



The National Action Plan Against Racism (NPAR) 2005 – 2008

Not an End – Just a Beginning

Foreword by Chairperson, Lucy Gaffney

In accepting the invitation of the then Taoiseach, Bertie Ahern, and the then Minister for Justice, Michael McDowell, to Chair the Steering Committee of the National Action Plan Against Racism 2005-2008, I did so because I passionately believe that we cannot allow racism to emerge in modern Ireland.

Moreover, I did so because I am convinced that the successful integration of immigrants is not some unrealisable aspiration. Rather, with sufficient commitment, passion, and determination, we can achieve a tolerant, modern, intercultural Ireland.

Therefore, in presenting this final report of NPAR's activities, I want to state from the outset that it would be an absolute disaster if our work over the last four years is not carried forward.

The period during which NPAR has conducted its activities has been one of great change. When we were established our mandate was to ensure that the structures were in place to protect those immigrants who had come to Ireland to sustain our economic growth against racism.

We did this by working with a range of organisations, companies, and individuals – from the largest multinational companies to the smallest local group – to develop integration and anti-racism policies and initiatives to help achieve successful integration in Ireland. The extent and breadth of our work in these areas is outlined in this report.

NPAR, however, was only meant to be a beginning, and not an end in itself.

For that reason, I am extremely concerned that in the midst of an economic crisis afflicting this country on a scale few of us anticipated when NPAR was established with its four year remit, organisations working in the area of integration and interculturalism are the first victims of Government cutbacks.

A decision has clearly been made that we can no longer afford to confront the potential for racism, precisely at the time when many immigrants living in Ireland are at their most vulnerable.

We should be investing in schemes and projects to ensure that the type of social problems and tensions between immigrants and the local population that have afflicted other European countries with large numbers of foreign nationals do not emerge in Ireland. This is especially necessary during times of economic downturn when such tensions have a tendency to emerge.

We should also be harnessing the skills and potential of all of the 420,000 foreign nationals now living in Ireland (according to the latest Census data) to help us move out of recession.

Yes, it is extremely welcome that the Office of the Minister for Integration has been established to drive forward integration policy. But by creating a ministry that does

not have a seat at Cabinet is the Government in danger of limiting the potential for racism to be addressed at the highest level of decision-making in Ireland?

I would call on the Taoiseach and the Minister for Justice – whose predecessors in 2005 took the decision to establish and launch the National Action Plan Against Racism – to put anti-racism, interculturalism and integration at the heart of national policy and Irish public life, rather than allow them become the sole concern of one section of a Government Department or the sole responsibility of a Junior Minister.

For that reason, the development of a new national action plan should be considered by the Taoiseach. This, like the Plan just concluded, could operate across all Government Departments ensuring that the work of NPAR is carried forward.

The same sense of purpose that led to the establishment of NPAR in the first place, must not be allowed to disappear in preference to a narrow short-term focus on the economy.

On a personal note, I wish to thank all of the staff I have worked with in the Department of Justice, Equality, and Law Reform. Their professionalism, patience, and hard-work, have been vital in implementing NPAR to the greatest extent possible. So too my colleagues on the Steering Committee - all of whom are driven by strong convictions towards integration and anti-racism.

The experience of leading the National Action Plan Against Racism has been personally extremely rewarding, and I am proud of all that we have achieved. But if racism in Ireland is ever to be fully confronted and overcome, our work must continue.

I trust the Taoiseach, the Minister for Justice, and the Minister for Integration will use this report as a means of maintaining, adapting, and driving forward anti-racism policies in the future, and not just view it as a testament to an era already past.

Lucy Gaffney

Chair, National Action Plan Against Racism

January 2009

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Furthering the National Commitment to Fighting Racism

In the light of the completion of the work of the NPAR Strategic Monitoring Group, the core purpose of this report is *to make a purposeful statement about where we go from here in furthering the national commitment to fighting racism.*

Despite huge challenges, NPAR has achieved much and has learned even more. We are, however, at a crossroads. We are currently faced with serious economic resource issues at a point where we also need to develop our ability to continue to thrive as a cohesive multicultural society. Continuing our efforts to outlaw racism in its many forms is now more important than ever. It is in this context that core future challenges and recommendations have been chosen as a focus for the report.

