Moore, PSNI
- Jude McNeill, Independent Member
- Chief Inspector Joe McMinn, PSNI
- Grace McQuiston, Independent Member
- Chief Inspector Joe McMinn PSNI
- Inspector Russell Vogan, PSNI
- Inspector Darren Hardy, PSNI
- Sergeant Sam Ballard, PSNI
- Sergeant Kelly Gibson, PSNI

Also in attendance:

- Michael Lipsett, Director of Active & Healthy Communities
- Damien Brannigan, Head of Community Engagement
- Andrew Kernaghan, PCSP Officer
- Dan McEvoy, PCSP Officer
- Patricia McKeever, Democratic Services Officer

1. Apologies and Chairman's Remarks

Apologies were received from Councillor Savage.

Councillor Harvey welcomed all to the meeting, he acknowledged it was his last meeting as Chair and he wished Councillor Burgess well in his new role as Chair for the next term. Councillor Harvey also wished Superintendent David Moore well in his new role and welcomed Superintendent Jane Humphries from Fermanagh and Omagh to our area. He thanked all Members for their support throughout his term as Chair.

Councillor Harvey then referred to several very informative events he had recently attended:

11 June 2018 – Quarterly PCSP Neighbourhood Watch Coordinators' Network meeting in the Ballyduggan Mill, Downpatrick.

13 June 2018 – Councillor Harvey, Ms Kelly and Ms AByrne attended an Information Workshop organised by the NI Policing Board in Dungannon.

19 June 2018 – Councillor Harvey, Ms McQuiston and Mr Brannigan attended a meeting in Lisburn hosted by the Criminal Justice Inspectorate for NI in relation to the inspection of Policing and Community Safety Partnerships.

2. Minutes of Policing Partnership held on 23 January 2018

Read: Minutes of PCSP Policing Partnership held on 10 April 2018 (copy circulated)

Ms Jude McNeill and Councillor Quinn advised they were present at the Meeting on 10 April and asked that the Minutes be amended to reflect this.

ACTION: The Minutes were agreed as an accurate record on the proposal of Councillor Terry Andrews, seconded by Councillor Michael Ruane subject to the above amendments.

3. Matters Arising

Ms Kelly asked about the scheduling of the PCSP and Policing Committee Meetings going forward and said it was important to ensure these meetings continued to be held. She said she thought it more productive to have the PCSP Meetings and Policing Committee Meetings held separately.

In response, Mr Brannigan said it had been agreed at a PCSP Meeting earlier in 2018 to hold both the PCSP and the Policing Committee Meetings separately on a bi monthly basis, however this decision had been made without cognisance of resources and as a result of insufficient resources it had subsequently been necessary to consider reverting back to holding the two meetings one after the other on a bi monthly basis

Ms Byrne reiterated the importance of continuing to hold the PCSP and Policing Meetings. Ms McQuiston said it was important that Members, particularly Independent Members, had the opportunity to challenge the PSNI at these Meetings.

Discussion took place regarding the appointment of a new PCSP Manager. Mr Lipsett advised they were currently working with HR in finalising the job description, following which, the vacancy would be advertised as per RPA policy. He acknowledged the RPA process for filling posts was very slow and

frustrating. He commended Mr Brannigan for the extra workload he had undertaken and said once the PCSP Manager was in place, which he anticipated should be in September 2018, a workshop would be held to discuss the format of the meetings going forward and the decision as to the necessity to have formalised minuted meetings would be a topic for discussion.

In response to a query from Ms Kelly as to the fact that other Councils didn't appear to have a resources issue with regard to holding separate meetings, Mr Lipsett replied the PCSP budget could be spent as the Committee agreed, however there was a balance to be reached between juggling staff costs with the operating budget, but these were all issues that could be discussed at the workshop when the PCSP Manager was in post.

4. Declarations of Interest

There were no Declarations of Interest.

5. District Commander Report

Read: District Commander Report – 19 June 2018 (copy circulated)

Chief Inspector McMinn presented the District Commander's report to the Committee.

Councillor Quinn expressed the following concerns:

- With the impending roads works at Rooney Road, PSNI should be aware of the potential for motorists to drive through red lights as was the case when works were ongoing in Ballymartin.
- Double parking in Newcastle, motorists putting their hazard warning lights on and leaving their vehicles to go into the local shops, resulting in traffic having to change lanes to get around the stationary vehicles.
- The use of mobile phones whilst driving. He said he would like to see more prosecutions for this offence.

Chief Inspector McMinn said he agreed that double parking was an issue in Newcastle which they would endeavour to resolve, but due to lack of resources it would be impossible to have an on site presence, however he said he would ensure that a notice be put up on social media. With regard to the use of using mobile phones whilst driving, Chief Inspector McMinn said there was an increased fine and 6 penalty points for this offence. Councillor Quinn asked if double parking would be a prosecutable offence or be subject to a fine. Chief Inspector McMinn said DRD could erect signs regarding double parking, but he couldn't confirm that fines would be put in place. He said he could arrange for high visibility patrols in the area.

Councillor Clarke agreed with Councillor Quinn's concerns regarding double parking and said this was also an issue at Bloody Bridge and there was a need for a meeting

to discuss this. He continued, saying a proactive high visibility approach was needed to tackle the anti social behaviour in various areas throughout the district.

Councillor Clarke then raised the following concerns:

- Could PSNI provide an update to the serious incident that had occurred on the Downs Road this morning where two men had been attacked.
- Motorists driving through red lights on the Shimna Road was a regular occurrence as well as visible tyre tracks on roads indicating speeding taking place.
- Following on from an attack on a Romanian National, there was fear in the area, could PSNI advise what measures they were taking to ensure that people felt safe.

In response to these issues Chief Inspector McMinn said he would arrange for a high visibility operation to be carried out on Newcastle Promenade over the summer months. With regard to motorists speeding and driving through red lights he would pass these concerns on to Road Traffic Division and with regard to the incident that had occurred this morning, although he could not go into any detail as there was an ongoing investigation, he confirmed that three people had been detained in custody.

Councillor Doran raised the following concerns:

- Hit and run incident that had occurred in Kilkeel on previous Saturday night.
- Huge concern regarding drug dealing in Newry Street, Kilkeel.

Chief Inspector McMinn replied saying that he was aware of the on going drugs problem in the area and said there were more operations planned to tackle this. With regard to the hit and run incident, he would endeavour to get an update on this.

Councillor Andrews raised the following concerns:

- The Church of Ireland had been the target for a burglary, this had been the second time it had been targeted by criminals.
- On going issues with cars and lorries parking across residents driveways.

Chief Inspector McMinn said that organised criminal gangs were coming into the area from Romania, they were highly skilled at disabling security systems and churches, garages and ATMs across the district had been targeted. He continued, saying that these gangs were operating across Ireland and had been involved in over 180 incidents, and although some of them had been arrested, it was very difficult to have any impact as they were not remaining in the area. He said a strategy was being set up to look at preventative measures in dealing with burglaries at churches and halls.

Ms McNeill asked for clarity on the work being done in engaging with the LGBTQ+ community and also for an update on the distribution of drug bins throughout the area.

Chief Inspector McMinn replied saying he wasn't convinced that young people were comfortable to speak openly and that there wasn't a proper platform in place for them to express themselves. He said discussions and awareness sessions were on going and he was keen to keep progressing this in an effort to give the community a voice. He advised that the Rainbow Group were currently in the process of securing new premises and when this was finalised they would continue to engage with them on a regular basis.

Sergeant Gibson advised that the drug bins were ready to be distributed and at a recent Newry DEA Forum it was agreed to seek to locate them on Council owned properties. She said they were open to suggestions as to potential locations and they had approached the Quays Shopping Centre, Buttercrane Shopping Centre, Tesco and Asda but there was a hesitancy from these businesses to agree due to their concerns that they may attract anti social behaviour although there was no evidence to suggest this was the case from other locations.

Ms Kelly said that drug dealing was taking place at the back of the bus station in Downpatrick, she said she had witnessed this at around 3.00pm – 3.30pm when school children would have been present.

Chief Inspector McMinn said the PSNI were aware of this.

Inspector Vogan said the police have received reports of similar in Newry Bus Station and are carrying out patrols to prevent and detect such activity.

Councillor Ruane said the Blues on the Bay Festival in Warrenpoint in May of this year had been particularly blighted with underage drinking and gangs, there was a lack of police presence and, in preparation for the 2019 festival, there should be more involvement with community safety wardens working alongside the PSNI.

Chief Inspector McMinn responded saying a lack of resources had played a part in this outcome, however he agreed with Councillor Ruane saying the high level of anti social behaviour was unacceptable and he would support the PSNI working alongside community safety wardens at the next festival to ensure a safer and more enjoyable event for all attendees.

Ms McQuiston said that the public toilets in Kilkeel had been sabotaged and wreaths had been lifted and thrown into the river and asked if the PSNI were aware of anything untoward going on.

Chief Inspector McMinn said he agreed this was an area of concern for the community and unacceptable. He said CCTV footage had confirmed these incidents were as a result of people being intoxicated, the cameras were not pointed directly at the people involved and therefore identifications could not be made, he said the incidents were not linked and that investigations were still on going.

Mr Brannigan said that in the absence of a having a PCSP Manager he wished to thank the Chair, Vice Chair, Members, Mr Kernaghan, Mr McEvoy, fellow PCSP staff and Democratic Services for their support and assistance, and said he was totally committed to the work that the Policing Committee and PCSP does.

No confirmed date was agreed for the next meeting. However Mr Brannigan advised that if possible the next Policing Committee Meeting would be held on the scheduled

date of Tuesday 21 August 2018 at 6.00pm in the Downshire Civic Centre, subject to staff leave entitlement, and that Members will be notified in due course.

There being no further business, the meeting ended at 7.40pm.

Report to:	Policing & Community Safety Partnership
Date of Meeting:	18 September 2018
Subject:	Minutes of PCSP Meeting held on 22 May 2018
Reporting Officer (Including Job Title):	Dan McEvoy, PCSP Manager (Temp)
Contact Officer (Including Job Title):	As above

Decisions required:	
To note this report.	
To consider and approve the Minutes of the previous Policing & Community Safety Partnership (PCSP) Meeting held on 22 May 2018.	
1.0	Purpose and Background:
1.1	To consider the Minutes of the PCSP Meeting held on 22 May 2018.
2.0	Key issues:
2.1	None.
3.0	Recommendations:
3.1	To note this report. To agree to approve the Minutes of the PCSP Meeting held on 22 May 2018.
4.0	Resource implications
4.1	None.
5.0	Equality and good relations implications:
5.1	None.
6.0	Appendices
6.1	Appendix I: Minutes of PCSP Meeting held on 22 May 2018.

POLICING & COMMUNITY SAFETY PARTNERSHIP

Minutes of the Policing & Community Safety Partnership Meeting of Newry, Mourne and Down District Council held in the Boardroom, Monaghan Row on Tuesday 22 May 2018 at 6pm

In attendance:

- Cllr Terry Andrews, NMDDC
- Ms Audrey Byrne, Independent Member
- Cllr William Clarke, NMDDC
- Mr Stephen Dolan, Criminal Justice Inspection NI
- Cllr Sean Doran, NMDDC
- Sgt Kelly Gibson, PSNI
- Cllr Harry Harvey, NMDDC (Chair)
- Mr Michael Heaney, Youth Justice Agency
- Ms Roisin Leckey, Probation Board NI
- Cllr Kate Loughran, NMDDC
- Ms Grace McQuiston, Independent Member (V.Chair)
- Mr Ewan Morgan, Independent Member
- Ms Wendy Osborne, Independent Member NI Policing Board
- Mr Fergal O'Brien, Southern Health & Social Care Trust
- Ms Jude O'Neill, Independent Member
- Cllr Brian Quinn, NMDDC
- Cllr Michael Ruane, NMDDC
- Cllr Michael Savage, NMDDC
- Ms Fiona Stephens, Independent Member
- Cllr David Taylor, NMDDC
- Superintendent David Moore, Acting District Commander, PSNI
- Ms Loma Wilson, NI Housing Executive

Also in Attendance:

- Ms Janine Hillen, Asst. Director – Community Engagement
- Mr Johnny McBride, Asst. Director – Community Planning & Performance
- Mr Damien Brannigan, Head of Engagement
- Mr David Patterson, Head of Community Planning
- Mr Andrew Kernaghan, PCSP Officer
- Mr Dan McEvoy, PCSP Officer
- Ms Kerri Morrow, DEA Co-ordinator (Newry)
- Ms Patricia McKeever, Democratic Services Officer

1. Apologies and Chairperson's Remarks

Apologies were received from Ms Una Kelly and Cllr Mickey Larkin.

The Chairperson thanked everyone for attending the meeting and in acknowledging that it was his last meeting as Chairperson of the PCSP Committee he expressed thanks for all the support he had received throughout the year.

The Chairperson also expressed sincere condolences to Councillor Larkin on the tragic death of his son on 4 May 2018.

The Chairperson welcomed Ms Wendy Osborne, Independent Member of the NI Policing Board and Mr Stephen Dolan from the Criminal Justice Inspection NI to the meeting.

The Chairperson acknowledged some events he and the Vice Chairperson Ms McQuiston had both recently attended the Mourne Mountain Adventure and the Community Sentencing Workshop held in Castle Buildings organised and delivered by the Department of Justice.

He added that all members should be aware that the PCSP had moved office location from Monaghan Court to the McGrath Centre in Newry and he reminded all members of the need to ensure that their expenses are submitted on time.

2. Minutes of PCSP Committee held on 23 January 2018

Read: Minutes of PCSP Committee held on 23 January 2018 (copy circulated)

Mr Brannigan advised that Mr Dan McEvoy had been present at the meeting on 23 January 2018, however this had not been recorded in the Minutes.

ACTION: On the proposal of Councillor Andrews, seconded by Ms Stephens it was agreed the Minutes of the PCSP Committee held on 23 January 2018 were a true and accurate record subject to the above amendment.

3. Matters Arising

There were no matters arising.

4. Declarations of Interest

There were no declarations of interest.

5. Update on PCSP Manager Recruitment

Ms Hillen advised they had been unsuccessful in recruiting a PCSP Manager, however, talks had taken place between Council's HR and Council Officers regarding the job description and linkages with community planning and good relations. Following this review Council intend to have this position filled as soon as possible.

6. PCSP Communique: Issue Number 12018. Joint Committee Funding to PCSPs – 2018/19

Read: Report by Mr Brannigan, dated 22 May 2018, regarding PCSP Communique: Issue Number 12018. Joint Committee Funding to PCSPs – 2018/19 (copy circulated)

ACTION: It was agreed to note PCSP Communique: Issue Number 12018. Joint Committee Funding to PCSPs – 2018/19

7. Updated Action Plan 2018-2019

Read: Report by Mr Brannigan, dated 22 May 2018, regarding the Updated Action Plan 2018/19 (copy circulated)

Ms Hillen advised members that due to time constraints, the additional funding of £18,939.74 had been allocated, in the short term to the Drugs and Alcohol budget, she said this was only an interim allocation and the funding could be reallocated at a later date.

ACTION: It was agreed to note the Officer Report

8. Public Space CCTV

Mr McBride delivered his presentation on Public Space CCTV (copy attached).

Following the presentation, discussion took place and the following points were raised:

- It was very important for people to feel safe in their own community.
- The presence of CCTV throughout the district was generally seen to be a deterrent in the fight against crime.
- Although the CCTV presentation indicated there was a marked decline in recorded crime in the NMDDC area, there was no evidence to indicate how much of this could be attributed to the presence of CCTV.

- It was not possible to give statistics on the effectiveness of the CCTV in the district as there was no one responsible for collating this data.
- Antisocial behaviour captured on CCTV was not always proven to be beneficial in terms of providing evidence.
- Business people throughout the district needed to be more informed in the CCTV provision in the area.
- The funding element in relation to upgrading the CCTV systems throughout the district was a matter to be carefully considered.

The Chairperson invited Superintendent Moore to comment. Superintendent Moore said that although funding was not under his control, there was a possibility he might be able to provide an indicator as to the effectiveness of CCTV by obtaining manual analysis from Pro Tec Services who had used CCTV in their security provision at property holdings. He said there were limitations to CCTV and it was very difficult to determine how much evidential CCTV recordings would result in prosecutions. He agreed that CCTV had been developed in a very piecemeal fashion but had no doubt as to its deterrent value and contribution to community safety.

Ms Leckey asked Superintendent Moore if funding could be obtained under the Assets Recovery Fund. Superintendent Moore replied that he would investigate this and also he would ascertain if there was a possibility a bid could be submitted to cover the camera costs.

Councillor Ruane said there would still be a substantial cost to be met by the rate payer and he said that further funding would be needed. He added that Belfast City Council didn't contribute at all to CCTV provision in the area.

AGREED: Superintendent Moore to ascertain if funding could be obtained under the Assets Recovery Fund to cover camera costs and report back to Committee.

9. Briefing on PSNI Operation Silent Guardian

Sergeant Gibson said Operation Silent Guardian was an initiative in operation across Northern Ireland that had first been piloted in Antrim. She said leaflets had been devised to ensure a more structured approach to reporting drug related crimes, and added that these leaflets would be beneficial in encouraging people to report other forms of crime in the district. The contact number for

Crimestoppers was included on the leaflet, and this could be used by people who didn't want to complete the leaflet. She added that the service provided by Crimestoppers was 100% anonymous and there was no way of tracing calls made to them. She said leaflets had been ordered for the district.

Sergeant Gibson continued, saying that drugs were a major on going concern with young people across the district. In response to a query from Ms O'Neill regarding the distribution of these leaflets throughout schools, Sergeant Gibson replied that this initiative would form part of the work already undertaken in schools. She said prescription drugs were as much of a threat as illegal drugs and that an initiative was underway in an effort to get these drugs off the streets. She said six customised bins had been ordered and these would provide a safe place to dispose of prescription drugs and illegal drugs. She added that these bins were in operation in other areas and had proven to be effective, additionally there was no evidence of antisocial behaviour relating to them. Sergeant Gibson continued, saying that the drugs issue was very difficult to police effectively and that a joined up approach was needed in tackling the drug problem in the area.

10. Officers' Report

Read: Report by Mr Brannigan, dated 22 May 2018, regarding Officers' Report (copy circulated)

ACTION: It was agreed to note the Officers' Report.

11. ASB Sub Group Report

Read: Report by Mr Brannigan, dated 22 May 2018, regarding ASB Sub Group Report (copy circulated)

ACTION: It was agreed to note the ASB Sub Group Report

12. Bonfire Sub Group Report

Read: Report by Mr Brannigan, dated 22 May 2018, regarding Bonfire Sub Group Report (copy circulated)

Councillor Clark asked if Mr Darren McArdle from Copius Consulting had met with the community groups with regard to bonfires and particularly contentious bonfires. Mr Kernaghan advised that this was being undertaken by Copius Consulting and an update would be provided at the next Bonfire Sub Group meeting on 25 June 2018.

Councillor Quinn said that Killeel had an on-going problem with flags and that local businesses had advised that the flying of flags was detrimental to their trade in terms of tourism. He said there was a need for someone to work with the young people of the area in an effort to reduce or eradicate the flying of flags.

The Chairperson replied that Mr Darren McArdle from Copius Consulting was currently working on a strategy for dealing with these issues.

ACTION: It was agreed to note the Bonfire Sub Group Report

13. Home Secure (Locks & bolts) Scheme Report

Read: Report by Mr Brannigan, dated 22 May 2018, regarding Home Secure (Locks & bolts) Scheme (copy circulated)

In response to a query from Councillor Andrews regarding the possibility of implementing smart water technology as a crime deterrent, Mr McEvoy replied that an event was to be arranged in Crossgar that would showcase a new anti-theft property marking equipment device.

Mr O'Brien asked if data protection had been breached in circulating names and addresses. Mr Brannigan replied that this information had been circulated in error.

Ms Leckey asked if it would be possible for Mr McEvoy to arrange for suitably a qualified official to speak to the victims of crime.

It was established that the Home Secure (Locks & Bolts) Scheme was a very worthwhile one and the costs associated with fitting home security devices were included within the contract.

**ACTION: It was agreed to note the Home Secure (Locks & bolts) Scheme Report
Mr McEvoy to investigate the possibility of arranging for a suitably qualified official to speak to the victims of crime.**

14. Good Morning Good Neighbour Scheme Report

Read: Report by Mr Brannigan, dated 22 May 2018, regarding the Good Morning, Good Neighbour Scheme Report (copy circulated)

ACTION: It was agreed to note the Good Morning Good Neighbour Scheme Report

15. Community Warden Scheme Report

Read: Report by Mr Brannigan, dated 22 May 2018, regarding the Community Warden Scheme Report (copy circulated)

ACTION: It was agreed to note the Community Warden Scheme Report

16. Domestic Violence Intervention Programme 2018/19

Read: Report by Mr Brannigan, dated 22 May 2018, regarding the Domestic Violence Intervention Programme 2018/19 (copy circulated)

ACTION: It was agreed to note the Officer Report

17. PEACE IV PCSP Update

Read: Report by Mr Brannigan, dated 22 May, 2018 regarding the PEACE IV PCSP Update

ACTION: It was agreed to note the PEACE IV PCSP Update Report

18. DEA Co-ordinators' Report

Read: Report by Ms Morrow, dated 22 May 2018, regarding work of District Electoral Areas (DEAs) (copy circulated)

Councillor Andrews thanked the DEAs for a recent senior citizens event that had been held in Ballynahinch and said that the advice and tips offered to older people had been very useful. He thanked the DEA Co-ordinators for all their hard work.

ACTION: It was agreed to note the DEA Co-ordinators' Report

19. Joint committee PCSP Communiqué: Issue Number 2.2018 – Inspection of Policing & Community Safety Partnerships

Read: Report by Mr Brannigan, dated 22 May, 2018 regarding Joint committee PCSP Communiqué: Issue Number 2.2018 – Inspection of Policing & Community Safety Partnerships (copy circulated)

In response to a query from Ms Byrne as to clarity on the role of the PCSPs in monitoring PSNI involvement, Mr Dolan replied that meetings took place with Police Liaison Groups and the PCSPs had a monitoring role. Ms Byrne said this was not included in the Terms of Reference. Mr Dolan responded by saying that it was part of the inspection and would be included.

Councillor Andrews asked what preparations would be made for PCSPs in the event that Stormont was not active. Mr Dolan replied that reports would continue to be issued the Criminal Justice Inspection Ni but he couldn't guarantee what traction they would have if they needed ministerial approval.

ACTION: It was agreed to note the Officer Report

20. Anti-Social Behaviour Legislation Review Consultation

Read: Report by Mr Brannigan, dated 22 May 2018, regarding Anti-Social Behaviour Legislation Review Consultation (copy circulated)

Ms O'Neill enquired as to the closing date for the response regarding the Anti-Social Behaviour document. Mr Brannigan replied that all feedback should be sent to Mr McEvoy and this would form the basis of a draft response to DOJ by the closing date of 12 June 2018 and this response would then be discussed at the next ASB Sub Group Meeting on 13 June 2018.

ACTION: It was agreed to note the Officer Report

21. AOB

Councillor Ruane referred to a recent incident that had occurred in the district and said it was vital that the community had trust in the judicial system.

Superintendent Moore replied that he couldn't comment on live investigations, however, he said that all decisions are based on EU Conventions on Human Rights. He continued saying that the PSNI had a duty to apply the law and be impartial and that they had a statutory duty to investigate, however if an issue came to court the Judge was the final arbiter.

Councillor Ruane raised the issue of Warrenpoint Police Station and said that at a previous meeting it had been discussed about Council having an interest in purchasing it, however, Council had recently been made aware via local press that the Police Station was no longer for sale. Councillor Ruane continued, saying that a lack of respect had been shown to Council by PSNI in not advising Council before the news appeared in the public domain.

Superintendent Moore replied he deeply regretted that Council had not been informed prior to the news entering the public domain. The ultimate decision not to sell was taken by the NI Policing Board who owned the building. He said events including internal delays and uncertainty post Brexit had occurred with the NI Policing Board eventually reversing their decision to sell. He gave an unreserved apology that this news had appeared in local press in advance of Council being notified of the change of plan.

Councillor Clarke congratulated the Chair and Vice Chair for the chairing skills they had demonstrated throughout the year.

Ms McQuiston said the Mourne Mountain Adventure event 21 April 2018 was a huge success and passed her congratulations on to all involved.

22. Date of Next Meeting

It was agreed that a workshop would be held to discuss the schedule and format of the meetings going forward when the new PCSP Manager took up position.

The date of the next Policing Partnership Meeting is 19 June 2018 at 6pm in Council Offices, Downpatrick

The meeting ended at 7.40pm.

Appendix V
PCSP Officers Report
May 2018

Strategic Objective 2: To improve community safety by tackling crime and anti-social behaviour

Anti-Social Behaviour Action Plans

It was noted that the Castlewellan Road ASB had moved to Island Park Newcastle - the Community Safety Wardens and PSNI have been working with a local youth group and residents to resolve the issue. There has been a meeting with council officers around locking or amending gating at Donard Park and the Island Park, Newcastle at night. PCSP and DEA officers sit on the Downpatrick, Newry and Newcastle interagency forums, this is particularly helpful as both these areas have been selected by the ASB sub group to be targeted intervention areas during 2018/2019. The ASB sub group met in Newcastle in 11th April.

Partnership Working: PSNI, PCSP, NMD Council

Respect Programme (Youth ASB)

PCSP have again engaged the services of Respect and their program is currently running in the De La Salle secondary school in Downpatrick, the 8 week program started at the beginning of April and runs on a Friday morning. The program engages with young persons of secondary school age who are known to the police and other authorities and through sport and group activities helps to build their confidence in one another. The Programme is also being run in Newcastle and greater Carnagat areas.

Partnership Working: PSNI, Education Authority, Translink, Carnagat Community Association, Northern Ireland Housing Executive, Youth Justice Agency, Southern Health Trust (SHSCT)

Riverwalk Kilkeel /Mournes DEA (ASB)

Talks continue with PSNI and with the Secondary Schools in Kilkeel to promote Friday nights of activity based events for the area. We are awaiting the start of the PEACE programme. In meantime the night with IFA Cage Football in the Lower Square Kilkeel on 16th February went well, with good turn out. There was a trip to Crumlin Road Goal with some of the Youth and PSNI. More events are being organised to counteract the ASB.

Partnership Working; PCSP, PSNI, Kilkeel Development Association, Kilkeel High School, St Louis Grammar School, PEACE IV

Mourne Mountain Adventure (ASB)

Mourne Mountain Adventure – was on 21st April and was well attended with over 50 youth organisations from the area and wider within Northern Ireland. After 2017's washout, the weather was outstanding this year and competitors stayed in around the Silent Valley complex for longer to enjoy the sunshine. With assistance from new partner SERC, this years was probably the most successful MMA.

Partnership Working; PCSP, PSNI, RIFCA, MOD. SERC, NI Water Service, NMD Council

Road Safety

The PCSP continue to work along with the PCSP, PSNI and NIFRS and the Newry Mourne and Down Road Safety Committee to inform with Road Safety talks. Hi-Vis vests are being distributed to individuals and sporting groups to promote safer walking and cycling as well as with schools in district.

Partnership Working: PCSP, PSNI, NIFRS, Secondary Schools, NMD Road Safety Committee.

Rural Crime

The PCSP have purchased a new property marking equipment to mark items from trailers etc through to mobile phones. This is a first in Northern Ireland and follows Police Forces in Great Britain and An Garda Siochana

Partnership Working: NMD PCSP, NMD PSNI, An Garda Siochana

Retail Crime and Cyber Crime Events

A series of workshops have been held (Ballynahinch, Newcastle and Newry) targeting local business owners. These information sessions provided current good practice guidance on how to keep a business safe and free from criminal interventions including data loss and financial loss. These seminars have been arranged in association with Newry BID, PSNI and Ulster Bank to alert businesses to cyber safety issues. The RFID Protection cards continue to be one of the best engagement tools for the PCSP – PSNI and community across the district. Feedback has been very positive.

Partnership Working: PCSP, PSNI, Bank of Ireland, Halifax, Santander, Nationwide Building Society, First Trust, local shops and Post Offices.

Neighbourhood Watch / Burglary / Crime Prevention

Many NHW schemes within the district are now coming to the end of their 2 year tenure and are required to apply for reaccreditation. There has been encouragement to establish new schemes and the most recent scheme is in the New Model farm area in Downpatrick, it is the first scheme within the Ballymote Area. The next Neighbourhood Watch Network meeting is due to take place in June (Downpatrick Area)

Partnership Working: PSNI, Home Secure Scheme, DEAs, Council

Drugs and Alcohol.

PCSP officers sit on the Drugs Alcohol Coordination Teams (DACT) in both the Southern Trust Area and South Eastern Trust Area. PCSP has agreed to cover the cost of updating and reprinting the information leaflets that contain all the relevant sign posting information for those wishing to access the current services available within both trust areas.

RAPID (Remove All Prescription and Illegal Drugs) Bins program

Discussions are at advanced stages regarding the installation of RAPID Bins within Downpatrick and Newcastle, working in partnership with the PSNI. When fully agreed, TESCO and ASDA will host the bright yellow bins that allow members of the public to dispose of unwanted medication and other drugs in a safe manner. PCSP are working with Start 360 (Newry) and ASCERT (Downpatrick) as the partner organisations who will help manage the bins and their functions.

There have been a number of hard-hitting talks across the district with Theresa Burke speaking with young people in schools and Regional Colleges about the result drugs have on family lives and individuals. Ms Burke's son died as the result of taking drugs.

Partnership Working: PCSP, PSNI, Start360, ASCERT, DEAs, District Schools and Colleges, DACT, SDACT.

Internet Safety Talks – REIM Training Solutions and PSNI Public Protection Unit (PPU)

PCSP continue to support the delivery of targeted Internet safety talks/chats. A series of evening events have been completed within Newry, Killeel, Ballynahinch, Downpatrick and Newcastle, with the events targeting the parents of primary school children. REIM and PSNI provide information on a range of Apps that are now being used by kids both the REIM presenter and PSNI Officer provided information on how to ensure kids remain safe whilst using the internet and what dangers to look out for.

Partnership Working: PCSP, PSNI, Start360, ASCERT, DEAs, District Schools

PSCP Social Media

The PCSP Facebook and Twitter pages continue to gain more followers and members are encouraged to send through any related material for inclusion onto the page – material may be sent to Andrew or Dan

Strategic Objective 2: To improve community safety by tackling crime and anti-social behaviour

Anti-Social Behaviour Action Plans

ASB Community Safety action plans are in place for Ballymote in Downpatrick and Castlewellan Rd in Newcastle. ASB Sub Group members continue to receive regular updates. The third ASB Community Safety action plan for Carnagat Newry has not yet been completed as work continues on the ground with relevant statutory bodies including PSNI. Feedback from PSNI concludes that the issues within Carnagat have mostly been resolved. Newry DEA co-ordinator and PCSP continue to meet regularly with PSNI colleagues and are currently considering interventions within the Newry Area (as agreed at the most recent ASB sub group meeting on 29 August 2018).

Community Safety Wardens continue to be present in all the main towns and their reports are presented at the ASB Sub Group meetings.

Partnership Working: PSNI, PCSP, NMD Council

Respect Programme (Youth ASB)

As reported at the last PCSP meeting, RESPECT were engaged to deliver their program in the De La Salle secondary school in Downpatrick. The 8 week program ended in mid June and feedback from YJA has been very positive. The program engaged with young persons of secondary school age who are known to the police and other authorities and through sport and group activities helped to build their confidence in one another. It is hoped to consider the program for Newcastle and greater Carnagat area..

Partnership Working: PSNI, Education Authority, Translink, Carnagat Community Association, Northern Ireland Housing Executive, Youth Justice Agency, Southern Health Trust (SHSCT)

Riverwalk Kilkeel /Mournes DEA (ASB)

The Riverwalk area continues to be linked with incidents of ASB, Local Newcastle NPT members patrol the area on a regular basis. As the schools return following the summer break, the Mournes DEA Co-ordinator and PCSP are considering options regarding the delivery of activity events on Friday nights. The Peace IV program for the area has not yet been finalised.

Partnership Working: PCSP, PSNI, Kilkeel Development Association, Kilkeel High School, St Louis Grammar School, PEACE IV

Mourne Mountain Adventure (ASB)

Mourne Mountain Adventure – 2019, meetings with other statutory bodies involved in the delivery of the 2018 event are to be arranged to consider the options for the 2019 event.

Partnership Working: PCSP, PSNI, RIFCA, MOD. SERC, NI Water Service, NMD Council

Road Safety

The PCSP continue to work along with the PSNI and NIFRS and the Newry, Mourne and Down Road Safety Committee to inform with Road Safety talks. Hi-Vis vests are being distributed to individuals and sporting groups to promote safer walking and cycling as well as with schools in

district. PCSP are attending Fresher's Week events and will distribute Road Safety literature and Hi Viz vests.

A new series of presentations is about to begin within primary schools located in Rowallane, Downpatrick and Slieve Croob DEAs and PCSP continue to assist with the provision of Hi Viz vests for the P5 and P6 children who will be targeted.

PCSP participated in the recent motorcycle awareness week and attended the Newry cycle event on 7 August.

Partnership Working: PCSP, PSNI, NIFRS, Secondary Schools, NMD Road Safety Committee.

Rural Crime

The PSNI with the support of the PCSP continue to host both trailer and bike marking sessions at which members of the public can have their property marked for free. Bonecastle Rd Farmers market attendees queued up on Saturday 1st September to have trailers marked with some non farming folk bringing their trailers along, in addition cyclists from the the Shimna Wheelers CC accommodated a bike marking session on Saturday 8th September in Donard Park Newcastle. All such events are advertised in advance on PCSP social media sites and the PSNI media sites.

Partnership Working: NMD PCSP, NMD PSNI, An Garda Siochana

Neighbourhood Watch / Burglary / Crime Prevention

The Neighbourhood Watch Network Event took place 11 June 18 in the Ballyduggan Mill Downpatrick. The event was well attended and the Northern Ireland Prison Service delivered the key note address on how they manage prisoners within the prison system including education provision and other targeted schemes. NHW coordinators also had an opportunity to see in the operation the new PCSP funded property marking device.

The summer months have seen many NHW schemes become re-accredited with PSNI colleagues calling with coordinators to get forms completed and returned.

The next Neighbourhood Watch Network meeting is due to take place in 11 October 18 in the Burrendale Hotel Newcastle and will be a single agenda item event – PSNI Consultation on the shape of local Policing in the future.

Another PCSP funded event is being hosted at Newry Omniplex Cinema on 24 October, it's a silver screening event where attendees will be provided with information on scams. If successful it is hoped to run this initiative in the Downpatrick Omniplex.

Partnership Working: PSNI, Home Secure Scheme, DEAs, Council

Drugs and Alcohol.

PCSP Officers sit on the Drugs Alcohol Coordination Teams (DACT) in both the Southern Trust Area and South Eastern Trust Area. Through these forums PCSP are kept informed of latest drug and alcohol initiatives that could be considered for further roll out within the NM&D Council area.

RAPID (Remove All Prescription and Illegal Drugs) Bins program - although the installation of these bins is taking much longer than PCSP had anticipated, discussions are now moving forward again with assistance from ASCERT (SE Trust Area) and Start 360 (S Trust Area) on specific sites within Newry, Newcastle and Downpatrick where these bins may be located. Regarding Kilkeel, the Kilkeel Development Association agreed to the installation of a RAPID BIN at the Nautilus Centre. Installation to be completed tomorrow – 19th September with PCSP Chairperson being present at the launch.

Partnership Working: PCSP, PSNI, Start360, ASCERT, DEAs, District Schools and Colleges, DACT, SDACT.

Internet Safety Talks – REIM Training Solutions and PSNI Public Protection Unit

A series of very interesting and informative talks did take place during May and June 18 targeting parents of primary school children however despite personal invitations being issued, attendance was very poor with only a dozen parents attending each event. Regardless, PCSP will continue to support the delivery of targeted internet safety talks/chats and it is hoped to arrange more of them as we begin the new school term. During the talks REIM and PSNI provide information to parents on a range of Apps that are now being used by kids. Both the REIM presenter and PSNI Officer provided information on how to ensure kids remain safe whilst using the internet and what dangers to look out for.

Members from the PSNI Public Protection Unit will be delivering a presentation on their work at a future PCSP meeting (early 2019).

Partnership Working: PCSP, PSNI, Start360, ASCERT, DEAs, District Schools

PCSP – Domestic Violence & Sexual Violence

With funding from the PCSP, the South Eastern Trust Domestic Violence Partnership have confirmed the attendance of Jackson Katz for a training event in the Burrendale on 28 November 2018. The event will target men (preferably in positions of leadership) and will look at gender violence prevention. Jackson Katz is the co-founder of Mentors in Violence Prevention and has achieved global recognition for his pioneering work and activism on issues of gender, race and violence.

PCSP Small Grant Funding 2018-2019

PCSP seasonal intervention funding was advertised under the Council's Call 2 of this year's Financial Assistance (June/July 18). 31 Applications were received within programs unit with 31 offers of awards. Total cost of £22,883.00.

PCSP General

PCSP team members continue to attend a range of private and public events at which PCSP branded items are distributed, these range from DEA co-ordinated events to local community fun days and other PSNI co-ordinated events like coffee with a cop or other crime prevention events. Recent events included, Coffee with Cop (Newcastle), Castlewellan Show, Trailer Marking session Downpatrick, Murlough Community Association AGM, Clough & District Community Association AGM and subsequent funday, SERC and SRC Freshers Week (Dpk and Newry).

PCSP Social Media

The PCSP Facebook and Twitter pages continue to gain more followers and members are encouraged to send through any related material for inclusion onto the page – material may be sent to any member of the PCSP team.

Report to:	Active & Healthy Communities Committee	
Date of Meeting:	15 October 2018	
Subject:	Social Investment Fund - Update	
Reporting Officer (Including Job Title):	Janine Hillen, Assistant Director: Community Engagement	
Contact Officer (Including Job Title):	Justyna McCabe, Programmes Manager	

Confirm how this Report should be treated by placing an x in either:-

For decision	For noting only	x
1.0	Purpose and Background	
1.1	<p>The Council is covered by two Social Investment Zones – Southern (legacy Newry and Mourne) and South Eastern (legacy Down). The Council is delivering the 'Work It' programme in the Southern Zone and a number of capital projects in the South Eastern Zone.</p> <p>Update on projects: <u>'Work It'</u> Project completed. Independent evaluation of the programme attached for noting.</p> <p><u>Castlewellan Community Centre:</u> The contractors have commenced works on the site and an amended Letter of Offer has been received.</p> <p><u>Community Operated Sports Facilities:</u> Updated business cases have been completed and all information has been provided to the Executive Office who should soon make a decision in relation to the projects.</p>	
2.0	Key issues	
2.1	The Executive Office is considering options and associated additional costs in respect of the Community Operated Sports Facilities.	
3.0	Recommendations	
3.1	That the Committee note the report.	
4.0	Resource implications	
4.1	Current Council contribution Downpatrick £95K, Ballyhornan £125K	
5.0	Equality and good relations implications	
5.1	The Economic Appraisals include a commitment to balanced interventions, equal opportunities and Section 75.	
6.0	Rural Proofing implications	
6.1	Due regard to rural needs has been considered.	
7.0	Appendices	
	'Work It' Independent Evaluation	
8.0	Background Documents	
	N/A	

Work IT

WORK IT PROJECT

SUMMATIVE FINAL
EVALUATION REPORT

JULY 2018



PREPARED BY:





INTRODUCTION

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1 INTRODUCTION

The 'Work It' Training and Employment Programme (the Project) has sought to provide those who are most removed from the labour market with a bridge to the world of work through the provision of tailored support, accredited training and a 48-week paid work placement, as well as supporting 500 community regeneration projects. Funded by the Executive Office under the Social Investment Fund (SIF), the Project has been managed by Newry, Mourne and Down District Council (the Council) and delivered by Network Personnel. The Project commenced in late 2015 concluding in March 2018.

Brian Stratford & Associates was appointed to carry out an independent longitudinal evaluation of the Project. This document represents the summative final evaluation report and seeks to:

- Set the context in which the Project has been delivered, including the SIF Programme, Project Objectives and Outcomes, Lead and Delivery organisations, and the area of need in which the work has been delivered;
- Graphically illustrating the Project success in reaching its target outputs;
- Establishing the key factors that have contributed to the success of the Project, with lessons learned for the delivery of future projects such as this;
- Establishing the initial Outcomes achieved, including consideration of the Outcomes Based Accountability scorecard developed for the Project;
- Illustrating the benefits and outcomes brought by the Project for participants and employers engaged through the use of case studies; and
- Drawing some conclusions before offering recommendations for the delivery of future employability programmes such as this.

The methodology employed for the evaluation has included a range of quantitative and qualitative techniques to gather the required information, including:

- A Desk Review of documentation generated, including the economic appraisal, letters of offer, and the Project Implementation Document;
- Ongoing desk monitoring of Project progress through monthly and quarterly reports produced for Board meetings and funding submissions;
- A review of evaluation information gathered during Project delivery, including monitoring carried out with project participants;
- Consultation interviews with staff and Board members that have been involved in the delivery of the Project
- Interviews carried out with employers and participants that have benefited from the Project.

2 BACKGROUND

This Section will set the context for the evaluation, providing background details on the Social Investment Fund, the Work It Project (the Project) and the organisations involved in its delivery, as well as the need for the initiative in the areas targeted.

Social Investment Fund

The Social Investment Fund (SIF) has sought to improve the lives of individuals that have been impacted by poverty, unemployment and the physical deterioration of the areas in which they live. SIF has been founded on the principle that poverty and disadvantage are created by a range of complex factors, including a lack of employment, poor educational attainment, health issues and benefits reliance.

Funded by the Executive Office and working in conjunction with communities through steering groups established in 9 designated investment zones across Northern Ireland, SIF has supported a range of area-based interventions that have sought to:

- Increase employment opportunities by addressing educational underachievement, a lack of skills, access to jobs and making it appealing for businesses to start up in areas which have suffered deprivation;
- Tackle issues such as mental and physical health, use of drugs and alcohol, becoming a young mother, young people's involvement in antisocial behaviour and the ability of communities to work together which can all be associated with deprivation;
- Increase services in the community by improving existing facilities, making the environment better and providing additional facilities where needed and possible; and
- Address dereliction in order to make areas more appealing for investment and for those living there.

To ensure that resources are targeted on the most disadvantaged areas, SIF has been limited to the top 10% most deprived Super Output Areas (SOAs) on the 2010 Multiple Deprivation Measure, or the top 20% on the key domains of Income, Employment, Education and Health. Where pockets of deprivation have been evidenced in SOAs outside of the above areas, support has been provided to these areas also. Projects have sought to compliment not duplicate existing statutory provision being delivered in the targeted areas.

Steering Groups across the 9 designated investment zones have identified priority needs with projects developed to address these. The Southern Zone covers the 3 local authority areas of Armagh, Banbridge and Craigavon Borough Council, Mid Ulster District Council and Newry, Mourne & Down District Council.

The Southern SIF Steering Group identified the 'Work It' employment project as one of its strategic priorities following consultation with local community, statutory and business partners. The requirement was for the delivery of a strategic, zone-wide, employment and training programme aimed at improving employability and creating meaningful pathways to the labour market for participants who engage in the Project, targeting those who are unemployed to improve their employability and employment opportunities in the Southern Zone.

The Work It model was based on similar work being delivered elsewhere, most notably in Atlanta, USA. A community motivator approach would be adopted to strengthen the links between young people and their communities. Local employers would provide community-based employment with skills-based



training provided by specialist providers, most notably further education colleges. This support would be distinct from existing provision and would be linked to the delivery of other SIF funded activities being delivered in the Southern Zone.

Lead Partner and Service Delivery Organisations

The Programmes Unit of Newry, Mourne and Down District Council (the Council) was nominated to act as the Lead Partner Organisation (LPO) in June 2014 for the development, management, administration and delivery of the Work It project.

The Council was formed following the Review of Public Administration and became one of the 11 local authorities in Northern Ireland in April 2015. The Programmes Unit of the Council has considerable past experience of managing initiatives such as this, most notably the administration of Peace funding for the area, including the future delivery of the PEACE IV Action Plan. The Southern Zone Steering Group approached the Council to become LPO given their past record of delivery and were considered to be the most appropriate organisation to oversee the Project.