It is of course important to set down a record of the activities of the NPAR over its four years of existence and the responses by the different sectors to the actions identified in the Plan. Apart from a public accountability perspective, it is clear from Part 2 of the report that there has been a substantial penetration of antiracist policies, programmes, activities and awareness-raising initiatives. This penetration represents a valuable base from which we can effectively build.

All of this has taken place at a critical time in our recent social and economic history. The level and rate of change in the nature of our society has been transformational. It has also been described extensively in numerous reports and it is not intended to repeat this description other than to point to the various appendices of this report which focus on the changed demographics. Arising from the work done by the NPAR over its four years of implementation, a number of key challenges now arise. These must be addressed if the overall objectives of diversity management are to be met. While specific recommendations on the way forward are set out in this report, these core challenges can be identified as follows:

Challenge 1: *Continue the formal commitment to antiracism by maintaining the Government commitment and focus on antiracism as a key aspect of integration, diversity management and broader national social policy.*

Challenge 2: *Use the experience of the NPAR to build on the frameworks, achievements and learning points of the NPAR experience.*

Challenge 3: *Maintain progress in times of scarce resources by developing specific short, medium and long term priorities, policies and structures which reflect the national reality of budget constraints which now occur in all areas of public service activity.*

Challenge 1

Continuing the formal commitment to antiracism

By maintaining the Government commitment and focus on antiracism as a key aspect of integration, diversity management and broader national social policy.

The NPAR originated from commitments given by Governments, including Ireland, at the United Nations World Conference Against Racism in South Africa in 2001. The core commitment was that each member state of the United Nations should develop and implement a national action plan against racism.

‘Planning for Diversity’, the National Action Plan Against Racism (NPAR), was launched in January 2005 by the Taoiseach and the Minister for Justice, Equality and Law Reform. The launch reaffirmed the Irish Government’s commitment that racism had no place in Irish society. Reassurance is now needed that this commitment still applies. This reassurance will be best reflected in the preparation of fresh proposals in the antiracism area which addresses the challenges set out in this Report.

The NPAR was an ambitious, forward-looking strategy informed by an extensive national consultative process over a twelve-month period. The emphasis throughout the Plan was on the accommodation of diversity through reasonable and common sense strategies that had the potential to receive broad support across Irish society, both migrant and indigenous communities. That approach is as valid as ever and the plan did, in fact, command a broad support – a support which is now vital to maintain.

The period 2005 to 2008 continued to reflect enormous changes in almost every aspect of our development as a multicultural society. It was inevitable therefore that such changes had an effect on the rollout of the NPAR and required adjustment and adaptation as the challenges became even greater.

Integration policy did not stand still. Indeed, it developed and clarified during these years and was reflected in the deliberations of the monitoring group. Through all the change however, it remained clear to almost all members of society that a steady and identifiable focus, represented and championed by the NPAR, was being maintained in the fight against racism.

That identifiable and high profile focus has been indispensable to the very success of the plan. NPAR became synonymous with antiracism and the Government’s continuing commitment to its aims and objectives. With the completion of the work of the Strategic Monitoring Group, that clarity and profile needs to be maintained. A new public driver and champion of antiracism is required, who will not only lead but ensure that appropriate coordination takes place between the wide variety of departments and bodies responsible for delivering on the antiracism agenda.

New structures often require new coordinating mechanisms. A fresh focus, changing initiatives and the need to wisely use scarce resources can bring changes to how the needs of different client groups can best be addressed. A best balance of functions between local and national, government and non-government, requires continual

adjustment. However, such adjustments and repositioning must ensure that all groups affected by racism in the broadest sense are catered for within the rearranged system. This point is taken up under challenge 2.

In summary, therefore, the key challenge here is to maintain the Government commitment and focus on antiracism as a key aspect of integration, diversity management and broader national social policy.