Network Personnel were appointed by the Council following a competitive tender process to act as the Service Delivery Organisation (SDO) for the Project. The organisation delivers training and employment initiatives across Northern Ireland, specialising in helping unemployed or economically inactive individuals return to work. Services provided include the provision of job-search skills, the delivery of training designed to meet individual needs and working with employers to match individuals with their expressed skill needs.

Project Board

A Board was established to oversee the work of the Project, initially meeting monthly before reverting to quarterly meetings once the Project had become established. The Board has included representation from the Executive Office, the Council, Network Personnel and the Department for Communities. Both the LPO and SDO have prepared a short report for each meeting, with consideration of both risk and issues arising considered and, where possible, mitigated for. The Project Manager would also report to the Steering Group on progress being made, including the provision of practical examples of support that had been delivered.

The Work It Project (the Project)

The 'Work It' Project has sought to deliver a comprehensive programme of interventions, aimed at reducing unemployment within the Southern SIF Zone by widening access to employment and creating meaningful pathways to employment for participants of the Project. The Project has comprised of two main elements:

- Paid work placements of up to 48 weeks combined with bespoke training, personal development and job-search activities; and
- Community Projects involving participants that will lead to improvements in the areas in which they are delivered.

The overall aim of the Project has been to provide those furthest removed from the labour market with a pathway to employment by improving participants' skills and general employability. Delivery has been focussed in the Lurgan, Newry City, Coalisland and Portadown areas, although community projects have also been delivered elsewhere in the Southern SIF Zone area.

Participants on the Project have benefited from a number of support services, including:

- Initial assessment of participant needs to ensure that they are suitable and can benefit from the services available through the Project;
- Enhanced one-to-one support from an adviser, including benefits advice, personal development plans, a personalised approach to job matching and job search activities;
- Teambuilding activities aimed at developing the 'soft' skills of participants, including communication, leadership and inter-dependent working;
- Delivery of training leading to accredited qualifications;
- Identification and selection of suitable host employers to facilitate work placements;
- Provision of 48-week work placements helping to address issues of employment readiness; and
- Support to participants as required whilst on placement but also when transitioning into paid employment.

Entry to the Project has been voluntary with no entry qualifications required. The Project has focused on targeting those furthest removed from the labour market, with a particular focus on 16-17 year olds, with limited or no qualifications and little or no practical experience of work.

The emphasis has been on demand-led provision, working with employers to identify intermediate skills shortages in the local labour market and addressing these through the provision of appropriately trained individuals. The adoption of this partnership approach was intended to increase the likelihood of employment being sustained following the support period from Project staff.

Community projects have been delivered that have demonstrated community benefit in line with expressed needs, including improvement projects, skills development and capacity building, or addressing a locally identified issue. Where possible, work placement participants have been involved in the delivery of these projects, providing an opportunity to 'give something back' to the local community.

The Project established specific objectives, outputs and outcomes to monitor the operation of the activities and these have been included in Appendix 1. The success of the Project in meeting the outputs established will be considered in further detail in Section 3.

The Executive Office has adopted the Outcomes Based Accountability (OBA) approach to measuring the impact that SIF-funded projects have had. The OBA scorecard for this Project has been included in Appendix 2, with the global metrics considered further in Section 5.

Southern SIF Zone Area Profile and Needs Identified

The Southern SIF Zone covers the Council areas of Newry, Mourne & Down, Armagh, Banbridge & Craigavon and of Mid Ulster, largely equivalent to the area covered by the Southern Health & Social Services Trust. The area occupies the south-eastern corner of Northern Ireland, with the population of 533,465 (NISRA, June 2016), representing almost 29% of the total population of Northern Ireland.

Five Southern SIF Zone SOAs were ranked in the top 10% on the NI Multiple Deprivation Measure in 2010, with a further 20 ranked in the top 20% most deprived areas. The Southern Zone also contained SOAs in the top 20% of the sub-domains, including Employment (20 SOAs), Income (26 SOAs) and Education (24 SOAs).

The economic appraisal set out a number of distinct needs for the Project in the areas targeted, as identified by the Steering Group through consultation with local communities, statutory and business partners:

- Job Creation and Employability to address local job losses and the impact that prolonged unemployment can have on both individuals and their families. Creating jobs and sustained employment was considered to have the potential to have a more far-reaching impact on individuals' lives.
- The need to address the barriers to employment and engagement that exist, including a lack of skills, confidence and qualifications amongst young people. The barriers created by the geographical distance from jobs was also highlighted, with many semi-skilled and unskilled workers at present found to be employed locally. Employers recruiting locally would provide an opportunity for them to give something back to the local communities.
- There was a growing number of young people at risk of falling in to the benefits trap, with many on job seeker support and moving around short-term employment placements with little opportunity for sustaining employment. The potential for sustaining employment and financial incentives to support them were highlighted as important and lacking in other support initiatives.
- The importance of adopting a partnership approach to delivery in seeking to meet the needs of the young people but also the employers and the communities that they are based in.
- The need for flexibility to be built in to delivery to meet the different and emerging needs of those being supported, including the need for a range of support measures tailored to the individual and including training and mentoring support. The importance of personal support being available to the individual was also highlighted.
- A need was identified for the creation of low and semi-skilled jobs with increasing numbers competing for the existing opportunities that are available.

The Work It project would seek to address many of these issues identified in the model of delivery that was adopted.

The next Section will consider the quantitative outputs achieved and the extent to which the targets set for the Project have been reached

QUANTITATIVE OUTPUTS



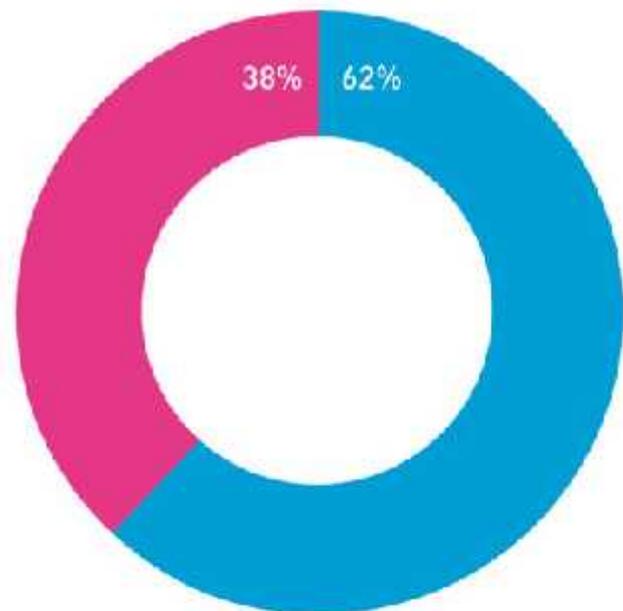
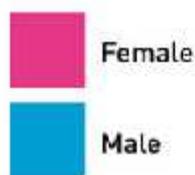
3 KEY PROJECT OUTPUTS

This Section sets out the key quantitative outputs achieved by the Project during its 3 years of delivery, set against the targets that were set where applicable. Where possible, outputs have been illustrated graphically for ease of use and understanding. Further analysis of each element will be included in Section 4.

Identification and selection of a cohort of 160 participants for a 'work in the community' scheme within the Southern SIF Zone

The Project has engaged with 196 participants, well in excess of the target of 160 participants that was set at the outset. Of these individuals, 99% were ethnically White, with 6% presenting with a disability. Additional demographic information for participants is set out in Figures 1-3 below. This shows that 62% of participants were male and 72% drawn from the Roman Catholic community.

Figure 1: Gender of Participants



QUANTITATIVE OUTPUTS

Figure 2: Age Range of Participants

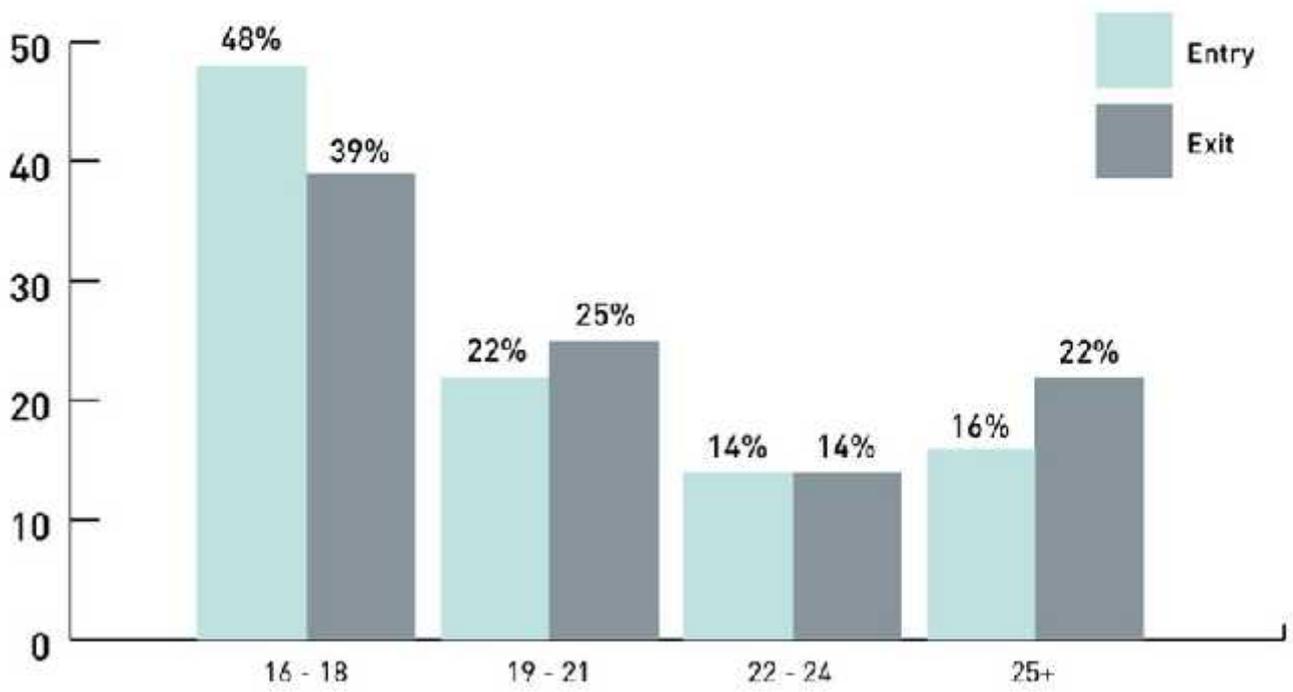


Figure 3: Religion of Participants

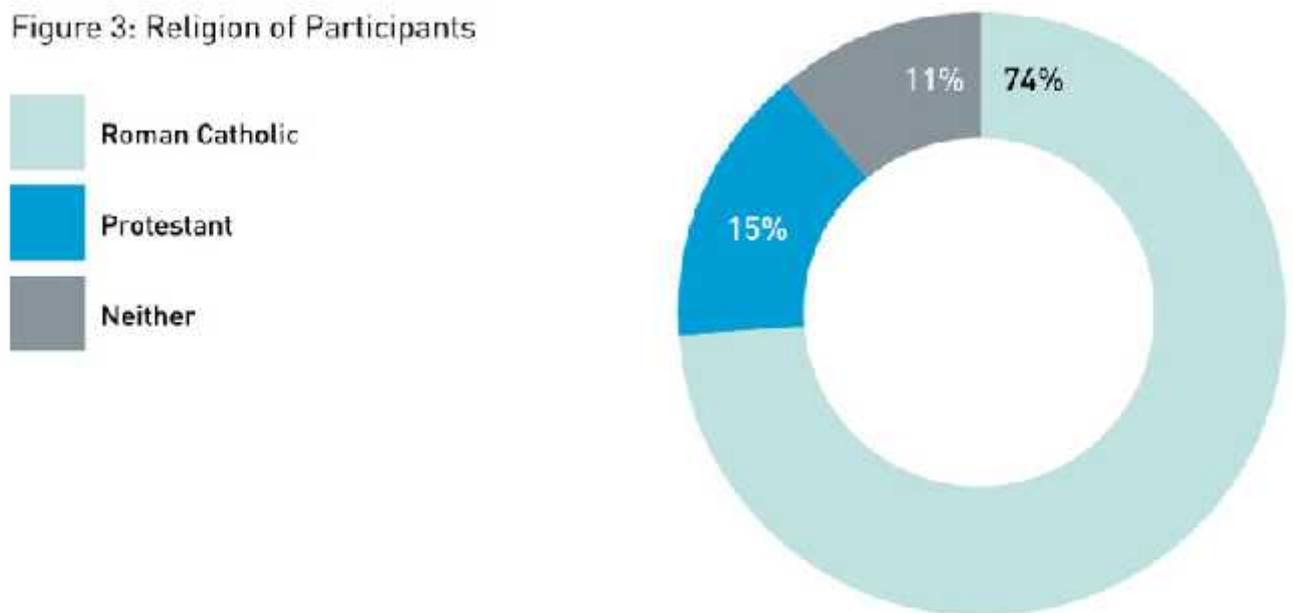
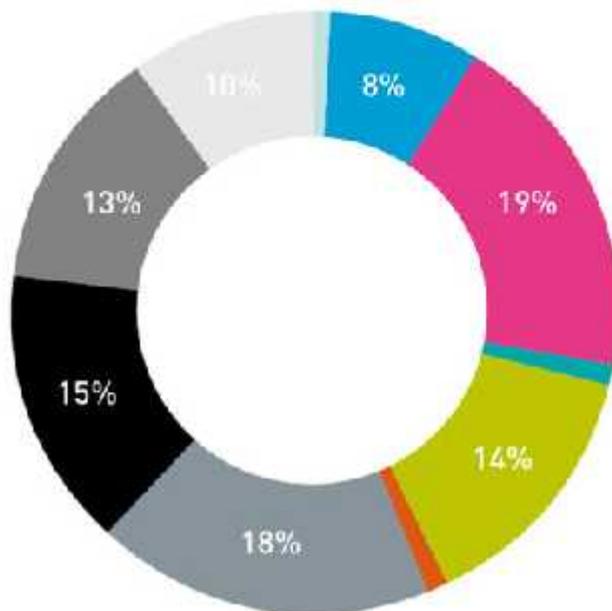


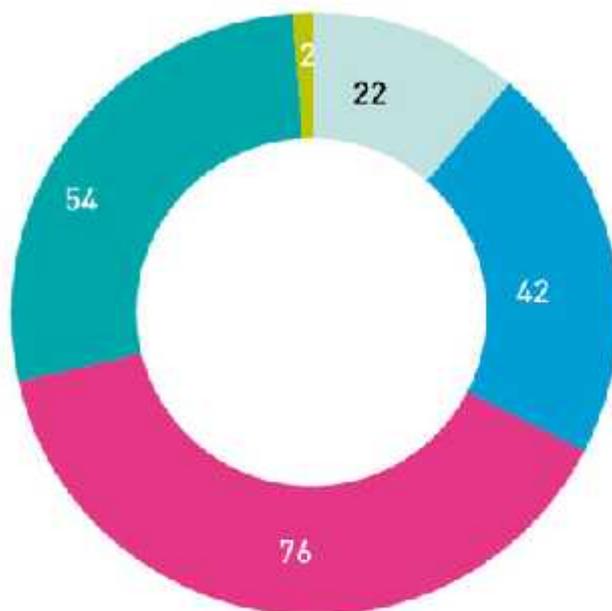
Figure 4 shows a % breakdown of the postcodes which participants were from, whilst Figure 5 shows the number of participants from each Postal Town targeted. Details of the Super Output Areas participants were drawn from is included in Appendix 3.

Figure 4: Postcodes for Participants



QUANTITATIVE OUTPUTS

Figure 5: Towns of Participants



Referrals were made through a range of support organisations, including:

- Statutory organisations including the 16+ Team (Social Services), Youth Justice Agency and the Jobs and Benefits Offices;
- Education organisations including the Careers Service, EOTAS (Education Other Than Schools) and Southern Regional College;
- Community Organisations such as ABC Community Network and Edgarstown Residents Association;
- Youth Groups including Drumgor Detached Youth Project and Oasis Youth;
- Youth Support Organisations including Princes Trust, Start 360, the Magnet Youth Centre, Give and Take, Include Youth and Macs Supporting Young People; and
- Dunlewey Addiction Services.

Many participants self-referred in to the Project, either through their parents or directly, with word of mouth amongst their friends proving vital as a referral source.

To provide paid work placements for the cohort for 30 hours per week for 48 weeks and paid the national minimum wage. From the cohort, to provide paid work placements for 96 young people (60% of the total cohort). Young people for this purpose are those aged 16/17 years who are not linked to the benefit system or in employment, education or training as a pilot initiative over the project period.

Of the 196 participants engaged, 142 completed the work placement representing a retention rate of 89% of the original target or 72% of the total participants engaged. 162 of these participants were NEET (Not in Education, Employment or Training) on entering the Project, with 75% of those completing the Project being NEETs.

Figure 2 shows that 48% (or 98 participants) of those starting the Project were aged 16-18, with 39% (76) of these participants completing the work placement. Of those that left the programme early, 18% were dismissed or could not be contacted. The drop off of participants from this age group is to be expected given their lack of past experience of work and their relative lack of maturity. Based on the emerging needs of the target areas, the target age group was extended during the Project and agreed with the Executive at a Board meeting.

Figure 7 shows the sectors in which work placements were provided whilst Figure 8 shows the occupational areas for work placements. These shows that 62% of placements were in the private sector, with retail proving to be the most popular occupational area overall. 30% of placements were in the community and voluntary sector. A list of the employers providing work placements is included in Appendix 4.

Figure 7: Sectors for Work Placements

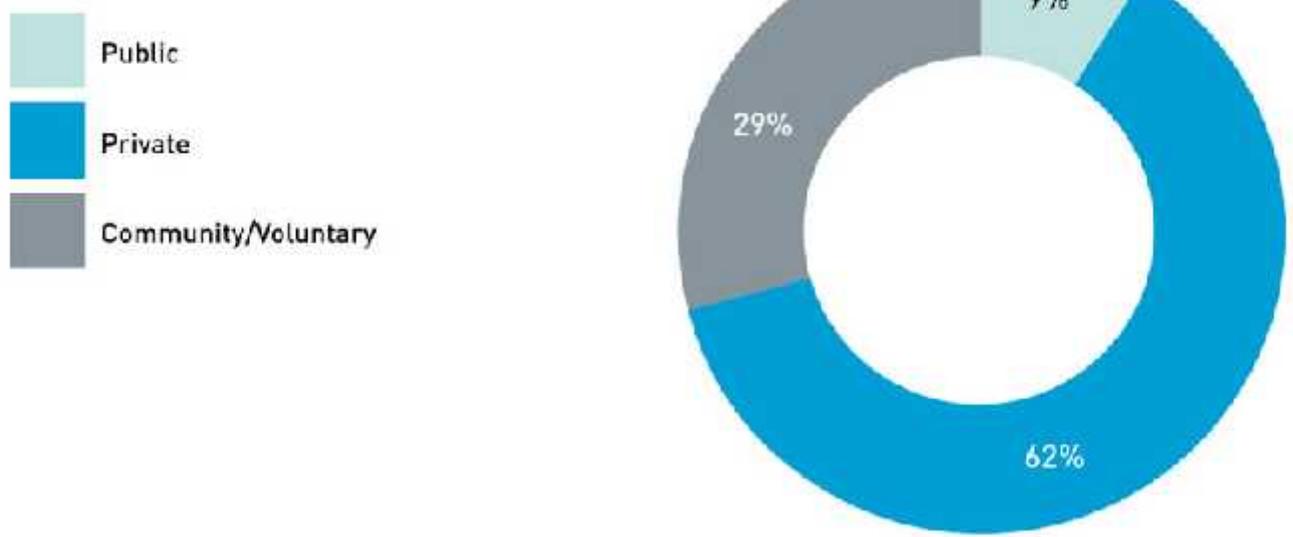
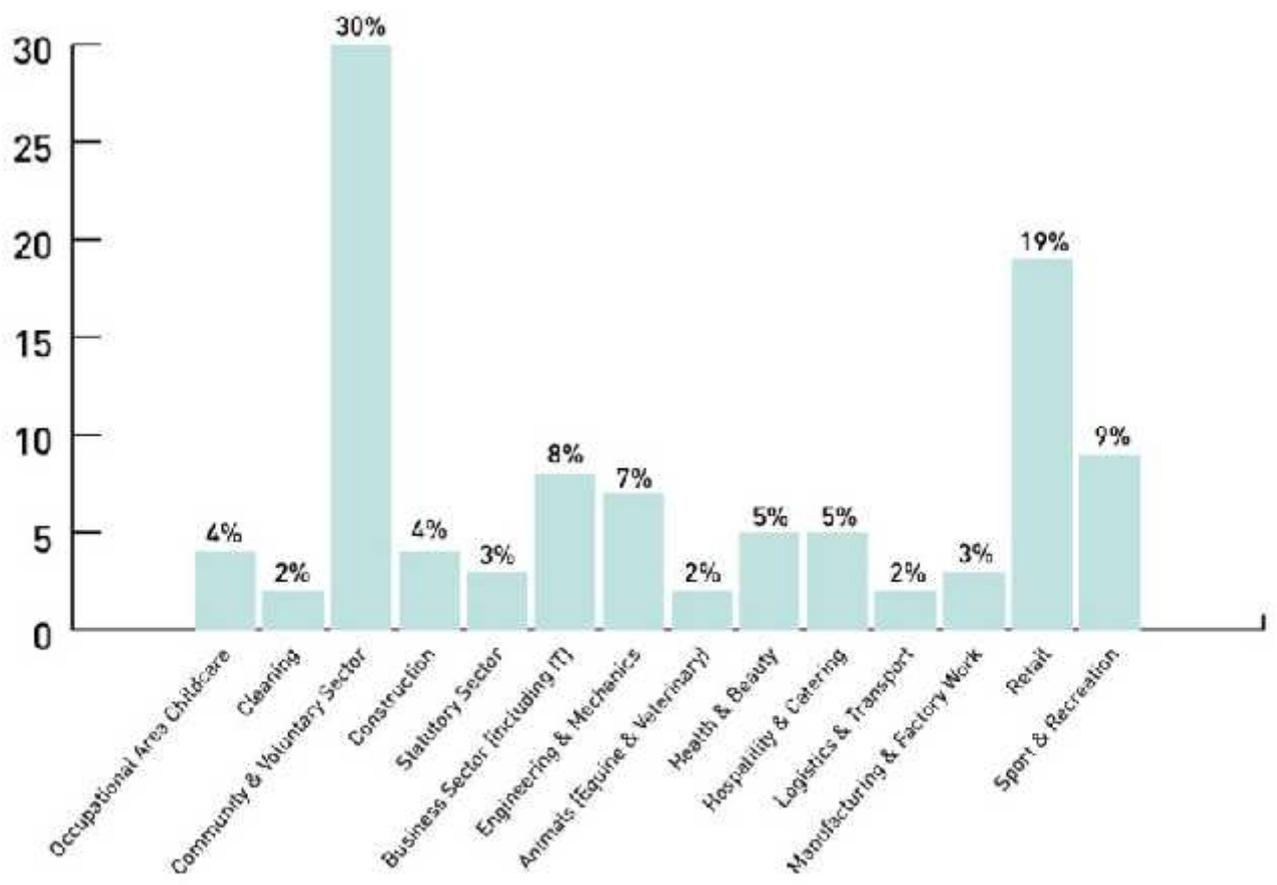


Figure 8: Occupational Areas of Work Placements



QUANTITATIVE OUTPUTS

Deliver 48 team building sessions for the identified cohort throughout the lifetime of the programme

The target of 48 team-building sessions was met. A range of approaches were taken for team-building and these will be discussed in further detail in Section 4. Activities included relaxation and stress management classes, make-up and nail masterclass, physical activities including Segway and go karting, arts & crafts, team days, awards and lunches.

Deliver 160 relevant Training and Development Sessions for the cohort of participants based on individual needs. 160 people receive accredited qualifications including driving, HGV, forklift licence, health and safety, first aid. To deliver work based training in a range of areas aimed at improving employment outcomes for the unemployed.

All 196 participants on the Project attended at least one training and development session, with each receiving an accredited qualification. Training proved popular with participants, with the dropout rate just 10% of total courses started.

Training included NVQ's, CSR Training, Manual Handling, Emergency First Aid, World Host Training, Food Safety as well as a range of courses sourced to address the needs of individual occupations. In total, 384 accredited qualifications were achieved by 160 participants over 65 training courses, a list of which can be found in Appendix 5. An additional 29 work-based training courses were provided to participants by employers.

Figure 9 shows the work sectors in which training was provided with Figure 10 showing the Level of Qualification achieved by the participants. These show that 82% of the qualifications were at Level 1 and 13% at Level 2. The most popular category of training were generic courses such as Emergency First Aid with 48%, that were not targeted at an individual business sector but more widely applicable to a range of job roles.

INTRODUCTION

Figure 9: Training Provided by Business Sector

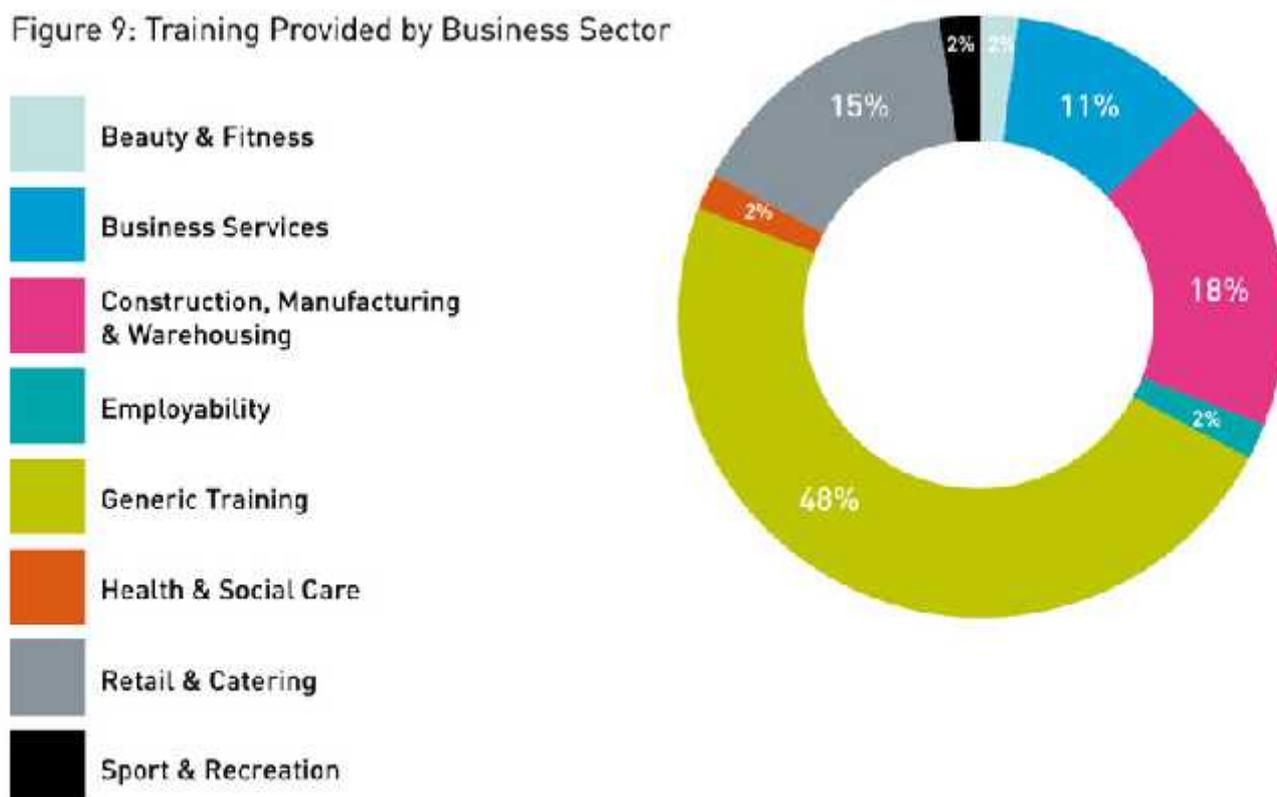


Figure 10: Levels of Qualifications Achieved



At least 60 participants from the cohort attend courses aimed at improving employability (e.g. Essential Skills, ICT, and Personal Development)

Participants attended 99 courses aimed at improving employability, including:

- 20 completing Essential Skills training (13 literacy & numeracy and 7 free essential skills training);
- 52 attended personal development sessions; and
- 27 completing GOALS training.

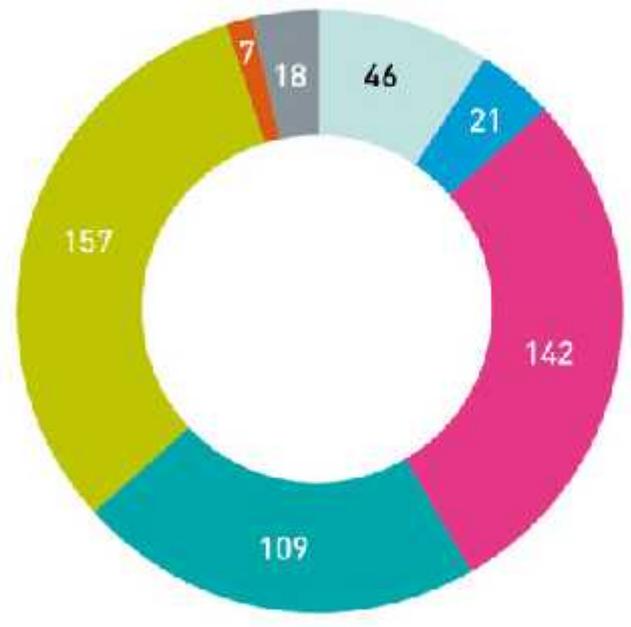
Deliver 500 community projects across the Southern SIF Zone

The target of 500 community projects was achieved and included a wide range of projects identified by local communities which were supported by the Work It Project both financially and through volunteer support from participants.

Figure 6 shows the Postal Towns in which community projects were delivered, whilst Figure 11 shows the types of projects delivered, with 'Community Events' being the most popular with 36%. A list of the SOAs in which projects were delivered is included in Appendix 3.

Figure 6: Towns of Community Projects

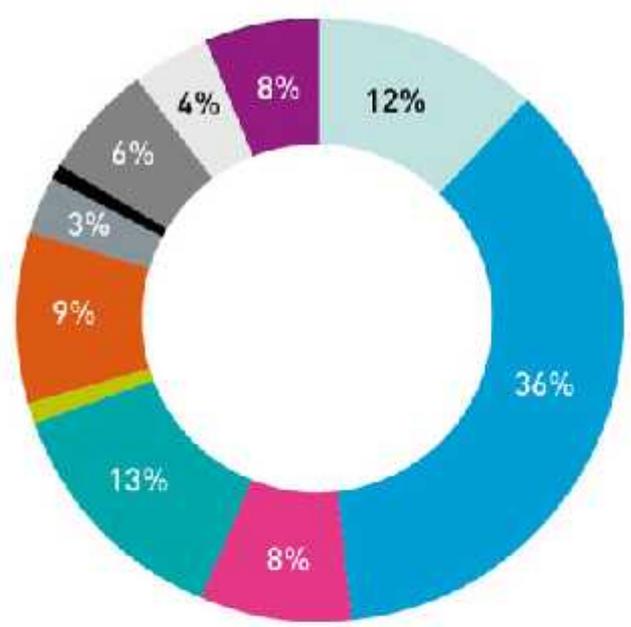
- Coalisland
- Dungannon
- Portadown
- Lurgan
- Newry/Kilkeel
- Banbridge
- Armagh



INTRODUCTION

Figure 11: Towns of Community Projects

- Arts & Crafts
- Training
- Community Events
- Summer Scheme
- Gardening
- Health & Wellbeing
- Media & Press
- Re-imagining
- Refurbishment
- Sports & Recreational
- IT/Design & Marketing



Participant Quantitative Outcomes

Outcomes achieved by participants have included:

- 126 individuals have found employment following the Project;
- 98% (124 out of 126) of participants have sustained employment after 3 months following the Project, with 98% (117 out of 119) also sustaining employment after 6 months following the Project;
- 70% (75 participants) of those that have found work were **NEET** on entering the Project;
- Of those that left the Project early, 14 moved into employment, 4 entered Further or Higher Education, with one individual entering self-employment; and
- 99% of participants expressed that they were treated well and were helped by the Project in the end-of-project evaluation form.

The Outcomes Based Accountability Global Metrics will be considered in Section 5 along with consideration of the broader outcomes achieved by the Project.

QUALITATIVE ANALYSIS



4 QUALITATIVE ANALYSIS

This Section sets out the key factors that have contributed to the success of the Project overall, seeking to draw lessons that can be applied to the future delivery of employability or other similar programmes such as this. Many of the factors set out are inter-linked and whilst there will be some repetition, every effort has been made to keep duplication of information to a minimum.

Project Management Model Adopted

All of the SIF-funded revenue projects have adopted the model of having a Lead Partner Organisation (LPO) responsible for managing the project overall, including liaison with the Executive Office and addressing contractual issues, and a Service Delivery Organisation (SDO) with responsibility for the day-to-day delivery and direct engagement with the participants.

When adopting this structure, the intention was that the LPO would be an organisation with close links to the community at which the project was being targeted, in an attempt to ensure projects were grassroots led, embedded in and controlled by the communities. It would also ensure that the activities were not perceived to be coming directly from government. The SDO would be an organisation with direct experience of delivering the agreed targets and outputs set.

When compared to some of the difficulties experienced by other SIF revenue projects, the management model has worked relatively well with few issues arising. Newry, Mourne & Down Council has considerable past experience of overseeing projects such as this, with suitable administrative, monitoring and reporting systems in place that could be adapted to the requirements of SIF.

The Project Manager was able to periodically inform the Steering Group as to what was happening, including the provision of case study examples to illustrate the successes being achieved. The relationship with the Executive and its staff was also considered to be good, with a common sense approach adopted to project delivery and when operational changes needed to be made.

It has been suggested by a number of consultees that whilst the model has worked well, it has added an extra layer of bureaucracy that may be unnecessary should a project such as this be delivered in future. Many organisations fulfilling the SDO roles in revenue projects have dealt directly with government funders in other contracts in the past.

Having an LPO has meant that there was no direct contact between the Executive and SDO outside of Board meetings and issues may have been resolved more quickly without an LPO 'middleman'. It has also been suggested that it may have been better value for money to the Executive if the contract had been directly with an SDO only.

SIF funding has been about building the capacity of communities to deliver and provide an opportunity to lead on a project such as this, working with and through a wider range of geographical areas and communities. Given that many of the SDOs delivering SIF projects are not grassroots community organisations, this vital connection to the community could be lost by contracting directly with an SDO such as this. There is not one easy solution to address this issue.

The Project Board was considered to have worked well overall. It took some time to build relationships and to gain an understanding of individual roles, but this can be considered natural for any new project. Members were able to provide advice and guidance on issues arising based on their professional experience and knowledge. Meetings were effective, providing a forum for open and frank discussions with the opportunity to ask questions and deal with issues arising. Once the Project was established, meetings were switched to being quarterly from monthly. All of the members of the Board added value to the project overall.

If the Executive is to deliver a programme of revenue projects such as this again, consideration should be given to establishing standardised monitoring and reporting requirements prior to the award of contracts. This would include providing clarity across projects as to the level, type and frequency of information to be reported on based on the targets established. These requirements could be enshrined in Operational Guidelines produced by either the Executive Office or the LPO. Where applicable, training could be provided by the Executive to recipients of funding to ensure these requirements are clearly understood and followed from the outset.

Role of Newry, Mourne & Down Council as Lead Partner Organisation

The Steering Group appointed the Council to act as LPO for the Project as they were considered to be the organisation best suited to perform the role within the Southern Zone. Whilst not a community organisation as such, the Council has strong links to communities in several of the geographical areas targeted. The Programmes Unit of the Council and its staff have had a lot of experience managing and delivering multi-million pound projects and had the systems and structures already in place that could be adapted to the requirements of SIF.

Consultees are agreed that the Council have been excellent in the role that they performed. There were some minor issues at the outset of the Project but once these were resolved, the management has run very smoothly. The quality of the information reported on was considered to be good and was provided in an appropriate and timely way. Financial management, including re-profiling of budgets and liaison with the Executive, operated very efficiently.

As well as the systems in place, the role played by the Project Manager has been highlighted as a key reason for the success of the Project. Reasons given for this would include:

- A clear understanding of the role of the LPO and the requirements of the contract, including monitoring and evaluation systems established at the outset;
- Excellent and timely communication with the Executive, SDO staff and other Board members;
- Ability to resolve issues quickly and satisfactorily with minimum fuss;
- Flexibility in the approach adopted to meet emerging needs;
- Empathy for both the individuals and the communities being targeted with an awareness of the issues that they are faced with; and
- An excellent working relationship with the SDO and its key staff.

A key reason for the success of Work It has been the working relationship established between the Project Manager at the LPO and the Programme Manager at the SDO. The two individuals were described as having 'complimentary skillsets' and a 'common vision' for the Project. The Letter of Offer established clearly defined roles and responsibilities for the contract and both individuals got on with this without any egos involved. They knew what they were doing and were good at it.

There were a number of changes in the representative from the Executive overseeing the Project, particularly in the early stages, and this lack of continuity caused some issues for the Project as it took the new staff time to catch up.

Role of Network Personnel as the Service Delivery Organisation

The consultation has highlighted that Network Personnel have also done an excellent job as the SDO for the Project. The organisation and its staff have been described as clearly experienced, knowledgeable, professional, thorough, participant-focussed, caring, committed and passionate in terms of the role they have played.

The strength of Network Personnel was the broad range of skills and aptitudes that they brought to the work. Whilst the organisation has a strong reputation as an employability company and working with those seeking employment, they also established excellent links to both employers and the communities targeted providing a presence on the ground throughout the project delivery period. This was a new area geographically for Network Personnel and so considerable hard work on the ground was required to establish these links.

Consultees have also highlighted the role played by Network Personnel and the importance of the participant-focussed approach that they have adopted. This approach recognised that the needs of no two individuals would be the same and ensuring that the mechanisms in place could react accordingly to needs as they arose. Individuals may have had a negative past experience of education, training or the world of work, will have different learning styles or personal circumstances, such as caring responsibilities, and the delivery mechanisms used needed to recognise these issues.

The staff have been shown to really care about the young people and have ensured that they built up a relationship and a rapport with them across the period of engagement. By clearly understanding the issues the young people faced and their personal circumstances, this ensured that the staff could identify the most appropriate form of support or progression route to meet their expressed needs.

The young people were not simply statistics or outputs; the staff wanted to affect real and sustainable changes to the lives of the young people they worked with. This can be seen by the fact that young people would regularly come back to speak to the staff to let them know how they were progressing as they knew that they would be interested in their progress. This will be further highlighted by the case studies in Section 5 of this report.

Staff did not just go for the 'easy win' of those that could be supported with minimal effort. They were willing to work over a longer period of time with those displaying more challenging behaviours and, as a result, got more meaningful outcomes for these young people. In several instances, Network Personnel took on the young people as employees following their initial period of support.

Consultees have highlighted that a key reason for the relative success of Work It has been in the flexibility built in to delivery and the ability of the Project to react to the emerging needs of the client group. It has been suggested that from previous experience it is not typical for a funder to allow for this level of flexibility to emerging need. When identified, change requests were submitted to the Executive for consideration and once approved the budget was reprofiled or delivery altered accordingly. The Executive would challenge any changes suggested but in general were supportive of creative approaches to addressing issues arising.

With hindsight, Network Personnel have indicated that they would consider changing the way in which the delivery was structured. In particular, they would have benefited from having additional staffing resources to deliver elements of the work, particularly in the initial stages when the Project was becoming established and relationships built. They would also consider changes in the way the delivery of the work was structured, and this will be discussed later in this section.

Issues being faced by the young people targeted

The young people being targeted by the Project were amongst some of the most marginalised in those areas. Many of them came from a family with a history of joblessness, where there was a lack of a positive role model to which they could aspire to be like. Benefit dependency was widespread and there was a lack of parental support or routine to encourage the young people to consider an alternative. Issues in relation to addiction were also rife.

Many young people had not had a part-time job in the past, and they lacked the necessary 'softer skills' required by employers in their employees. They had left full-time education without being prepared for work and lacked the basic qualifications or aptitudes that would be required. They also did not know the processes involved in achieving a job. As a result, these young people presented with behavioural issues, a lack of self-esteem and self-confidence in their own abilities.

Through the production of case studies, Network Personnel were able to provide examples to the Southern Zone Steering Group as to the issues being faced by the young people and the hardships they experienced. This has helped provide a better understanding of the Project and the context in which it has operated.

Identifying and Retaining Participants

As has been shown in Section 3, the Project received referrals from a range of sources and from across the Southern Zone. When compared with other statutory provision, the criteria for admission to the Project were broad, for example there was no minimum period of unemployment required, so long as the participant was resident in an eligible SOA. Given the SOA eligibility criteria, many traditional marketing methods such as posters and leaflets were found to not be as appropriate as they could result in a lot of disappointed individuals when they did not live in the designated areas for support.

SDO staff built relationships with a wide range of organisations operating in the areas, ensuring that the criteria for admission were clear. This involved a lot of face-to-face meetings with key influencers and, whilst these meetings were time consuming for staff, they were considered to be necessary and proved to be crucial in the long-term. Youth and community organisations working in many of the communities being targeted were an important source of referrals. Having established these contacts, staff were able to attend networking events or meetings at which the Project could be promoted and where potential participants may be present.

Some issues were experienced with referrals received from both social service and youth justice organisations, where the young person was found to not be ready or suitable for the support that was available and admission to the Project would have been 'setting the young person up to fail'. This was identified by carrying out a 'work ready' assessment that helped identify that the young people had issues that would need to be addressed before they could benefit from this Project. Those that dropped out were given the opportunity to come back if they were ready for the support but staff found it difficult to maintain contact with those that had left the Project.

As the Project progressed, it became easier to identify those young people that could really benefit from the support available and both Project and referral agency staff could screen potential participants before referring in. The criteria for admission also became more flexible, with individuals from the most deprived SOAs outside of the original 4 postal towns being considered also.

Word of mouth has been an important way to identify suitable young people, where an existing participant encourages their friends to get involved in the Project having themselves had a positive experience. Many 16-17 year olds having left full-time education do not appear on statutory databases and so word of mouth was crucial in identifying them. Social media platforms were also used to share information on the Project and celebrate its success, although were less successful in attracting new participants. Building relationships with parents or guardians to break down barriers was often an important first step in the engagement process for the SDO.

What participants wanted to achieve from the Project

Consultees have highlighted the importance of the 'personal touch' with this Project, something that has not always been apparent with other statutory provision in the past. This Project was not mandated so individuals became involved because they wanted to and could see the potential benefits this had for them. There was also considered to be a lot on offer for participants which made this Project attractive.

In particular, the paid employment element of the Project was considered to be a big attraction for participants as this was not something that was available on other statutory programmes. The young people wanted to 'earn whilst they learn', achieve paid employment without having to go through all of the traditional recruitment processes, with the potential of a full-time job at the end of it.

Consultees have indicated that they do not think many of the young people would have been willing to participate in the Project if they were not being paid. There were some challenges in recruiting for volunteering activities on the community projects and for some training courses. If these activities had required more than 1-2 days, it is unlikely they would have been able to achieve engagement.

Given the success the Project has had in both achieving its targets but also the levels of sustainable employment post-project, the additional resources that have been required were considered to be worthwhile when set against similar support mechanisms, including many of the ESF projects currently in operation. The average into work rate for many other employability programmes is 26-28%, which is considerably less than the 98% of Work It participants sustaining work after 6 months post-support.

Engaging and Working with Employers

As with promoting the Project to referral agents, the SDO spent considerable time identifying potential employers to work with and developing relationships with those that had skill needs that could be met by the Project. A number of employers had had a negative past experience of similar programmes of support in the past and an education process was required to change their perception. Employers needed to understand and 'buy in' to the potential that the Project brought, that this was not simply an alternative to a recruitment agency but that it would involve developing the individuals involved in a more holistic and long-term way.

The incentives available to employers and the fact that training provision was available to meet skill needs identified were considered to be factors in helping to change these perceptions. Consultees have indicated that most employers engaged will have been satisfied with their experience of the Project.

Initially, it had been anticipated that large employers based in the target areas would be targeted but it was soon established that many were already involved in employability schemes, such as the link between Tesco's and the Prince's Trust. These employers were therefore less interested in participating in another employability scheme.