Recommendations:

- Formally continue the Government's commitment to the 2001 Durban Conference initiated with the launch of NPAR in 2005.
- Articulate and implement high-profile policies on antiracist-racism which will support the diversity management policies already identified in Migration Nation
- Develop a distinct and identifiable focus and leadership for developing and coordinating antiracist-racism activities within the appropriate State structures.

Challenge 2

Use the experience of the NPAR

To build on the frameworks, achievements and learning points of the NPAR experience.

The NPAR was an ambitious plan. Through its formal title, it foresaw the need to move to a broader agenda of planning for diversity and indeed, it was as much a blueprint for an overall integration agenda as it was for an antiracist policy. It was ambitious in scope, concepts and the breath of outcomes it hoped to achieve. This much is clear from the scoreboard set out in Part 2 of the report.

As with many ambitious projects, not everything was achieved. However, its achievements to date represent a solid foundation upon which to build the kinds of initiatives and policies which are critical to ensuring that, as the Taoiseach of the day commented, racism has no place in the Ireland of today. Many wheels have been set in motion, which do not need to be reinvented.

The underlying intercultural framework of protection, inclusion, provision, recognition and participation has retained its validity for focussing, measuring and implementing a complex array of initiatives and policies. The overall approach to delivery has been very successful, reflecting national and internationally shared ideas of critical success factors in implementing intercultural projects. Mainstreaming, targeting, benchmarking and stakeholder engagement have been reflected not only in EU principles of integration but also in the underlying principles of our own Migration Nation.

A key question arises as to how, in practice, we might best build on what has been achieved. A pragmatic way forward would be to use the scoreboard in Part 2 of the report to carry out an audit of what listed initiatives are now relevant, effective and viable in the context of establishing a specific set of commitments and policies for antiracism. The result of such an audit would be an invaluable starting point for ensuring continuity and taking advantage of what has already been achieved. Finding a way to tap into the experience of those who have been involved in implementing the NPAR would be useful in this context.

If we wish to build successfully on the NPAR, it has to be said that a new structural issue now arises in relation to groups covered by the NPAR who are not immigrants. The NPAR's remit included all minority groups. Many current sectoral intercultural strategies also take a broad view of their client group. Migration Nation, while setting out the broad parameters of integration policy, focused exclusively on newcomers. Many Traveller programmes are coordinated by different units within different Departments. Racism, as Appendix 2 points out, can take many forms and is not confined to migrants. It will not, therefore, be simply a question of subsuming antiracism in to the OMI. Provision will need to be made for the continuation and development of non-immigrant antiracism activities.

The continuity requirement is to ensure that as far as antiracism is concerned, assigned responsibilities in the Government area for migrants and other groups are clearly defined and articulated. Where needed, they should be brought together in an appropriate manner and at an appropriate level. Future plans in the antiracism area should clearly reflect this. In developing these plans, it will be important to indicate how the new structures will either encompass or coordinate overall efforts in the antiracism area for all affected groups.

Again, in terms of successfully building on the NPAR experience, a final structural difficulty should be highlighted. This arises from the recent major changes in the underlying consultation structures for the antiracism area. Gaps now require to be filled. These gaps, coupled with scarce resources and the expiry of the NPAR, represents a significant challenge to successful stakeholder engagement and the creation of a strong delivery platform for antiracism activities.

In reviewing the activities of the NPAR, it is, of course, useful to look at both positives and negatives. Both have the capacity to add value to future activities in this area. Appendix 3 shows a summary of some clear achievements under each of the framework headings. These have included:

- considerable progress by the Gardaí both with the appointment of ethnic liaison officers and recruitment from minorities;
- the production by many local authorities of antiracist-racism and diversity plans – a particularly welcome development as an aid to assessing local authority funding for integration measures;
- involvement of the private sector in diversity planning through the setting up of a BIZLAB model for promoting the business case for diversity – a cultural diversity toolkit for businesses is now available;

- development and continued funding of the very successful social partnership initiative of an antiracism workplace week;
- a wide range of other initiatives which included media campaigns on antiracist racism awareness, establishing national award schemes, funding sports activities to address racism issues and supporting sectoral intercultural strategies in the area of health and education.