By focussing on employers with fewer staff, many of whom had strong links into the communities in which they were located, it was established that they were more likely to make positions permanent at the end of a successful placement period. A number of retail employers had altruistic intentions in terms of wanting to develop the individuals working for them and to provide support for local people. Two examples of this would be Savers and Newell's that will be further illustrated in Section 5. This ethos resulted in them going above and beyond what was expected of them, providing additional training, opportunities and support to their staff.

As with the participants, the subsidised wage element of the support was a major selling point to employers, making it much easier and less risky to take a chance on a young person if it was not directly costing them anything. It was essentially a longer term trial for the young person with a good chance of employment at the end if they performed well. Once they had been engaged, employers bought in to what was being attempted, with several being willing to be more patient with the young people having recognised and understood the issues they presented with.

SDO staff provided an extra layer of support acting as a 'go-between' for both the employer and participant and could help resolve any issues arising. This element of 'hand-holding' and a positive influence in their life was important for the participant as they transitioned into work, given that this was a very different environment from what they had experienced in the education system. SDO staff could effectively advocate for the young person where issues arose as they understood them better. As the young person's confidence grew, they were more able to deal with issues themselves, and did not want to let staff down by doing the wrong thing.

Provision of Work Placements

As has been mentioned above, the paid work placement element was crucial to the overall success of this Project, both for the participants and the employers providing the opportunities. This represented the first time that many of the young people had earned a wage and as the case studies in Section 5 of this report show, this had a major impact on many of them. For many, they had not known what to expect and this represented a real learning experience for them.

It took time for the participants to get used to the routines associated with being in work and there was the need for some patience and flexibility in the initial period of support. Once they had settled in to the role, there was a noticeable increase in their self-esteem, their maturity and commitment to the role as they were given additional responsibilities. The importance of practical on-the-job learning was highlighted, with employers willing to invest in the young person often resulting in a more positive job outcome following the placement.

Figure 8 has shown that the most popular occupational area for work placements was the community and voluntary sector with 30% of placements provided. At the Project outset, it had been anticipated that employment in the community and voluntary sector would be a way of improving links between the young people and their local communities. The nature of job roles combined with ongoing funding issues impacting on this sector meant that it was unlikely that many sustainable job roles would be possible in these organisations.



For many of the participants, they began their placement working in a community or voluntary organisation as a gentler entrance to employment as they may have been considered not ready for a private sector role. These placements were considered an excellent way for the young person to develop their confidence and many of the softer skills that would be required by employers. The young person could then be transitioned to a placement with the potential for employment at its conclusion once they were considered to be ready. Some participants went through a number of employers and job sectors before finding the correct job role for them and the SDO staff were willing to be patient to help achieve this.

Sustaining employment was not the overall aim of the Project but was always something that the SDO were conscious of as the best outcome for many of the young people. The support provided was tailored with this outcome in mind and to best prepare the young person for their career beyond the Project. This included an aftercare service involving one-to-one job search and application support or referral on to another form of support as the young person came to the end of their placement. The numbers sustaining employment, including those that have achieved a job other than from their placement provider, would suggest the success of this approach.

The consultation discussed the length of placement that would be most appropriate for a support programme such as this. Work It had adopted a 48-week placement and many of the consultees considered this to be the correct length of placement given the needs of the young people being targeted and the stage of their career they were at. Not all of the young people required the full 48-week placement and some were ready for employment before this was completed, but it was considered important that the option of the full placement was available. If a young person achieved employment before the end of their placement, this was still considered a positive outcome for the Project. The longer placement was also attractive to the employers as this would give them time to assess the suitability of the young person for continued employment.

In future, there would be some benefit in having different lengths of work placement available, with perhaps 13, 26 and 52 weeks being the placement options available based on the identified needs of the young person. This would be administratively more difficult to manage, with decisions as to who would qualify for a longer placement. The option to extend the period of placement would be useful where deemed necessary or beneficial. The most important factor is that the support is flexible and can react to the expressed and emerging needs of the participant.

Training Delivery

Closely linked to the placement provision has been the delivery of targeted bespoke training based on the needs of the individual, the requirements of their chosen career path and the expressed skill needs of employers wishing to host placements. A lack of compulsory or prescriptive training was considered to have worked well and allowed the SDO to tailor the support to the individual needs and capacity of each individual. This is reflected by the number of courses that were sourced by the SDO, many of which were attended by one participant, and the range of levels at which accreditation was achieved. Several employers also offered training to the young people when on placement to meet specific needs they had identified. In general, the quality of training delivered was considered to be high.

Many of the participants had had a negative past history with the education system and so a different approach was required when seeking to engage them with the Project. It was important that the young person built up a rapport with the trainer and that the delivery was in an environment in which they would feel comfortable. It was also seen as important that the approach taken was flexible and could be delivered in different ways. For example, some training and development sessions were delivered after the participant had begun their placement, with other sessions focused on developing employability skills and mindfulness as opposed to outward bound type activities that had been initially planned but proved more difficult to recruit for. It was suggested that outward bound activities took some of the young people too far outside of their comfort zones, with office-based activities better attended.

Essential skills training was changed to focus more on personal development reflecting the existing literacy and numeracy skills of the participants. Focusing on the soft skills of the young person was important and the GOALS personal development and motivational training helped to achieve this by establishing what it was they wanted to achieve and identifying how to go about achieving this. Health and safety workshops were delivered to help improve self-esteem and confidence levels.

The Project did not attempt any enterprise-related elements as the young people were considered to not be ready for self-employment. This element of the Project had been intended to link with the Enterprise Firms project that did not receive funding support from SIF. Where a young person was interested in considering self-employment, they could be referred on to existing mainstream support enterprise services, such as the 'Go For It' programme.

Community Projects

The community projects element was incorporated into the Project by the Steering Group in an attempt to encourage the participants to give something back to the communities they lived and were on placement in. Initially, it proved difficult to see how this was an integral part of what was essentially an employability programme, but in practice it worked very well. The target was not for 500 projects but 500 inputs from participants in these projects and this proved much more achievable.

Figure 6 shows the success of the Project in delivering across the Southern Zone with Figure 11 showing that 'Community Events' were the most popular type of project followed by 'Health & Wellbeing' and 'Arts & Crafts' activities.

The communities embraced the support that was available as it was easy to access when compared to other funding sources, could be used in a flexible way to address issues that they faced and brought much needed volunteer support to carry out the necessary work that was required. It was possible to do multiple projects with the same community which made what was considered a high target much more achievable. Given that many of the Projects were outside, the targets were re-profiled to ensure that more delivery took place in the summer when the weather was better.

The SDO were able to benefit from the links that the LPO had to local communities and the experience of working in these areas. Working through community networks and community development staff were also considered to be good ways of achieving engagement across the Southern Zone. There was a need to provide support to groups wishing to submit an application and this proved to be time-consuming for the staff, something that had not initially been anticipated.

Project participants were able to gain experience of working as a part of a team, develop new skills or to apply skills that they had developed through the Project. Developing these 'life skills' was an essential part of developing the young people. Anecdotal evidence suggests that many participants had a sense of pride in what they had achieved on community projects with a feeling of responsibility or ownership when completing the work.

The projects provided an excellent opportunity for PR for Work It as they were visible and of interest to those in the local areas. Completed projects were marked with a plaque providing recognition as to what had been achieved. In future, consideration should be given to offering more funding per project with fewer projects to be delivered overall. This would allow for more to be achieved by the projects whilst reducing the administrative burden from each.

Future Delivery of Employability Programmes

Consultees put forward some suggestions as to changes that could be made to the delivery of a future initiatives such as this. These would include:

- Eligibility Criteria** - there is the need to ensure that the criteria for admission to projects are clear from the outset. Initially the Project had been focused on the most deprived SOAs in Portladow, Lurgan, Newry and Coalisland but there was scope to target any of the top 20% most deprived SOAs across the Southern Zone from the outset. Whilst the Multiple Deprivation Measure has been adopted by SIF to designate eligible areas, consideration could also be given to other factors, most notably the employment status of individuals seeking to avail of support. Increasing the age criteria from 16-18 up to 25 years old was based on the needs identified and could again have been applied from the start. When adopted, this had a positive impact on the number of drop-outs from the Project, as shown by Figure 2. Both the Executive and Project Board were supportive of the rationale to change the criteria, given that the existing areas appeared to have been exhausted of potential individuals to support.
- Structure of Project Delivery** - with hindsight the SDO would consider making some changes to the way in which the Project was structured. There would have been value in having additional staff to support the delivery element of the work, particularly in the initial stages. Much of the training was sub-contracted, but the SDO would have benefited from delivering more of this training in-house using their own staff. This would have allowed for extra control over what was being delivered and may have reduced the numbers that dropped out of courses. Residentials may have been a better way to deliver the teambuilding activities but the SDO was restricted by the budget that was available for this.
- Budgets** - it quickly became apparent that some of the budget put in place for the Project was not realistic and elements needed to be re-profiled. For example, the budget for wages had not reflected the fact that 60% of participants were to be paid the minimum wage and there was an immediate underspend. There was also no need for a £50 employer incentives to be paid. A sustenance budget that could have been used to provide clothes for interviews and work, that may have been more useful than the travel and childcare budgets that were not accessed by many participants. The issue in relation to payment of advances could have been resolved more quickly and staff have indicated they would have benefited from more support from the Executive on this issue.
- Attitudinal Change** - an additional outcome from the Project could have been in relation to affecting attitudinal change in individuals as a result of the support provided. There has been an element of this in the OBA measurement but it has been suggested that additional focus on this could be provided in the future.
- Celebrating Success** - consultees have highlighted the importance of marking the successes achieved by the Project. Both the launch event in October 2015 and the Celebration event in March 2018 were considered to be successful. The video produced and shown at the end of project event was excellent and graphically illustrated first-hand the positive experience many participants had. As has been mentioned above, completion of the community projects also presented a PR opportunity. Some of the photographs taken at these events can be seen in this report.

Consultees have indicated that there is the ongoing need for a specialist programme of support such as this in the areas targeted. The analysis in this evaluation report has shown the potential that the model adopted can have when addressing economic inactivity and joblessness in areas impacted by deprivation, elements of which are not presently available in mainstream support programmes.

The key elements of this approach have included:

- A person-centred approach designed to be flexible to best meet the emerging needs of individuals with little or no experience of work
- Subsidised work placements over 48 weeks providing the individual with an introduction to work in a chosen field and to assess their potential job readiness;
- Engagement with employers to ensure their buy-in to the model and that the support provided best meets their skills and job needs
- A dedicated staff resource to provide support to the young person throughout their period of engagement, including acting as a go-between with employers to address any issues arising when on placement
- Provision of bespoke training and skills development support aimed at addressing the expressed needs of employers and the identified needs of the young people
- Delivery of projects aimed at addressing the identified needs of communities whilst providing opportunities for young people to volunteer and 'give something back'
- Aftercare support to include one-to-one job search, application support or referral on to another form of support as the young person came to the end of their placement.

The findings from the evaluation should be presented to the Department for Communities as a potential approach to delivering employability programmes in the future. The rate of economic inactivity has not markedly changed in NI despite mandated programmes targeted at addressing this issue. The Project model could also help to address the Service Framework for Mental Health and Wellbeing in NI as a way to effect meaningful change in individuals lives.

With additional resources and ongoing support, there is the potential to increase the target numbers that have been achieved. There remained work placement vacancies at the conclusion of the Project and there continues to be interest from the target communities and employers. Positives relationships exist, and the Project has become well-known in the target areas. There is also a lack of alternative sources of support that can be referred on to.

The SIF revenue employability programmes have been widely recognised as being successful in creating sustainable employment with a greater success rate than similar mandatory programmes of support. There will not be future funding available through SIF, but this Project would be well placed to avail of support should additional monies be made available through the Executive. This situation remains unclear whilst there is not a devolved government sitting at Stormont.



Project Evaluation and Quality Assurance

In future, the way in which a Project such as this is evaluated and quality assured should be considered prior to the start of the project. Where an independent external evaluator is to be utilised, they should be employed from the outset, establishing a Monitoring and Evaluation Framework to ensure that the most relevant and required information is gathered and collated accordingly.

The use of a formative Interim Evaluation report as a part of this Project can be considered to be good practice, reporting on progress made and focussing on operational changes that could be made in the second half of delivery. The summative final evaluation report can then be used for a more strategic overview of the success of the Project and the outcomes achieved. This model should be considered for future similar projects funded by the Executive.

When gathering evaluation information, projects should consider the way in which this information is going to be collated and reported on. A standard evaluation form should be established to be completed on completion of the support available by both participants and employers, with the key findings collated and reported on quarterly to the Project Board. Where staff carry out monitoring visits, a similar process should be used with the information that is gathered collated and reported on.

There is a danger of too much evaluation information being gathered, particularly given that Outcomes Based Accountability information has also been collected, and interventions need to be both appropriate and to add value. Project staff should in future consider gathering short client testimonials to briefly capture the positive experience that participants have had on the Project. The external evaluator could then be used to follow up with these participants to produce short case studies to outline the outcomes achieved. A similar process could be used with employers and community organisations delivering projects where a positive outcome has been achieved.





QUALITATIVE ANALYSIS

5 OUTCOMES ACHIEVED BY THE EMPLOYABILITY SOUTH PROJECT

This Section sets out some of the outcomes achieved by the Work It Project. This will be done by looking at the Outcomes Based Accountability data gathered across the Project, the SIF Strategic Objectives and ways in which these have been achieved, before considering the initial impact the Project has had for those involved in its delivery, with case study examples used to illustrate this where applicable.

Outcomes Based Accountability (OBA)

The NI draft Programme for Government 2016-2021 has enshrined an outcomes-based approach, with the Executive focusing on the major societal outcomes to be achieved and the impact on individuals rather than the actions taken within Government. This Outcomes Based Accountability (OBA) approach has been applied to all of the SIF funded projects, with data gathered to establish the results for 'How Much Did We Do?', 'How Well Did We Do It?', and 'Is Anyone Better Off as a Result?'. The OBA scorecard is included in Appendix.

OBA data has been submitted by the Project on a quarterly basis and a Dashboard produced by the Statistics and Research Branch of the Executive Office. The overall results for the Project are as follows:

How much did we do?

- 196 participants supported;
- 48 team building sessions delivered;
- 196 training / development sessions delivered;
- 500 community projects/ activities supported;
- 0 participants recruited to Enterprise Firms (or similar) with aim of pursuing self-employment;
- 99 participants attending courses aimed at improving employability; and
- 384 participants attending accredited training courses.

How well did we do it? (%)

- 99% of participants satisfied with Work-It programme (Exit Evaluations);
- 99% of participants feel the programme has helped them;
- 89% of participants felt they were treated very well, 7% well and 4% fairly well by the programme;
- 72% of participants completed the programme; and
- 36% of participants aged 16/17 who were NEET.

Is anyone better off as a result?

- 132 (66%) of participants who have increased Self-Efficacy;
- 106 (53%) of participants who have increased Locus of Control;
- 126 (63%) participants who have increased feeling of Well Being;
- 160 (100%) participants gaining an accredited qualification;
- 117 (98%) participants in employment six months post programme;
- 4 (2%) participants in education, training or work support programmes six months post programme
- 1 (1%) participant in self-employed post programme.

Participants completed a global metric standardised questionnaire at the beginning of the Project and again on completion of their engagement. The information gathered has been in 3 main areas:

- **Self-Efficacy** - a person's belief in their ability to exercise influence on the events that affect their lives;
- **Locus of Control** - the degree to which a person feels in control of their life; and
- **Wellbeing** - a person's wellbeing and satisfaction with their life.

Participants score the first two metrics out of 5 (with 5 being strongly agree) and the final metric out of 10 (with 10 being most satisfied). An average score for before and after are set out in Figures 11 and 12 below:

The results of the global metrics are encouraging, showing that all but one variable has seen an improvement in the questionnaires. In particular, the wellbeing metric has seen the most significant rise of 1.4 up to a value of 8.3 out of 10.

Figure 11: Self Efficacy

OUTCOMES ACHIEVED

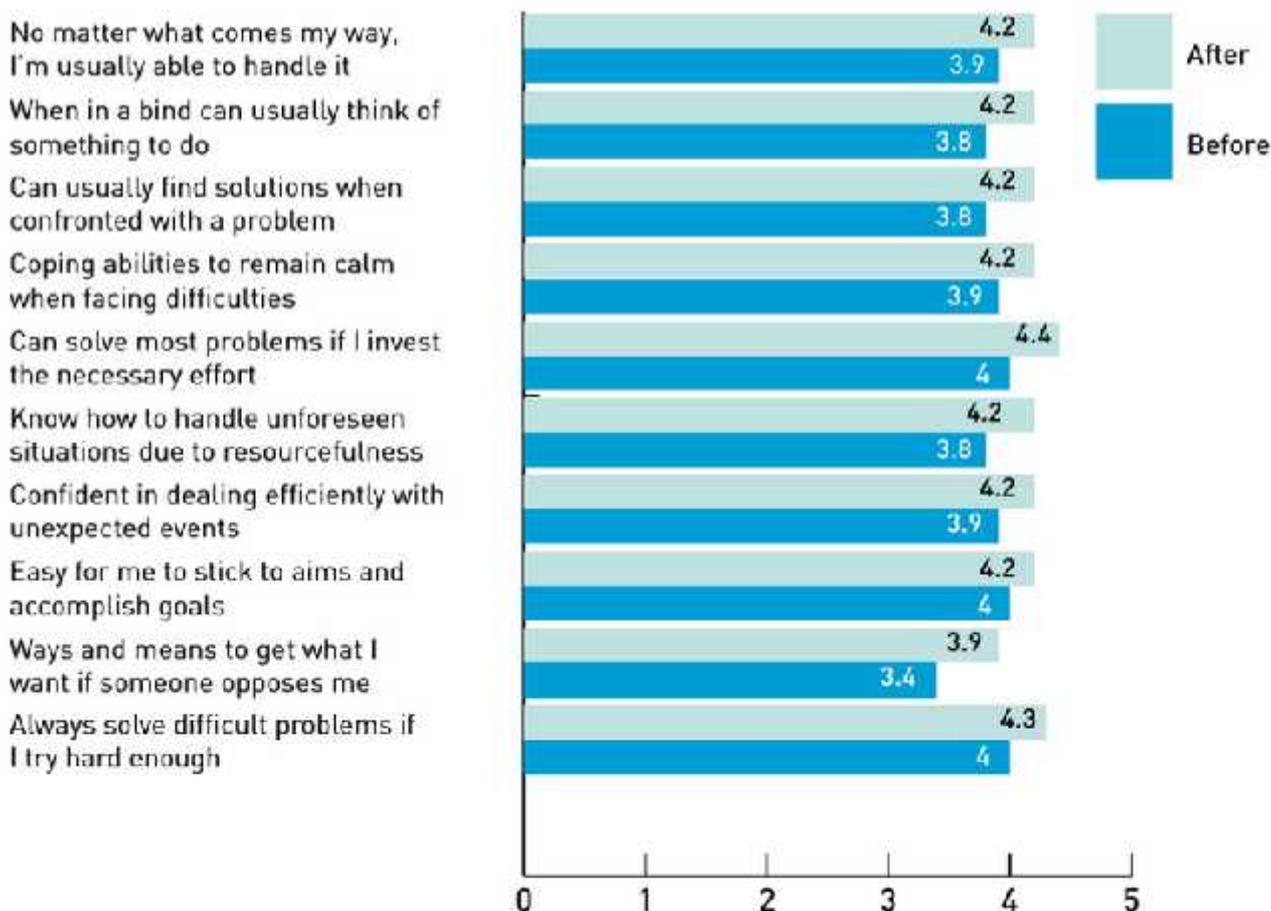
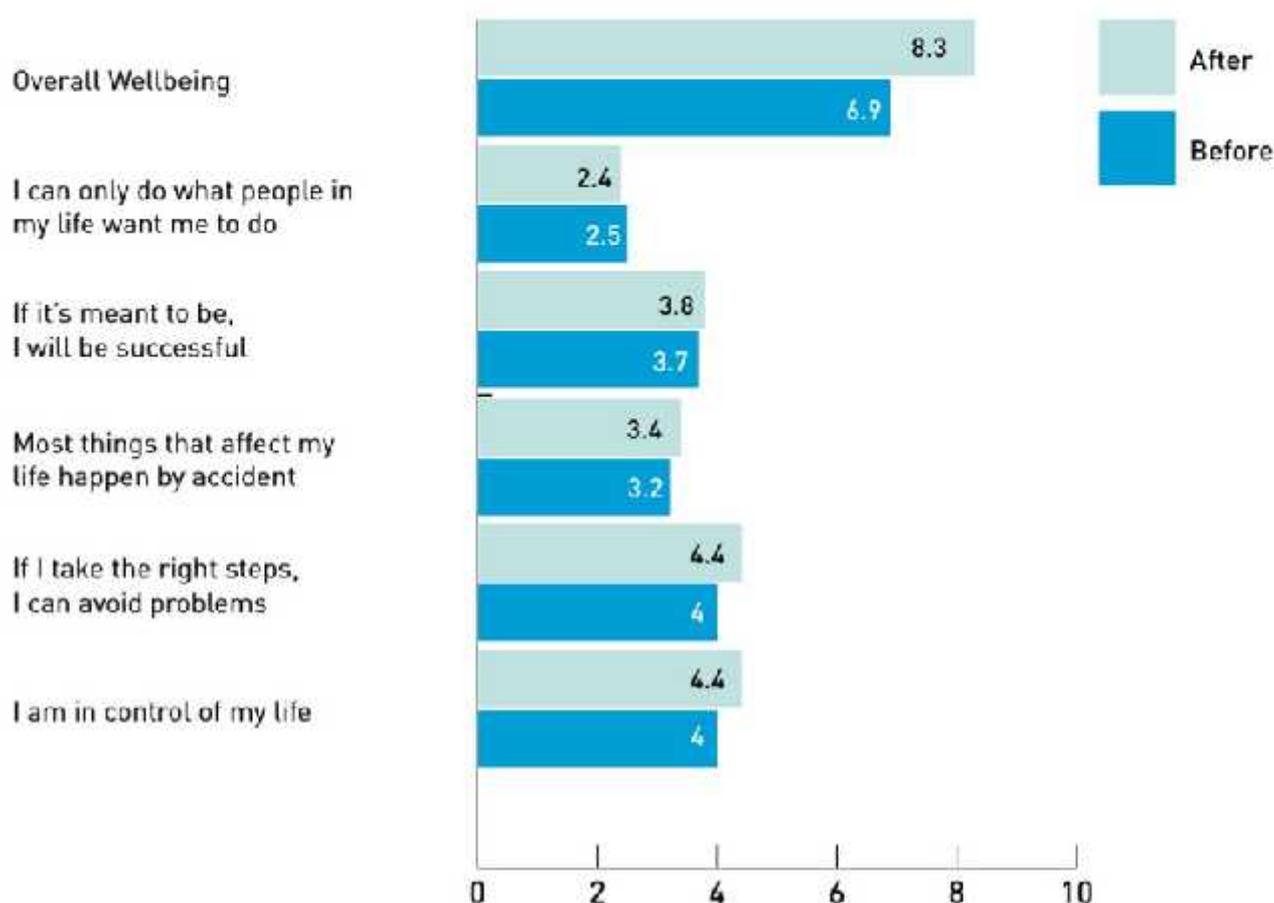


Figure 12: Locus of Control and Wellbeing



Analysis of aggregate level changes in the Global Metric measures has been carried out by the Statistics and Research Branch. On each of the 3 measures, scores have improved for a majority of participants. Self-efficacy increased for 66% of participants and decreased for 25%; locus of control increased for 53% and decreased for 34%; and wellbeing increased for 63%, while decreasing for just 11%. The proportion of participants with “low self-efficacy” [a score of less than 35 out of 50] also fell from 23% before the programme to just 7% after. The improvements on each of these measures were found to be statistically significant. The graphical representation of this information is included in Appendix 6.