On the downside, not all of the plan was achieved. Some of this was due to the plan being too ambitious and some was due to structural faults in the implementation model used. Successful implementation by a monitoring group often hinges on a good balance between strong stakeholder representation on the one hand and representation from those directly responsible for delivery on the other. Both are equally important but the balance must be right.

On reflection, while strong on stakeholder representation, the group was underrepresented by those Government Departments responsible for delivery of outcomes. While the Department of Justice Equality and Law Reform had representatives on the group, these operated either in a coordinating or secretariat role. Direct representation from service provider Departments from the beginning would have been more productive. This is particularly relevant in a situation where the NPAR itself identified Departments as being responsible for delivery of the plan.

Having made the point, it is important to also say that Government Departments were very positive in their dealings with the Group. The fault was essentially a structural one and some lessons can be learnt. The challenge is to find a structure or structures which will deliver both in terms of stakeholder engagement and delivery on the ground. As this particular plan moves towards completion and in a time of resource scarcity, both stakeholder engagement and a strong delivery platform are even more critical.

Looking forward, Migration Nation highlights the importance of a partnership approach. Those partnership structures will be critical. Equally critical will be the need to involve and coordinate the work of the wide range of Government Departments feeding into the attainment of antiracism objectives.

In both of these contexts, the Cross-Departmental Integration Group chaired by the Minister for Integration should be used in close conjunction with whatever partnership arrangements are decided by the Minister in the context of Migration Nation. Subject to ensuring that non-immigrant antiracism issues are addressed appropriately, this combination may be a better model than that used in the context of implementing the NPAR. It will be better suited to deliver on accountability, synergy, coordination and ability to deliver on the ground.

Recommendations

- Incorporate into future antiracist programmes proven principles of *inclusion by design, mainstreaming, “whole system approaches”, partnership and civil society involvement*.

- Provide for synergy and structures at the appropriate levels to ensure that a broad – based diversity policy is inclusive of all, including Travellers.
- Establish a viable method of maintaining partnership with civil society as recommended both in NPAR and Migration Nation.
- Review all NPAR–driven initiatives as set out in the scoreboard to determine their ongoing effectiveness, relevance and viability in the context of future antiracist policies and initiatives.
- Review the learning points offered by the NPAR experience including any structural weaknesses and objectives not achieved. In particular, use the Interdepartmental Integration Group as a core coordinator of work in the antiracist area linked to the new partnership arrangements proposed in Migration Nation.

Challenge 3

Maintain critical progress in times of scarce resources

To develop specific short, medium and long term priorities, policies and structures which reflect the national reality of budget constraints which now occur in all areas of public service activity

Of all the challenges to be met in the short to medium term, perhaps the biggest is how to ensure that the momentum generated by the NPAR is maintained and developed. We know that immigration patterns are changing as economic recession begins to affect jobs and incomes. While we do not yet know the full extent of those changes, it is safe to assume that our immigrants will not return in such numbers as to render antiracist activities and policies redundant.

Indeed the opposite may well now apply. We have been fortunate that the transformation in Ireland’s demographics happened at a time when our economy was in a boom period. It happened at a time when the national cake was large enough to share with a large influx of immigrants. Indeed, it is an under-appreciated fact that without these immigrants, the size of the national cake would have been much smaller. Little competition existed for jobs or national resources. Sharing was easy. In time of recession, however, that sharing, respect and maturity of spirit may be put to the test.

While the challenges of building a cohesive Irish society have been great, considerable progress has been made in meeting them. Ireland has achieved much in terms of its ability to rapidly adapt to being a multicultural society. Those achievements, however, have been dearly won through the efforts of Government, Government bodies, social partners, NGO’s, local authorities, migrants themselves and, significantly in many cases, the host population.

In the challenging economic times ahead, we cannot therefore afford not to capitalise on such dearly-won progress. Listening to each other, engaging in constructive partnership, making use of scarce resources is no longer a question of choice. They are imperatives.

As a country and as a deliverer of services we cannot now achieve everything that we wanted to achieve. Future activities in the antiracist area must therefore represent even greater value for money and produce the maximum leverage in terms of getting things done. However, no matter how restricted our resources become, it must be pointed out that we will need to put in place a distinct and identifiable antiracist strategy.

One way of moving forward in this context is to consider the traditional concepts of efficiency and effectiveness. The first, efficiency, refers to putting existing resources to best use. The second, effectiveness, refers to the idea of making sure that we are doing the right things in the first place.

On the efficiency side resources are put to best use when duplication is minimised, synergy between related initiatives is consciously pursued, and coordination is specifically designed into new structures. Translated into antiracist activities, this would include:

- Making sure that synergy exists between emerging sectoral intercultural strategies such as health, education and housing.
- Consolidating, mapping and examining the large volume of existing studies and research which were carried out in the boom period to evaluate their added value in the short and medium term.
- Avoiding duplication by an increased focus on coordination of activities at both national and local level

On the effectiveness side, resources are now too precious to spend on initiatives which will not work in practice on the ground. We must be doing the right things as well as doing them well. Again, translated into antiracism initiatives, this would include:

- building on the practical experience of the NPAR through the suggested evaluation of their activities
- listening closely to those working on the ground who know what works and what does not work
- using partnerships to share the reality of resource constraints so that common objective can be achieved through the combined energies of all stakeholders working together

Recommendations

- Deepen stakeholder consultation and partnership so that the priorities and policies can be transparent and optimised in relation to constrained resources

- Continue a dialogue with all stakeholders within proposed structures so that all issues, be they resource-based or linked to changes in the level of racism, can be identified and addressed.
- Ensure synergy between all intercultural programmes, including emerging sectoral intercultural strategies so that the use of existing resources can be maximised.
- Produce priorities, policies and structures on antiracism to follow on from the NPAR which will reflect (a) the stakeholder dialogue set out above (b) the results of the review recommended under challenge 2 (c) the necessary synergy and consistency with Migration Nation and (d) the best use of scarce resources.

Measures under NPAR that require further examination

NPAR was a very ambitious plan and while much has been achieved much more remains to be done. Some initiatives that NPAR would like to have progressed are briefly outlined below.

Media

The media has played an important role in raising awareness of cultural diversity and racism in Ireland and reporting issues that are in the public interest. A key challenge is to ensure that the media continues its valuable public interest reporting and awareness role.

NPAR facilitated a roundtable discussion with the media on the topic of the reporting of racism and diversity issues in 2005. The NPAR Strategic Monitoring Group believes that more needs to be done in this area. Consideration could be given to progressing the following initiatives:

- Develop measures to encourage more programming in Ireland focussing on cultural diversity on Ireland, including joint ventures between broadcasters.
- Develop positive actions to encourage the employment of people from cultural and ethnic minorities at all levels within the media, consistent with the requirements of employment and equality legislation

Childcare

Childcare provision is an important issue for all but has added importance for people who may have limited access to other family supports, such as recent migrants to Ireland. Access to quality childcare helps to enable women in particular to access employment, education and training and important services, including health. The challenge is to ensure that existing mainstream childcare provision makes reasonable accommodation of cultural diversity and takes positive action measures.

There are a number of measures in the NPAR relating to Childcare that have not been addressed. These measures are outlined in the NPAR scoreboard in Appendix 6. Initiatives that might be considered include:

- Develop an equality/diversity handbook for childcare practitioners to provide practical guidance for those working in the childcare sector to make reasonable accommodation for cultural diversity and take positive action measures.
- Develop a range of proactive and targeted measures to ensure equal opportunities for cultural and ethnic minorities in accessing childcare, including targeted information strategies

- Positive action measures to encourage childcare initiatives that promote intercultural interaction

Justice Sector

There has been some progress in this sector – particularly the Gardaí. However, in other areas of the Justice sector the progress seems to be slower.

While some positive diversity initiatives are in place in the Prison Service, the Courts Service and the Probation and Welfare Service such as diversity training, translation and interpreting services, the NPAR Group would urge that overall diversity strategies should be developed in each of these service areas.

Research

NPAR has supported research into the adequacy of Ireland's legislation on racially motivated crime. One of the findings proposed in the research is enabling courts to treat racist hostility as an aggravating factor in sentencing.