In future, the OBA variables to be measured should be closely aligned to the overall outputs to be achieved by projects, with the requirements of OBA taken into consideration when targets are being established. It would be ideal if the OBA could encompass all of the target set and would make monitoring and reporting on the Project more integrated and straightforward. In relation to this Project, the OBA Report Card makes no reference to work placements for example, yet this has been a crucial element of the support overall.

Social Clauses

As part of the NI Investment Strategy 2011–2021, social clauses have been introduced into contracts for major public works to emphasise the need for a social as well as an economic return on investment. To the end of the Project in March 2018, 6 individuals had participated on social clause placements over 182 weeks in total. Roles played included administrative support, coaching, facilitation and cleaning.

Value for Money Assessment

Table 1 below makes a value for money assessment of the Project based on the key outputs that have been achieved. This is presented against both the total cost of the Project and the direct participant costs associated with the provision of training, work placements and the associated support received.

Table 1: Value for Money Assessment

Variables	Output Achieved	Overall Cost	Participant Costs
Total Cost	N/A	£2,377,298	£1,466,977
Cost per Participant	196	£12,129.07	£7,484.58
Cost per Training Course Delivered	384	£6,190.88	£3,820.25
Cost per Qualification Achieved	500	£4,754.60	£2,933.95
Cost per Work Placement Started	196	£12,129.07	£7,484.58
Cost per Work Placement Completed	142	£16,741.53	£10,330.82
Cost per Job Secured	142	£16,741.53	£10,330.82
Cost per Job Sustained thus far	89	£26,711.21	£16,482.89

Additional tracking post-project would be required to ensure that accurate totals for the above are achieved, particularly as more participants sustain employment. Further analysis of each cost centre for the Project could be carried out if a more detailed value for money assessment was required, including the reduction in benefits paid as a result of participants entering employment.

Consultees considered the Project to have represented good value for money given the success that it has had in achieving the outputs set and the difference it has made to individuals lives as will be set out in the case studies below. The cost per participant figure was considered to be high when set against similar government programmes of support but it has been suggested that perhaps this level of investment is required to affect such positive changes in participants.

SIF Objectives

The overall aim of the SIF Programme has been to improve social conditions and encourage economic growth in areas of NI where there is poverty, unemployment and dereliction. This has been delivered through four strategic objectives:

- Tackling the systemic issues linked to poverty and deprivation;
- Building pathways to employment;
- Increasing community-based services; and
- Addressing dereliction and promoting investment in the physical regeneration of deprived communities.

The economic appraisal set out some of the issues that are typically faced by individuals experiencing poverty and deprivation and would include poor physical and mental health; substance misuse; single parent households; at risk young people; and community safety issues including anti-social behaviour.

This Project has sought to address some of these issues by providing access to employment and the associated positive impact that this can bring for the participants. As such, many of these factors are also closely linked to Building Pathways to Employment, with the employment status of participants a symptom of the poverty-related issues that they face.

Examples of ways in which the Project has sought to address the SIF objectives would include:

- Creating new employment opportunities in areas of multiple deprivation, thus widening local labour market access for unskilled and semi-skilled young people, many of whom are NEET;
- Increased awareness of what is required for the participant to achieve and sustain employment, tackling barriers to the labour market and skills deficits, identified through the assessment process and addressed through the provision of appropriate training;
- Provision of practical job-related skills training with the aim of achieving an accredited qualification
- Development of softer skills, including communication skills, motivation, self-confidence and self-esteem, in preparing the participant for their work placement and readiness for what is expected in the workplace;
- Linking with local employers for the provision of paid work placements and to ensure that training provision is directly linked to local skill needs and vacancies;
- Providing experience of employment for those furthest from the labour market, potentially for the first time;
- Increasing household income through the provision of a working wage and as a stepping stone to more permanent employment and to break the cycle of benefit dependency;
- Provision of practical support throughout the period of engagement with the Project to address any issues arising or barriers to employability faced by the individual, leading to increased confidence, motivation and work readiness;
- Ultimately to sustain full-time employment, whether as a result of the Project or with another employer;
- Utilise existing community networks and linkages to identify individuals eligible for assistance and to provide them with existing support;
- Provision of community-based services through funding for small projects utilising the skills of participants to contribute to the physical regeneration of communities identified as amongst the most deprived in NI; and
- Increasing opportunities for young people to engage with the communities in which they live, increasing awareness of services and improving relationships.

This report has demonstrated the success of the Project in addressing these SIF objectives. The model adopted has proved to be effective in building pathways to employment, with the skills of SDO staff proving a crucial reason for the relative success of this approach. Satisfaction from both participants and employers has been high.

Many of the work opportunities were provided with employers based in the communities targeted and the Project has represented an effective partnership between the community/voluntary sectors and public/private sectors in addressing the issues that exist. The approach taken has opened up access to new opportunities by being embedded in the communities that have been targeted.

The Project has also been effective in increasing community based services whilst also addressing physical regeneration issues through the provision of projects identified by the communities themselves. The nature of the projects will leave a lasting legacy from the Project.

It will require a longer period of time to establish whether the generational cycle of dependency has been broken for these participants and if the changes made through the Project have become permanent. It would also require additional statistical analysis to establish any impact the Project has had on overall unemployment and public sector savings in terms of benefits. What is clear is that the approach taken can have a positive impact on both the areas and individuals targeted in terms of addressing poverty and the factors linked to multiple deprivation by building effective pathways to employment.

Initial Impact that the Project has had

The consultation has highlighted a number of ways in which the positive impact the Project has had are already being seen, including:

- **Capacity Built** - the Project has enabled those involved in the Project to build capacity through the skills and experience that have been acquired, both at an organisational and individual level. This will stand both the LPO and SDO organisations and their staff in good stead when delivering similar initiatives in the future.
- **Proof of Concept** - the delivery of the Project has shown that the model and approach adopted can work for addressing the needs of young people who are NEET. In particular, the subsidised work placement element of this model was considered to be additional to similar programmes of support being delivered. The learning gained from this can be applied to other geographical areas that experience similar issues. The SDO has indicated that they have already applied the learning to the delivery of initiatives in other areas.
- **Raised Profile** - both the LPO and SDO consider their profile to be raised in the areas targeted and that this will have a positive impact in the longer-term. Some of the areas targeted were new to both organisations and it is hoped that these linkages can be utilised in the future.
- **Community linkages** - the Project has demonstrated the importance of working with and through community organisations and representatives when delivering work such as this, with these being the best way to target individuals. These linkages can be utilised again in the future now that contacts exist.
- **Re-imagining of Communities** - projects have had a positive impact on both the appearance and usage of facilities with environmental improvements made. It has been suggested that some of these projects may not have achieved funding from other existing sources.

Case Studies from the Project

The initial impact that the Project has had for participants, the employers hosting work placements and the community organisations hosting projects can be best illustrated through Case Studies developed on completion of their engagement with the Project. In each case, the first initial of the individuals has been used as opposed to providing their full name, although the names of the employers and community organisations have been included where applicable.

Strategic Outcomes for the Project were identified and the case studies have been grouped under each of these. Given the nature of the support provided, some of the case studies are relevant to more than one of the outcomes but have been listed where they are most applicable.

Outcome: Improved Overall Wellbeing

Case Study: Person NB

NB is a 24 year-old young woman who had been unemployed and on benefits prior to engaging with the Project. She had had some mental health difficulties including bi-polar disorder and ADHD which had left her lacking in self-confidence and displaying behaviours that may not have helped when seeking employment, including not making eye contact, fidgeting and talking too quickly.

N found out about the Project through Facebook and made contact by telephone. The Project had appealed to her as it was a long-term engagement as opposed to a lot of the shorter training courses otherwise available in her local area. She wanted 'a chance to prove herself', to avail of the support and work placement and ultimately to find employment in her local area.

N was keen to get into the retail sector as she enjoys working with people but had convinced herself that employers would not want her as she had very little experience. She undertook personal development support, First Aid training, a customer service course as well as participating in team-building activities.

Staff observed her willingness to participate and the positive attitude she had.

N was successful in achieving a placement with SAVERS Health and Beauty in Lurgan following a successful interview. This was close to home and she knew many of the staff there as a customer of the shop so was more comfortable when applying. Project staff had helped her by providing encouragement and organising the logistics for the interview as well as the regular engagement she has had whilst on placement. N says she has really welcomed all of this support.

SAVERS have participated in projects with Network Personnel in the past and would also take on trainees through their own in-house apprenticeship scheme. Many of these staff would work on short and flexible contracts to fit around personal, caring and educational needs. They look for motivated and enthusiastic young people from the local area that they can work with and develop and who are interested to learn. Having placements from the Project was of benefit as SDO staff would resolve any issues arising such as staff not showing up or disciplinary issues.

N has markedly benefited from being on placement in a supportive working environment and has seen an increase in both her confidence and sales/customer service skills as a result of the Project. Her employer places importance on both training and supporting its staff and provided on-the-job training in Health & Safety, Stock Management, Customer Service, Model Store, Planograms and Till Training, to allow them to get involved in all aspects of the store. SAVERS like to celebrate the success of their staff, and N has benefited greatly from this and been motivated by it. As a result of the successful placement, N has achieved 16-hours per week employment with her placement provider and has been described as an asset to the organisation as she is consistent, hard-working, reliable and flexible, and has a great relationship with her Manager. Her boss has said, 'N is a great team member, I'm very proud of her and how far she has come'.

N has become the main 'breadwinner' in her household and has enjoyed treating her Mum with the wages she has received. She also hopes to reduce the medication she is taking to address the mental health issues she has had, eventually coming off this altogether. She has stated she would not have been able to do this without the 'life-changing' experience she has had on the Project.

Case Study: Person SM

SM left school with limited qualifications and no practical work experience. When she approached the Project she had no idea of what she wanted to do career wise. S severely lacked both self-confidence and self-belief which was preventing her from applying for jobs as she did think she had what was required for the job role. She also highlighted a lack of awareness of the support that was available in her local area and the limited careers support she had received when at school.

The Project appealed as the support available seemed like a good way to 'get ready for the outside world' as 'no one was forcing me to do anything'. It gave her the opportunity to consider different employment options and a chance to consider what she wanted to do.

S received support from SDO staff to consider her options and to establish what she might like to do or be good at. She started a placement with Network Personnel providing administration support to the Work It team as this would give her an opportunity to work on her confidence issues whilst being directly supported by the staff. As well as developing her confidence, she was able to work on many of her personal and social skills, including punctuality, organisational skills and budgeting.

Throughout the placement, S confidence grew and she demonstrated that she was both dependable and showed initiative. She attended lots of training associated with an office environment, including business administration, mathematics and English, First Aid and Manual Handling. Her increased confidence also allowed her to undertake and pass her driving test.

As a result of her successful placement, S was offered a full-time position with Network Personnel in their administration team following a successful interview. S has really benefited from all of the support she has received from the other staff and has also enjoyed the social options and a chance to meet other young people in a similar situation to her. She now plans to go to Australia for a year and will be able to use the skills she has developed when seeking employment there.

Case Study: Person AT

AT had dropped out of education during her A levels due to mental health difficulties and struggled to motivate herself to seek education, training or employment. A was receiving support from a number of sources, including Dunlewey, Clanrye, her Doctor and family members, and they encouraged her to get involved with the Project. She has admitted that 'If it were my way I wouldn't have left the house'.

A was interested in the longer-term paid work placement as there were not similar programmes of support in the area. She was motivated by 'jumping in at the deep end', where the placement would ensure that she had to leave the house regularly, build a routine and to keep busy and occupied. Whilst at times she felt like dropping out and was daunted by this, she sees it as a great personal achievement that she stuck it out.

A got involved in providing administrative duties in ABC Community Network, supporting both the Network and Dunlewey. She benefited from being close to the SDO based in the same building and staff were always friendly and available, and she liked the personalised element of the support where the focus was on her career goals as opposed to simply slotting her into a convenient placement. A also liked the opportunity to interact with other young people who shared similar experiences as her own and to try new things through the team-building.

The engagement has seen her vastly improve her mental health and provided her with an element of financial independence which was also a major motivating factor. She has various qualifications to support her office work, including an NVQ Level 2 in Business Administration as well as Photoshop and digital marketing qualifications.

A has achieved an apprenticeship contract with ABC Community Network. She has gained a range of skills that can be applied to a number of roles, and no longer feels that a lack of education is a barrier to having a tangible career path. She has said 'being able to achieve the full year placement was amazing, it doesn't sound like much but it was a big step for me. Once I did that, I realised that I could do anything'.

Case Study: Person CM

Ashgrove Community Centre Playgroup in Portadown is situated in an area of deprivation. The group was seeking funding to pay for alternative activities for children without having to resort to asking parents to contribute to the fees. The group had been unsuccessful with applications made to other funding sources. The group benefited from the Project through having both a work placement as well as through accessing community project funding.

For many young people, a barrier to achieving employment in childcare will often be the lack of at least 6-months professional experience working with children that they have and the opportunities to do so. The placement participant, CM, had her NVQ Level 3 in Childcare but had struggled to find suitable work. In deciding to take on a placement, all of the additional support that was available through the Project was attractive, including the fact they would be trained, supervised and paid. Her employer stated, 'I felt more confident employing C as I knew the Work It team were there to support both her and myself throughout the process, I knew if there were any problems they were only a phone call away'.

C benefited from additional training including Food Hygiene, Child Protection / Safeguarding Children, First Aid, Manual Handling and additional training to work with children with Special Needs (Autism). This met both her personal needs as well as the needs of the playgroup. C grew in confidence and increased in her capabilities and has subsequently achieved sustained full-time employment in a day-care role.

The Project made it very easy to apply for funds with a straightforward application, quick decision as well as ongoing support from Project staff when delivering the work. Payments were made quickly and contact made with facilitators by Project staff which meant 'all the centre had to do was book the times; Work IT sorted everything else. All the [session facilitators] claimed their time through the programme as well. It was very hassle free'.

As a result of the support provided, the Centre was able to provide weekly dance sessions, Jo Jingles music and movement classes and Healthy Kidz physical activity classes. The new services sourced were very well received by the children and parents, described as being great for the community. Many of the families did not have the resources available to access classes such as these and so this provided an excellent opportunity to try something new.

The group now has improved connections with providers of services and has been able to increase the number of services available locally. Their only regret was that they had not known about the Project sooner, only becoming involved in its final year.



OUTCOMES ACHIEVED



Case Study: St. Josephs Secondary School Sensory Garden

St Joseph's Secondary School were approaching their 50th year since opening and it was a time in the school community where effort was being made to make the most of the resources they had. The school had a garden that had become unkempt after years of neglect and was the first thing that was visible as people entered the school.

The teachers in the Learning Disability Unit made contact with the Project with a view to the school rejuvenating the garden into a sensory garden. This would be of therapeutic value to the children in the learning disability unit who had autism, as there was nowhere for these young people to go and take time out if they were feeling stressed whilst at school. A secondary benefit of this was that the garden would provide a visually more appealing entrance to the school.

The Project provided support to the garden project, including building materials, plants, raised beds and flower beds, trees, stones, a bench and brightly coloured signs with positive affirmations on them. Project participants came in to do much of the heavy labour to prepare the site to a level that would allow the pupils and teachers to work on it.

Staff have commented 'The garden gives the children with autism a place to take time out and to get involved in gardening activities where taste, colour, smell and touch could be used to help them relax. They become familiar with sensory perception and nature. Very often these children don't get an opportunity to relax at home'. This prevents other children feeling the effect of another's stress and avoids disruption in class.

The garden has been used for a range of activities, including Christmas and Halloween events which parents of the children attend. The children get the opportunity to showcase something they have pride in and ownership of. They learn the benefits of caring for something, learn gardening skills and also get to experience social occasions. The garden also demonstrates to parents that the school cares about their pupils, as there are no other facilities like this for autistic children that have a sensory garden locally.

Without the support of the Project, it is unlikely that the school would have been able to achieve what they have. 'This makes school a much less challenging experience for children who struggle within a classroom environment'.



St Vincent De Paul were approached by Project staff about funding support that could help their work with vulnerable people in the Coalisland area. Families are faced with issues in relation to deprivation including changes to the benefits system and the cost associated with children, including during the school holidays when free meals are not available.

Through support from the Project, toiletry packs including toothbrushes, bath and hand towels, nappies, deodorant, baby wipes and nappies were provided when needs were identified. Volunteers commented 'The relief and release of stress on the faces, especially of older children. The strain evident in their faces leaving as they are so grateful of the support to their family'.

Volunteers come across a lot of young people under pressure and by giving little things like these packs they often get to see the bigger picture, for example the family maybe have no heating oil or food in the cupboards. Individuals may suffer from mental health issues but the stigma associated means they don't talk about this. 'The packs provide a way to open the door – they feel connected by the contact and then they open up'.

The Project was also able to provide funding support for art materials used in a class for those in need of social support, including those who have been recently bereaved. Without this support, many would not be able to afford to participate in the class and benefit from the sociability.

Outcome: Improved Physical Health

Case Study: Person PH

Prior to engaging with the Project, PH had been a full-time carer to his wife and had been housebound for 10 years. Having decided to seek employment, he faced difficulties including the large career gap as well as a lack of skills to secure paid employment. He had been working in his brother's café and the Project was recommended by another employee. The Project appealed to P as it would provide him with a gentle re-introduction to employment as well as providing training relevant to the job. P attended training relevant to working in the catering sector, including an online food hygiene course, that allowed him to take on additional duties in the café and to expand upon the offering. The skills developed and support provided by Project staff gave P the confidence he needed and he has now taken over the running of the café with his wife. In addition to his employment aspirations, P also wanted to make lifestyle changes, including losing weight and getting more active. P began attending Slimming World classes and eating more healthily. He has lost 8 stone since undertaking this new regime and plans to continue to reduce his weight, as well as reducing the medication he was taking for diabetes.

Case Study: Person JB

JB has a degree in Sports Science but was struggling to find employment in the sector due to a lack of experience and specific qualifications as well as a lack of self-confidence. He had been volunteering with Healthy Kidz to gain experience and his employer recommended that he come on to the Project.

J was able to undertake a placement with Healthy Kidz and be paid for the work he had been doing which made a difference to him financially. He was able to avail of relevant training in support of his role including First Aid, Child Protection and IFA Coaching qualifications necessary to pursue sports and fitness as a career. The placement was a positive experience for J and he benefited from both the training and team-building sessions with the Project. It was also an excellent opportunity for J to find out specifically what he wanted to do in coaching, realising that he enjoyed working with children and coaching sports much more than offering personal fitness classes.

J has said that the support he received from Project staff was invaluable, keeping him informed about what was happening but also checking in on him when on placement. He also mentioned that they took a real interest in his personal development and this was great for his confidence and self-worth. On completion of his placement, J was offered a full-time sports coach position with Healthy Kidz and he has said 'When I got the [Healthy Kidz] job at the end I knew I was ready for it'.

Case Study: ABC Community Network Garden

ABC Community Network in Portadown had recently moved into Magherree House, a refurbished Victorian property. There was a need to rejuvenate the garden as this was in a state of disrepair. When Network Personnel moved into the premises as tenants, there was an opportunity to engage with the Project and seek support for the work in the garden.

With the support of the Project, ABC were able to access both small grants as well as participants as volunteers to work on the community garden. This allowed for the area at the front of the premises to be landscaped with stones and paths, the garden to be cleared with flowers and vegetables planted, window boxes created and flower boxes painted, all purchased through a small grant. The finished garden can now be maintained by volunteers.

Without the support from the Project, it would not have been possible to have restored the garden so professionally. Much of the work required heavy lifting and having the support from the participants was invaluable here. This also provided an opportunity for the young people to give something back to their local community and to engage with the volunteers from the Network.

ABC also benefited from having a Project placement with the individual able to provide support to the volunteers and for the activities being delivered. With the support of the SDO staff, this individual flourished in this role and is now on an apprenticeship scheme with the Network.

The refurbished premises has been a positive for both the Network and the Project, with passers by calling in to see the changes made and find out what is going on in the building. ABC has been able to hold open days making use of both of the building and the gardens, with Project participants assisting with the events and activities. Having the additional space available has added an excellent extradimension to the services available at the building and has contributed to the wellbeing of the volunteers that use it regularly.



Outcome: Increase in Services that Benefit the Local Community

Case Study: Clonoe Boxing Club

Clonoe Boxing Club was established in the 1970's by Frank Gervin, a coach to the Irish Boxing team who had trained medal winning boxers. When Frank passed away, the club closed down after a dispute over land ownership. A local priest offered the Club land on which to resurrect the club beside the Parish Centre.

The family and club members fundraised for their new club, including the donation of a pre-fabricated building by a local business (McEvoy's) that could be used. A gala raised the funds to prepare the foundations, plumbing, electrics and flooring. The Club approached the Project to seek funding support to improve the area outside the building, for paint and for first aid kits.