NPAR also supported research on housing policy arising from increased cultural diversity in Ireland. The research scoped key issues arising in public and private housing and the implications for planning future housing policy and estate management. The research was targeted at specific local authority areas.

It has also been highlighted that the issue of homelessness among migrants needs to be considered in the development of social and housing policy.

The findings and recommendations outlined in these reports require further examination and consideration.

Appendix 1

Changing Irish Demographics

NPAR was developed as a result of significant broadening of cultural diversity in Ireland from the mid 1990s, in terms of numbers of people and their national and ethnic origin.

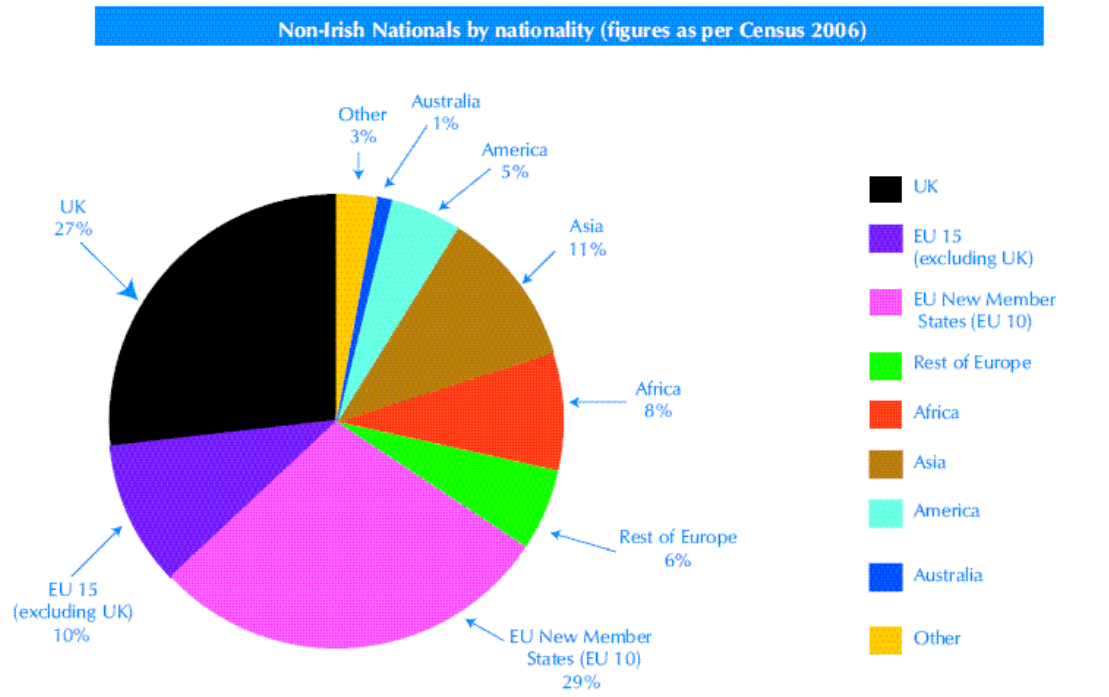
A question on Nationality was included for the first time in the Census 2002. There were categories for 'Irish', 'Other nationality' and 'No nationality'.

Some comparisons between Census 2002 and Census 2006		
	2002	2006
Population	3.917m	4.24m
% of population that were of nationality other than Irish	5.8%	10%
Main regions of origin for non Irish nationals living in Ireland (% of total population)	UK & EU 3.4% Non EU 0.5% Africa 0.5% Asia 0.5% USA 0.3%	EU 6.5% Rest of Europe 0.6% Africa 0.8% Asia 1.1% USA 0.5%
Religious diversity expanded as a result of inward migration and is an important dimension to many people's ethnic and cultural identity e.g. <ul style="list-style-type: none">• Muslims (1991 Census 3,900)• Orthodox (1991 Census 400)	19,100 10,400	31,779 19,994

Other relevant statistics from the Census 2006 that provide a picture of our changing society.