The Club were successful with their applications. An artist drew a mural on the wall of Joe the club founder which has made the building more aesthetically pleasing to the public. First aid kits have been used both in competitions and for injuries sustained in training.

The premises are used by both members of a local Traveller community as well as foreign nationals that have come to live in the area. In many cases, this is the only sport that these men participate in, with boxing acting as a channel for their anger issues as well as teaching them discipline. The club has also engaged young people from the area and linked with a club in Belfast to provide opportunities for them to mix with young people from another area and from another religious background.

Without the support from the Project, it is unlikely that the Club could have achieved what they have to get the facility open. In addition to the equipment purchased, the Club have been able to train 2 coaches from the local community and continuing the legacy Frank left of 'Give Up, Give In or Give It All We Have Got'.



Case Study: Davina's Ark

Davina's Ark fund is a charitable organisation providing a free and voluntary counselling service to those struggling with addiction, including the provision of skills and raising self-confidence. Prior to engaging with the Project, they had no paid staff members and relied purely on volunteers.

They were able to access a placement to provide administrative support to the charity, to provide a greater degree of consistency for service users accessing the service, to set up systems for running the organisation, carry out marketing to raise awareness and make appointments. This was an excellent asset to the charity and allowed volunteers to focus on the counselling provision they were best suited to.

The charity benefited from having an individual who had been trained to provide the role that was required. The attitude of the participant was what they needed and she was willing to take on what was needed. They also benefited from the support that she received when on placement and the extra care that SDO staff took.

At the end of the placement, a part-time administrator role was created once the charity trustees saw the benefit that having an administrative support to the service had brought in building their capacity and this has worked well. The only regret was that they had not known about the Project sooner as they may have been able to avail of additional support.



Case Study: Persons JB and CB, Oasis Youth Club

Scotch Street Youth Club in Portadown provides services to local young people largely through the support of volunteers and part-time staff. They rely on accessing funding from a range of sources and from the goodwill of their volunteers. They came to the Project having been referred by Oasis Youth Club.

The Club was able to access 2 placements as well as community project funding. The placements, JB and CB, had both been past service users and volunteers of the Club and had expressed an interest in working with children. This provided an opportunity to provide training support to these young people as well as providing paid work experience in their local area without the expense of having to travel in to Portadown to seek work.

Participants benefited from good quality training including basic Youth Work skills such as Business Administration, IT, Marketing, First Aid and Child Protection. Other volunteers at the Centre could also participate in the training and this 'in kind' payment proved invaluable to increasing the capacity of the Centre. On completion of their placements, both young people have gone on to further their careers working in childcare and grounds maintenance roles.

The Club was also able to access small grant support to fund a number of events including a Big Breakfast, seasonal events and physical activities that were well received by parents and young people alike. The placements were able to facilitate much of the delivery of these events and offered much needed variety in the services and facilities available to families in the area.

Oasis Youth Club is a part of the Community Intercultural Programme organisation that seeks to engage with both the indigenous population as well as foreign nationals that have come to the Portadown area. They found out about the Project through the ABC Community Network. The Club delivered a 20-week programme targeted at 11-16 year old girls that encouraged greater interaction between the different nationalities through the medium of dance and drama, as there was a tendency identified for not interacting outside of their language groups. This included young people from Polish, Portuguese, Lithuanian and Northern Irish backgrounds.

Funding was received from the Project that enabled the purchase of mirrors to allow for better practice of their routines. The programme was a great success as it allowed participants to come together in a shared activity where language wasn't a barrier. Cost would also have been a barrier to the participants. The theme they developed the dance and drama around was bullying.

One participant commented 'my favourite time and experience throughout the whole melody of movements project was the play. I wouldn't have thought that I would have said this because I was terrified, on the day my stage fright was kicking in but a leader said that I could do it and I went out and performed my best and did great because I stuck to the leaders words. That leader has been inspirational to me, saying to go out and give my best in everything I did'.

The programme increased awareness of bullying in local schools and clubs having been showcased by the Southern Education Board as an example of good practice. The self-confidence of the participants grew as a result of their involvement. The Club has benefited from having the mirrors that will be used again in the future.



Case Study: Cycle Recycle, Mount Zion House

Mount Zion House started a Cycle Recycle project as they wished to diversify the way in which the building was used as well as generating income from an under-utilised space. The project recycles unwanted bicycles and sells them at an affordable price, particularly to young families. The organisation seeks to support those that are in need, hard to reach and are unemployed.

The organisation found out about the Project through word of mouth and identified that they would benefit from individuals that are skilled in bike maintenance. They were able to identify individuals through the Project that were suitable for the project's needs. Staff from Mount Zion House, in conjunction with SDO staff, were able to offer support and mentoring to these individuals to develop them into the required roles. The individuals engaged may not have been suited to 'normal' work, given that they had health, addiction and domestic issues and needed particular support that the community and voluntary sector was well suited to providing.

The organisation was able to avail of grant support to support the overall activities of the recycle project. The placements benefited greatly from having a regular wage, increasing their self-confidence and motivation to work. Unfortunately the organisation has not been able to sustain the employment of the participants. They have also indicated that they could have supported more placements had they known about the Project sooner.



Case Study: Persons P and B, Edgarstown Residents Association

Prior to the Project, Edgarstown Residents Association operated on a part-time basis as they did not have the resources to employ staff. With 2 individuals placed at the community hub, the organisation has been able to grow. P runs the day-to-day organisation, including making applications for funding and developing the services on offer, including befriending and support to the elderly, afterschool's and summer schemes. Funding for this post has been secured from NI Housing Executive.

The other post co-ordinates the street team, a group of volunteers that ensure the local area is kept clean and free from litter and weeds. B had been long-term unemployed prior to the support from the Project but has developed caretaking and maintenance skills that have markedly improved his future employability. The organisation has been able to benefit from small grant funding that has allowed for the delivery of fun days and emergency first aid training. The 2 staff have acted as effective community champions for the area creating a sense of community and pride. The Association has indicated that none of this would have been possible without the support of the Project and its staff.

Outcome: Environmental Improvements Made

Case Study: Drumgor Detached Youth Work

Drumgor Detached Youth Work project works with young people aged 10-18 in the Brownlow area of Craigavon. The area is run down and prone to anti-social behaviour, including rioting, drugs & alcohol and hotpots where disengaged young people will gather. The organisation is reliant on accessing small pots of funding to maintain the delivery of activities. They were able to benefit from having 3 work placements as well as accessing grants for re-imaging the area as well as the Centre itself. Working with local residents, they were able to design and install murals in areas designated as hotspots using funding to pay for an artist and anti-graffiti paint. They also benefited from the support of the Project when accessing support for a tidy up in the area as well as the revamp of an electricity box in conjunction with Meadowbrook Community Association.

Involvement in these activities helped to foster closer relationships between the youth workers and local young people with a mutual respect being developed. One worker commented 'Things in the area have really quietened down'. The area has been described as more appealing to the eye and a nice place to live. Staff have also indicated a general sense of belonging, pride and a greater community spirit. The organisation is delighted to have been involved with such a flexible and worthwhile Project.

Case Study: Clanrye Foundation Community Project

Clanrye Foundation Community project support families experiencing health, social and economic issues that have an impact on their ability to fulfil their potential. They have been able to avail of small grant funding from the Project to support community events, gardening projects and a fitness programme for its service users. Based in Maghera House, one of the activities has been in relation to the restoration of the community garden mentioned above. The activities have involved the different tenants in the building coming together to address a common need, with service users of each being able to benefit from it.

Clanrye applied for funding for a polytunnel to work with members of its Family Foundations programme. This was upgraded to a greenhouse that would allow service users to have a permanent structure that would be useable all year around no matter what the weather. 'The garden is a safe place for people to come and do something they enjoy'. Staff have noticed a big improvement in the users of the garden, including a growth in self-confidence through participation in new activities, reduced social isolation from meeting new people and the contribution that working outdoors can have on physical and mental wellbeing. Many participants do not have a garden themselves and the fact that the service is freely available is also seen as being a benefit. Clanrye have aspirations to start a social enterprise generating income from selling the vegetables that they are growing in the garden. The organisation was well supported by the Project with the processes involved made so much easier by the staff who were 'brilliant' and always willing to help.

Outcome: Business Growth through Employment Sustained

Case Study: Healthy Kidz

Healthy Kidz delivers structured physical literacy classes to Key Stage 2 children to promote healthy lifestyles. Delivered through schools and playgroups, the classes will include PE lessons, coaching and summer camps. The programme relies on identifying confident and engaging individuals that are able to develop a rapport with the young people to deliver the activities.

PC who runs the organisation was keen to be involved with the Project as he could access additional staff members who would receive a salary and coaching qualifications with limited cost to him. The organisation has taken on 4 placements, all of whom completed IFA coaching qualifications and were engaging with schools soon afterwards. Having shadowed other sports coaches, they were then able to deliver sessions for children with limited supervision.

P was impressed by the quality of the young people coming through who were keen to learn, enthusiastic to participate and knew what was expected of them. He was also impressed with the ability of the SDO staff to pinpoint the correct young people that would benefit from the opportunity and the support they provided to both the young people and employer throughout. It was more important to have young people with the correct softer skills and attitude than to have the qualifications at the outset.

The Project provided the support required to help young people transition from a school to a working environment, to develop the skills necessary for a professional environment and to understand what employers are looking for. P believes this support is crucial if young people are to find and retain employment.

Each of the 4 placement participants has had a positive outcome from the Project, 2 are employed by Healthy Kidz, one employed elsewhere and another has progressed to university. The Project has been a positive experience for the employer that has enabled the business to continue its growth and he would be open to working with similar schemes in the future.

Case Study: Person D, 8 Til Late Store

8 Til Late is a family-owned retail shop based in Newry. Project staff approached them when a young person (D) from the local area had said he would like to be on placement in their shop. The Project appealed as the placement would be paid for, trained and managed by SDO staff and was an extra layer of support to the employer. It would also be of benefit as the young person was from the local area, knew many of the people that would use the shop and could pinpoint potentially difficult customers, with shoplifting having been an issue in the past.

D was keen, dedicated and motivated and these were seen as key assets to have in a potential employee. As the owners have said, 'he just wanted a chance to prove himself'. D had come from a difficult background and had some personal issues, but the support he received from the Project combined with his good attitude meant he was able to succeed. The shop had taken on other Project placements who didn't work out as they weren't as motivated or trustworthy.

The training that D received was seen as being invaluable from an employer's point of view. This included food hygiene, retail management, health & safety and manual handling. By applying the learning he had gained, D was able to make positive changes in the way the shop was run. He was able to take on extra duties such as opening and closing the shop, ordering stock and to apply the training he had attended to improve the hygiene of the shop.

D has sustained part-time employment at the shop following the end of his placement whilst his employer has gained a valuable and responsible member of staff. The support D received from the Project has been the key in changing his attitude and to address issues in his personal life, 'the Project really helped D to grow up, and he was ready to go back to his family by the end'.

Case Study: Newell Stores

Newell Stores is a family-owned retail business based in the Dungannon and Coalisland area. As a part of the celebrations for 30 years in business, the company reviewed the values they operate by and realised that they wanted to give more back to the communities in which they were based. In particular, they wanted to offer more employment to local people whose personal circumstances meant they may have had limited opportunities in life.

The company had taken placements in the past from South West College and it was the College who told them about the Project. The support available fitted with what they were trying to achieve but also saw additional support for the individual, including the fact that they would be paid whilst on placement which was not the case on other similar schemes, which the company considered to be unfair and unethical.

Newell's were able to provide 4 placement opportunities as a part of the Project. The individuals really benefited from the training that was provided, including communication skills, health and safety, fork lift driving, food hygiene, team building and essential skills.

Whilst on placement, they were also able to get involved in other activities such as charity runs and this helped them deal with confidence and self-esteem issues and made them feel a part of the overall team. The employer has said, 'it was great to see them become part of the team; our team was able to support and develop these employees and they really flourished'.

The employer benefited from the support provided by the Project and its staff, including addressing any issues when they arose and following up to make sure they were resolved. Staff were also effective at signposting on to other forms of support. Newell's has now established a working relationship with Network Personnel that will continue beyond this Project.

Of the 4 placements, 2 have sustained employment with the company and another has moved on to employment elsewhere. The fact that the wages of these staff were covered during the years placement has meant that the company could employ additional staff as well. The support could not have come at a better time for Newell Stores and its mission of giving back to the community.

Case Study: Drumbeg Community Association

Drumbeg Community Association is based in a predominantly Nationalist area of Craigavon. The organisation was at risk of closure due to the fact that the Community House was not being used to its full potential and was about to be taken back by the Housing Executive.

When JS heard about the Project and the support that this could provide, she identified that there may be an opportunity to work at the Community House and to give something back to the community and area in which she is from. J had a youth work qualification but was unemployed and had lost confidence having had a negative experience in her previous job.

The Project has allowed J to work for 11 months in paid employment. During this time, she has been successful in applying for funding for a community mapping and good relations exercise as well as a good relations and cultural diversity project over the next 2 years. This work has enabled J to sustain her employment as well as seeking out opportunities for other members of the local community.

Through the Project, the Association was able to take on 4 placements to work at the Community House. CS was one of these young people and worked alongside J as a youth worker. On coming to the Project, she was unemployed and de-motivated. She had an OCN in Youth Work but had been unable to find paid work. The Project allowed her to do short courses that added to her skills and were pitched at the right level, including Child Protection, First Aid, CV building and a well-being course.

C has developed a lot of skills and experience over the past 2 years. Making successful funding applications has boosted her self-confidence and saw the impact her efforts could have on the local community. She will regularly open the Community House and work directly with the young people and feels that she can respond to their needs and keep them away from risk taking behaviours.



The additional funding has allowed for the Association to trial events with a view to engaging the local community, including events at Christmas and Halloween. Many of these events engage individuals who had not previously engaged with the Community House, including men through the MenHen Shed project. With support from the small grants they have been able to stage events and purchase equipment, with the capacity now in place to stage these events annually.

J says that she has achieved much more than she would ever have expected to and is 'no longer afraid' and has the confidence to lead and to try things. The Association is in a much stronger position than it was and has established strong links with lots of other organisations, including the Southern Regional College. They have also built cross-community links with Protestant estates through their young people.

For C, she has sustained her employment at the Community House, is studying for a degree in community development and has her own house now as a result of being in employment. She did not expect the changes that the Project could have for her or the opportunities it would bring. She has benefited greatly from the support she has had from SDO staff as well as J.

The impact of this is being felt throughout the local community and J says that there is a ripple effect of positivity. The support has seen community leaders from within the community be identified and developed who J has been able to mentor. Without the support from the Project, the Community House is likely to have closed and none of this would have been possible.

Case Study: Person N

N is a young man who was referred to the Project through the Give and Take programme. When initially referred in, he was withdrawn and allowed his support worker to answer for him, and a decision was made that the Project may not be the most appropriate form of support at this time.

Six months later, the support worker approached the Project again and N was much more engaging and confident, and keen to join the Project. A placement was secured for N with McMurray Tyres. N had a court appearance that resulted in his spending time in Hydebank Wood Young Offenders Centre. In the run up to the court appearance, N's conduct had begun to slip, he was frequently late for work and came and went as he pleased.

Once he came out of Hydebank, N re-engaged with the Project and after a conversation with staff about his conduct and what was expected of him in terms of his timekeeping, he returned to his placement. N has gone from strength to strength and is doing what is expected of him.

His employer understands N and the background he has come from and so has been willing to give him some leeway. He has regularly given him extra paid hours on top of the contracted 30-hours per week as well as providing access to odd jobs outside of working hours. N mentioned that it is in the evenings when he is bored that he has got into trouble and so keeping him busy can help reduce this.

Showing some leeway and providing N with more than one opportunity has been shown to pay off. His employer sees the potential in him and has been willing to invest both his time and his trust to keep him out of trouble. Without the understanding shown by both the Project staff and his employer, N may have been lost and not had such a positive outcome.

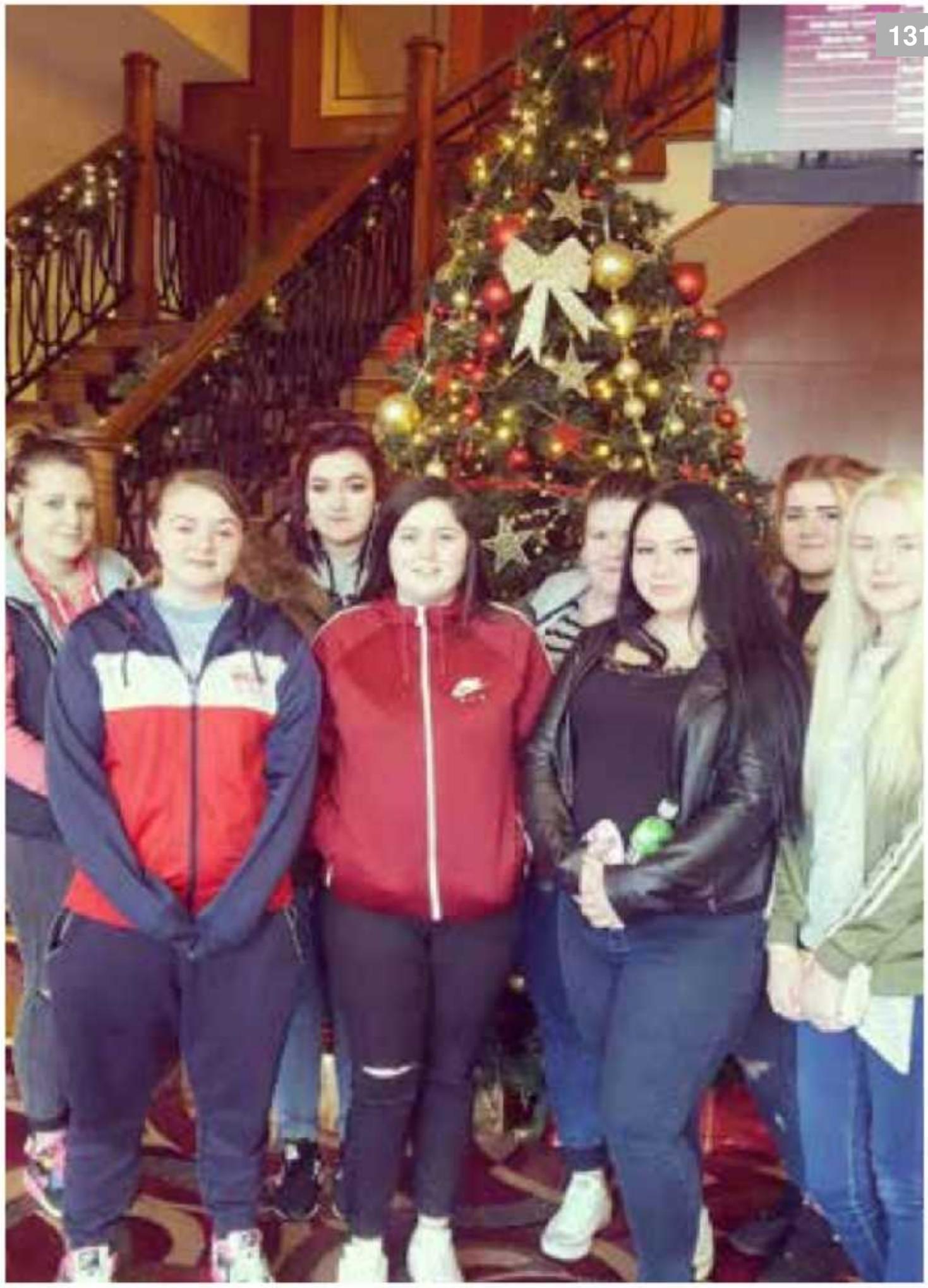
Case Study: Person D

D was referred by the 16+ team in Craigavon and had an interest in pursuing a placement in Engineering. Whilst D had attended lots of interviews, he had been unsuccessful in securing employment, he was motivated but low in confidence. Project staff worked with D on his employability skills, carried out mock interviews and to anticipate some of the questions he would be asked. He also attended training that may be of benefit, including Emergency First Aid, Manual Handling and CSR.

D interviewed for a placement in Canavan Clockmakers, a clock-making specialist involved in design, manufacture and restoration of large exterior clocks. Whilst he came across as quiet at the interview, the employer decided to take a chance on him. Whilst it wasn't exactly what D had wanted, there would be elements of engineering in the job role.

Over time, D's confidence has grown and his boss was able to expand the number of tasks he could do, including bringing him to sites. D proved himself to be an asset to the company and was offered a full-time position on completing his placement. Project staff have mentioned they can see a huge difference in D from when he started the Project and he is much more confident as a result of the support provided.

CONCLUSIONS



6 CONCLUSIONS

This evaluation report has clearly demonstrated the success that the Work It project has achieved over the last 3 years. The Project has engaged with 196 young people from the most deprived areas in the Southern Zone as well as providing funding and volunteer support to 500 community regeneration projects based on locally identified need. The individuals supported have largely been NEET on entering the Project. They have benefited from accredited training, essential skills, team-building activities and from a 48-week work placement.

The ultimate success of the Project can be measured by the fact that 142 participants have found employment, many of these with their placement provider or in a related field. The fact that 98% of the participants have sustained employment 6 months after the support has concluded is testament to the quality of the support that has been provided and this has been re-enforced by the anecdotal evidence from both employers and participants.

The employability model adopted was based around good practice learning from the delivery of similar programmes in the past, combining bespoke training, skills development, accredited and industry recognised qualifications and job-support based on the expressed and identified needs of both participants and employers. Each element of the model was knitted together by the support from a dedicated member of staff who could act as a go-between for the employer and participant to address any issues arising.

Satisfaction with the Project has been high, with participants expressing they were treated well and helped by the engagement. Participants were introduced to the world of work, any barriers they were faced with recognised and addressed with suitable support provided. Training and support was based on the identified skills needs of employers and to match actual job vacancies that were available.

The consultation has highlighted the importance of having flexibility in delivery, both to meet emerging needs but also to redress any elements of the Project that were not working as well. Delivery has provided proof of concept that the model works, in particular the paid work placement element, and should be considered for future similar interventions.

The Project has made a positive contribution to improving social conditions in the areas targeted by building pathways to employment for those that have participated and moving them closer to the job market by providing the skills and aptitudes to better compete for jobs in the future. The improved relationships and understanding, as well as the increased capacity of organisations to deliver, has the potential to lead to sustained cooperation in the future. The community projects funded have also contributed to positive changes in the appearance of the SOAs targeted and led to an increase in community services delivered.

Consultees have indicated that there is the ongoing need for a specialist programme of support such as this in the areas targeted. The analysis in this evaluation report has shown the potential that the model adopted can have when addressing economic inactivity and joblessness in areas impacted by deprivation, elements of which are not presently available in mainstream support.

7 RECOMMENDATIONS

The following are recommendations put forward as lessons learned to inform the future delivery of similar projects to Work It.

Project Management and Monitoring

- Prior to the award of contracts such as this, the Executive Office should provide training to all LPO and SDO staff to ensure that the requirements are clear and that the necessary internal systems are established for the monitoring and delivery of the project.
- Operational Guidelines should be established prior to a Project commencing against which all projects can be monitored and delivered.
- The Executive Office should consider a standard non-financial monitoring report template to be included in any future Letters of Offer issued.
- All Targets established for projects should be included in the OBA scorecard and monitored accordingly.
- Whilst SOA eligibility criteria should be applied for participant admissions, flexibility should be applied to account for areas with pockets of deprivation as well as considering other admission criteria, for example employment status.
- Where an independent external evaluator is to be utilised, they should be employed from the outset, establishing a Monitoring and Evaluation Framework to ensure that the most relevant and required information is gathered and collated accordingly.
- Use of a formative Interim Evaluation report should be considered at the halfway point of projects such as this, to make recommendations for operational changes. The summative final evaluation report can then be used for a more strategic overview of the success of the Project and the outcomes achieved.
- Standard evaluation forms should be established for both training and placements, with the collated findings reported quarterly to the Board. Short client testimonials should also be gathered where a positive outcome is identified.

Project Delivery

- The model adopted to deliver the Project should be considered good practice for the delivery of similar projects.
- The number of staff required to deliver a Project such as this should be re-considered, with additional project support staff potentially being required.
- Having the flexibility to react to the emerging needs of participants should be built into any future projects, with change management mechanisms in place to ensure tailored support can be provided.
- The rationale for including an enterprise element should be re-considered, given existing mainstream support provisions that can be referred in to.
- Offering shorter placements in the community as a gentle introduction into work has been shown to work, before commencing a placement with better sustainable employment prospects.

- **The option to be flexible in the length of placement to include 13, 26 and 52 week options should be considered in future projects.**
- **Future delivery of community projects should consider fewer projects with additional funding provided to each, to reduce the administrative burden.**
- **The findings from the evaluation should be presented to the Department for Communities as a good practice approach to the delivery of employability programmes in the future**

APPENDIX 1 OBJECTIVES AND OUTPUTS

Project Outputs / Targets

- Identification and selection of a cohort of 160 participants for a 'work in the community' scheme within the Southern SIF Zone.
- To provide paid work placements for the cohort for 30 hours per week for 48 weeks and paid the national minimum wage. Minimum wage and other statutory payments such as National Insurance contributions will be met from SIF.
- From the cohort, to provide paid work placements for 96 young people (60% of the total cohort). Young people for this purpose are those aged 16/17 years who are not linked to the benefit system or in employment, education or training as a pilot initiative over the project period.
- 160 people receive accredited qualifications including driving, HGV, forklift licence, health and safety, first aid. (this is not an exhaustive list)
- Deliver 48 team building sessions for the identified cohort.
- At least 60 participants from the cohort attend courses aimed at improving employability (e.g. Essential Skills, ICT, and Personal Development).
- Deliver 160 relevant Training and Development Sessions for the cohort of participants based on individual needs.
- To deliver work base training in a range of areas from landscape and gardening, basic DIY activity (joinery, painting and decorating), community care, child care, youth development, IT, finance and administration for aimed at improving employment outcomes for the unemployed.
- Deliver 500 community projects across the Southern SIF Zone.
- 48 teambuilding sessions throughout the lifetime of the programme.

Project Outcomes

The expected outcomes as a result of delivering the 'Work It' project are:

- Increased engagement and involvement between young people and older members of the community;
- Delivery of valued local services;
- Bespoke work activity that is attractive to the target participants, supporting recruitment and reducing drop-out rates;
- Acquisition of skills which are in demand by local employers;
- Improved employment outcomes as a result of identifying work disciplines which are similar to the local labour market;
- Increased participant wellbeing, self-confidence and social skills; and
- Spin-offs in terms of social enterprise & self-employment.

APPENDIX 2 OUTCOMES BASED ACCOUNTABILITY (OBA)

How much did we do?

- No. participants supported
- No. team building sessions
- No. training / development sessions
- No. of community projects/ activities supported
- No. participants recruited to Enterprise Firms (or similar) with aim of pursuing self-employment
- No. participants attending courses aimed at improving employability
- No. participants attending accredited training courses

How well did we do it?

- % of participants satisfied with Work-It programme (Exit Evaluations)
- % of participants feel the programme has helped them
- % of participants who felt they were treated very well/ well/ fairly well/ fairly poorly/ poorly / very poorly
- % of participants who completed the programme
- % of participants aged 16/17 NEETS

Is anyone better as a result?

- No. of participants who have increased Self-Efficacy
- No. of participants who have increased Locus of Control
- No. of participants who have increased feeling of Well Being
- No. of participants gaining an accredited qualification
- No. of participants in employment six months post programme
- No. of participants in education, training or work support programmes six months post programme
- No. of participants self-employed post programme
- % of participants who have increased Self-Efficacy
- % of participants who have increased Locus of Control
- % of participants who have increased Well Being
- % of participants gaining an accredited qualification
- % of participants in employment six months post programme
- % of participants in education, training or work support programmes six months post programme
- % of participants self-employed post programme

APPENDIX 3- SUPER OUTPUT AREAS (SOAS) FOR PARTICIPANTS & PROJECTS

Super Output Area	Town	Community Projects	Work Placements
Callan Bridge	Armagh	9	-
Carrigatuke Servicing Keady	Armagh	1	-
Crossmaglen	Armagh	4	-
Downs	Armagh	1	-
Forkhill 1	Armagh	1	1
Gilford Servicing Armagh	Armagh	1	-
Keady	Armagh	-	1
Observatory Servicing Armagh	Armagh	1	1
Fort	Banbridge	1	-
The Cut	Banbridge	6	-
Coalisland North	Coalisland	17	4
Coalisland South	Coalisland	13	17
Coalisland West and Newmills	Coalisland	15	-
Washingbay Servicing Coalisland	Coalisland	1	-
Ballysaggart	Dungannon	5	1
Killyman Servicing Ballysaggart	Dungannon	2	-
Killymeal Servicing Drumglass	Dungannon	10	-
Mullaghmore Servicing Dungannon	Dungannon	4	-
Kilkeel Central 1	Kilkeel	10	-
Kilkeel Central 2	Kilkeel	-	2
Kilkeel South 1	Kilkeel	4	-
Kilkeel South 2	Kilkeel	3	2
Lisnacree Servicing Kilkeel	Kilkeel	7	-
Aghagallon 1	Lurgan	1	-
Aghagallon 2	Lurgan	-	1
Church	Lurgan	3	8
Court 1	Lurgan	18	8
Court 2	Lurgan	1	6
Drumgask 1	Lurgan	1	7
Drumgask 2	Lurgan	17	11
Drumgor 1	Lurgan	-	3
Drumgor 2	Lurgan	32	11
Drumnamoe 1	Lurgan	6	11
Drumnamoe 2	Lurgan	-	9

Knocknashane 1 Servicing Lurgan	Lurgan	7	-
Mourneview	Lurgan	17	-
Taghnevan	Lurgan	6	9
Waringstown	Lurgan	-	1
Woodville 1	Lurgan	-	4
Ballybot	Newry	32	11
Bessbrook	Newry	5	3
Camlough Newry & Mourne	Newry	7	-
Clonallen 1	Newry	2	-
Clonallen 2	Newry	-	1
Daisyhill 1	Newry	5	3
Daisyhill 2	Newry	5	8
Derrymore 1	Newry	2	5
Derrymore 2	Newry	-	3
Donaghmore 1	Newry	3	-
Drumalane 2	Newry	7	-
Drumgullion 1	Newry	8	7
Fathom Servicing Newry	Newry	3	-
Seaview 2	Newry	-	4
St Marys	Newry	39	3
St Patricks 1	Newry	3	-
St Patricks 2 Servicing Newry Town	Newry	10	-
Windsor Hill 1	Newry	2	1
Windsor Hill 1	Newry	-	1
Annagh 2 Servicing Edenderry	Newry	48	-
Ballybay Servicing Corcrain 1&2	Portadown	7	6
Ballyoran Servicing Edenderry and Corcrain	Portadown	14	3
Brownsown 1 Servicing Corcrain & Tavanagh	Portadown	4	-
Corcrain 1	Portadown	2	5
Corcrain 2	Portadown	6	8
Edenderry 1 Servicing Portadown / Craigavon	Portadown	20	-
Kernan 1 Servicing all Portadown	Portadown	5	-
Killycomain	Portadown	2	-
Parklake Servicing Portadown	Portadown	2	1
Tavanagh	Portadown	9	6
The Birches 1	Portadown	20	-
The Birches 2	Portadown	3	-

APPENDIX 4 EMPLOYERS PROVIDING WORK PLACEMENTS

Childcare

- Jellybean
- Portadown Integrated Primary School

Community

- Drop Inn Ministries
- Focus
- Mount Zion House
- Portadown Cares
- St Vincent De Paul
- Sugar Supper Club

Construction

- Aghalee Building Supplies
- Alwood Kitchens

Newry Mourne & Down District Council

- Bushcraft Centre (ABC Council)
- Craigavon Golf & Ski Centre (ABC Council)

Design

- Glass Decor

Electrical

- Envision

Engineering

- Canavan Clock Makers
- Washingbay Sheds

Factory

- Custom Covers NI
- Smurfit

Hospitality

- Big Bear Grills
- Amplified Bar

IT

- CMD Systems
- GOR Software

Mechanics

- Canavans Auto Centre
- Gerald Tolan Auto Repairs
- Richill Tyre Fitters

Office

- DART Partnership
- Uel Weir Architects
- National Building Supplies
- Newry City Centre Management
- Portadown Health Centre

Residents Associations

- Drumbeg Residents Association
- Edgarstown Residents Association

Retail

- B&M Bargains
- Dorothy Perkins
- Pound Stretcher
- SAVERS

Security

- Envision

Sports

- Professional Coaching Services
- The Rink

Support Services

- Citizens Advice Bureau
- PIPS Newry & Mourne
- The Magnet Centre
- Women's Aid
- Youth Action

Warehousing

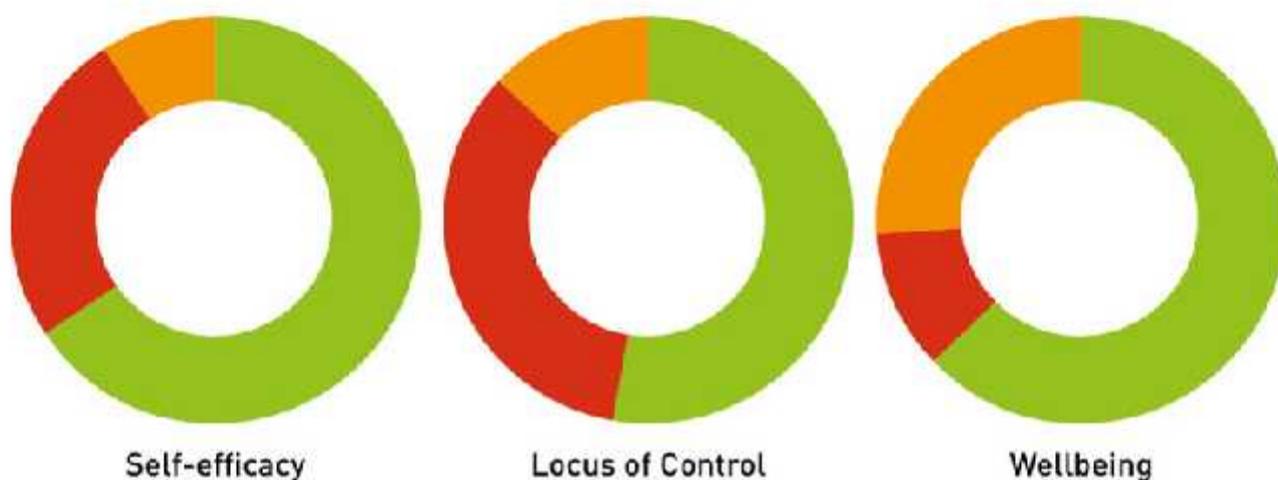
- Best Foods
- D Signs & Displays
- Musgrave Market Place

APPENDIX 5 TRAINING COURSES COMPLETED

- Acrylic Extensions course
 - Combined Nail Technician course
 - Gel Extension course
 - Level 2 Diploma Barbering
 - Level 2 Fitness Instructing
 - Level 2 NVQ Hairdressing
 - One to One Nail Technician package
 - Advanced Photoshop
 - Effective Minute Taking
 - Excel Intro
 - Finance for Non-Financial Managers
 - IBAT Diploma in Computer Programming
 - Intro to Desktop Publishing
 - Intro to Digital Marketing
 - Introduction to Photoshop
 - ITIL Foundation Course
 - NVQ Level 2 Business Admin
 - OCN Social Media
 - OCR Level 2 Text Processing
 - Professional Diploma in Digital Marketing
 - QuickBooks Intro
 - Sage Accounts Level 1
 - Sage Payroll Stages 1 & 2
 - VRQ Business Administration
 - CSR Visitors Pass
 - Fork Lift Refresher
 - Forklift Training
 - ICQ Stores and Warehousing
 - IPAF Training
 - Level 1 & 2 H&S in the Workplace
 - Manual handling
 - Manual Handling Instructors course
 - Reach FLT Conversion course
 - SIA CCTV
 - VRQ Vehicle Maintenance & Repair
 - Welding course
 - OCN Level 1 Award Progression to Employment
 - OCR Level 2 Employability Skills
 - Progression to Employment
 - Child Protection Training
 - Emergency First Aid
 - GOALS Training
 - Pediatric First Aid
 - Introduction to Dementia Awareness
 - Introduction to Autism
 - Introduction to Pharmacy Stock Control
 - Level 3 CPD Understanding Autism
 - Level 4 Nutrition Course
 - NVQ Level 3 Childcare
 - Customer Service Skills
 - Dog Grooming Level 3
 - Food Safety Level 2
 - ICQ Retail/Customer Service
 - Level 2 Certificate in Principals of Sales
 - OCN Level 2 in Retail Knowledge
 - World Host Training
 - Archery Leader Award Level 1
 - CIEH Level 3 Award Education & Training
 - Cycle Leader Course
 - IFA Foundation Level 2
 - NIOCN Level 2 Youth Trainee Leadership
 - Orienteering Leader Award Level 1
 - Youth Support Worker Course
- Employer Supported Training
- Health & Safety
 - Child Protection
 - Ski Instructors Course
 - Archery Instructors Course
 - Snow Boarding Instructors
 - Manual Handling
 - Microsoft Bootcamp- ongoing until Sept 16
 - Advisor Training
 - Assist Training
 - Mental Health First Aid
 - Safe Talk
 - Vulnerable Adults Training
 - Level 4 Volunteer Management

APPENDIX 6 ANALYSIS OF GLOBAL METRICS

Analysis of aggregate level changes to Global Metrics measures



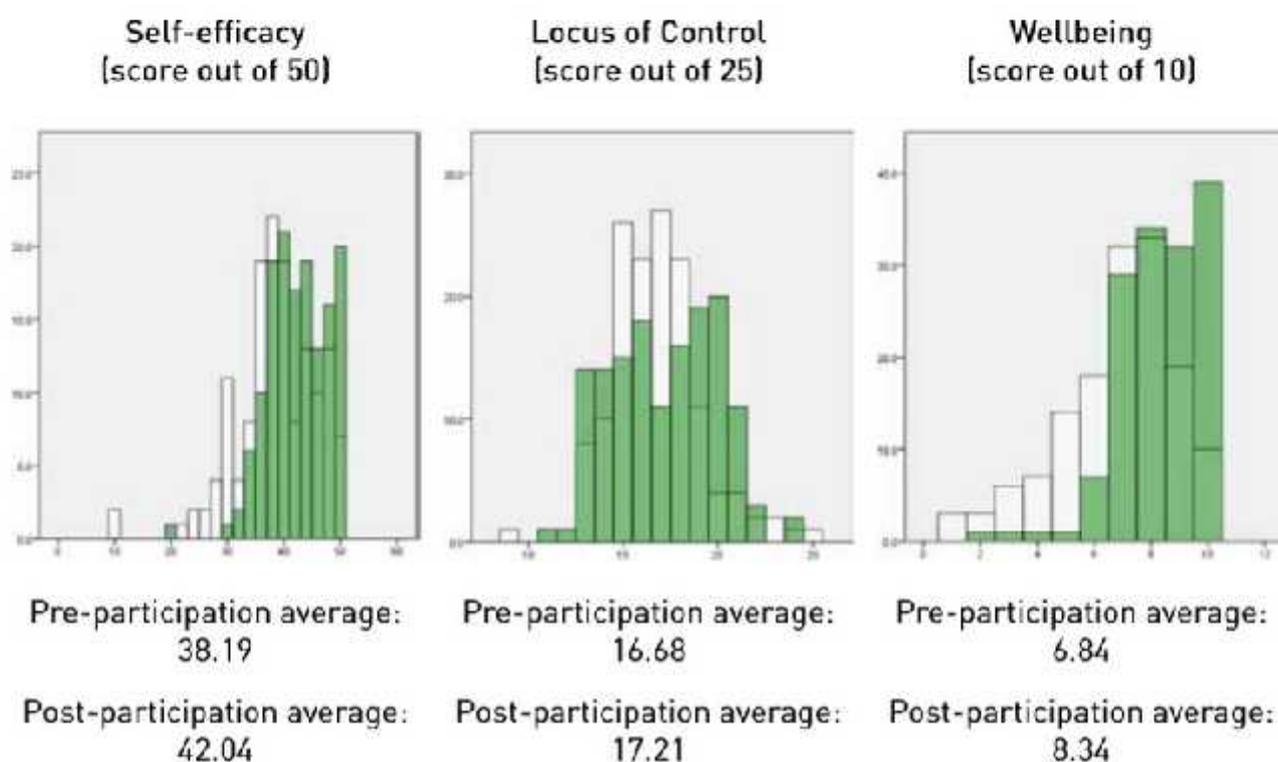
Green - Positive Change | Orange - No Change | Red: Negative change

On each of the 3 measures, scores have improved for a majority of participants. Self-efficacy increased for 66% of participants and decreased for 25%; locus of control increased for 53% and decreased for 34%; and wellbeing increased for 63%, while decreasing for just 11%. The improvements on each of these measures were found to be statistically significant.

The proportion of participants with "low self-efficacy" (a score of less than 35 out of 50) also fell from 23% before the programme to just 7% after.

Analysis of individual level changes to Global Metrics measures

The charts below detail the distributions of individual participants' pre- and post-test scores for each measure. The white bars represent the distribution of pre-test scores, while the green bars represent the distribution of post-test scores. A programme with a positive impact would therefore typically have the white bars (pre-test scores) clustered towards the left-hand side, with the green bars (post-test scores) further towards the right. This can be seen, to differing extents, in each of the below graphs:



As stated above, there were statistically significant positive changes on each of the 3 measures. However, as demonstrated by these graphs and pre- and post-participation averages, the improvements were most significant in well-being; then self-efficacy; then locus of control.

"Cohen's D" is a statistic which measures effect size - i.e. the size of the effect of the programme on each of the above Global Metric measures.

Using Cohen's D, Work It! had a small positive effect on locus of control, a moderate positive effect on self-efficacy and a strong positive effect on wellbeing.

WORK IT PROJECT

SUMMATIVE FINAL EVALUATION REPORT

Report to:	Active and Healthy Communities Committee
Date of Meeting:	15 October 2018
Subject:	Sustainable development and Climate Change Standing Forum
Reporting Officer (Including Job Title):	Eoin Devlin Assistant Director Health and Wellbeing
Contact Officer (Including Job Title):	Sheena McEldowney, Head of Sustainability

Confirm how this Report should be treated by placing an x in either:-

For decision	For noting only	X
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1.0	Purpose and Background
1.1	To note the report.
2.0	Key issues
2.1	Sustainable Development and Climate Change Standing Forum meets on a quarterly basis
3.0	Recommendations
3.1	Action sheet from meeting of 17 September 2018 attached for noting
4.0	Resource implications
4.1	None
5.0	Equality and good relations implications
5.1	No equality of opportunity or good relations adverse impact is anticipated.
6.0	Rural Proofing implications
6.1	Officers confirm due regard to rural needs has been considered
7.0	Appendices
	Action Sheet for Sustainable Development and Climate Change Standing Forum
8.0	Background Documents
	<i>None</i>

Sustainable Development and Climate Change Standing Forum**Monday 17th September 2018 Downshire Civic Centre 4 00pm****Councillors present:****Harvey, Enright, Andrews,****Chaired by Councillor Harvey****Officers present: E Devlin, M Lipsett, S. McEldowney, C. Og Mussen, P. Conlon (notes)****Apologies for non-attendance: J. Parkes.**

Agenda Item Number	Subject	Agreed way forward (if matter requires Committee/Council approval, a separate Report should be compiled and submitted to Committee)	Lead Officer	Actions taken/Progress to date	Remove from Action Sheet Y/N
2.	Energy Management Programme	Request Rep from Neighbourhood Services Directorate attends next Forum to give an overview on how waste wood received at HRC's is currently disposed off and the possibility of hiring staff to sort 'clean' wood which could be used as fuel in our own biomass boilers.	S. McEldowney	In Progress	N
3.	Fleet Management	Joe Parkes to attend next meeting. Presentation to consider future fleet management specifically use of electric fleet.	S. McEldowney	J Parkes to attend next meeting.	N
4.	Energy Management Programme	Further update to be given at next meeting on performance of solar panels with a view to concentrating on savings	C Og Mussen	In Progress	N

5.	Biodiversity	<p>a. Investigate possibility of including specific reference to LBAP in Council Env Funding Programme.</p> <p>b. Investigate possibility of Ballyhorman as a possible site within Bee-licious project.</p>	<p>S . McEldowney</p> <p>D. Begley</p>	<p>In progress</p> <p>In progress</p>	<p>N</p>

Signed: _____ Lead Officer