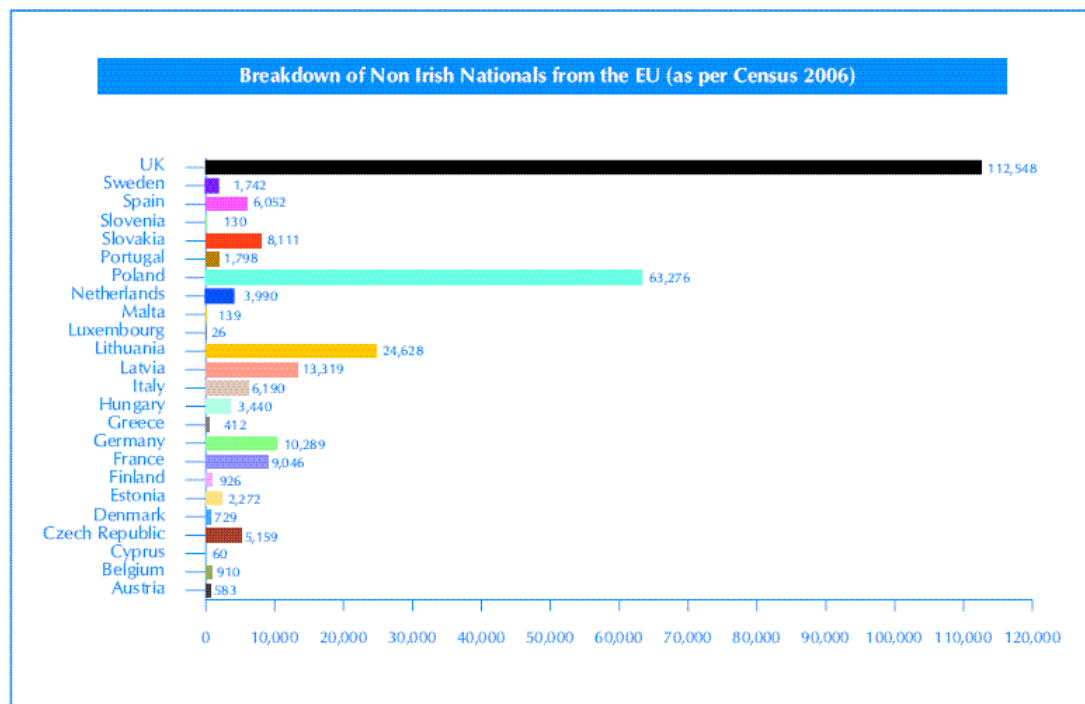
It is important that statistics are available to assess the extent of cultural and ethnic diversity in Ireland and to provide benchmarks for planning. The Census 2006, for the first time, introduced questions on Ethnic and cultural diversity, Nationality, Place of Birth and Religion.

The following chart shows how diverse Irish society has become.



Up to 107,800 immigrants arrived in Ireland in the twelve months to April 2006, 50% of whom were nationals of the 12 new accession states, ten of which joined the EU on 1 May 2004 and the remaining two on 1 January 2007.

The following table gives a breakdown of the Non Irish Nationals from the EU.



Demographic profile

As per Census 2006, of the 420,000 immigrants in Ireland, more than half were aged 25 – 44 years while a further 29% were aged 15-24 and there were significantly more men than women. Most were concentrated in places of employment, particularly Dublin and Galway, or in the popular tourist destinations.

The predominance of persons of working age accounts for other differences between the Irish and non-Irish groups, in areas such as labour force participation rates and levels of educational attainment.

While 42 per cent were married almost one in five married non-Irish nationals did not live with their spouse at the time of the census suggesting that a large number of the more recent arrivals to Ireland have left spouses behind in the home countries, very similar to the Irish in Britain in the 1950s and 1960s.

Education

Non-Irish nationals had distinctly higher overall levels of education than the Irish but when the analysis is confined to those aged 15-44 these differences largely disappear. Nearly three quarters of persons from the EU 15 excluding Ireland and the UK are educated to third level, and the equivalent figure for persons from the rest of the world is over 50 per cent.

Just over 129,000 non-Irish nationals held a third level qualification, representing 31 per cent of that group.

Live Register

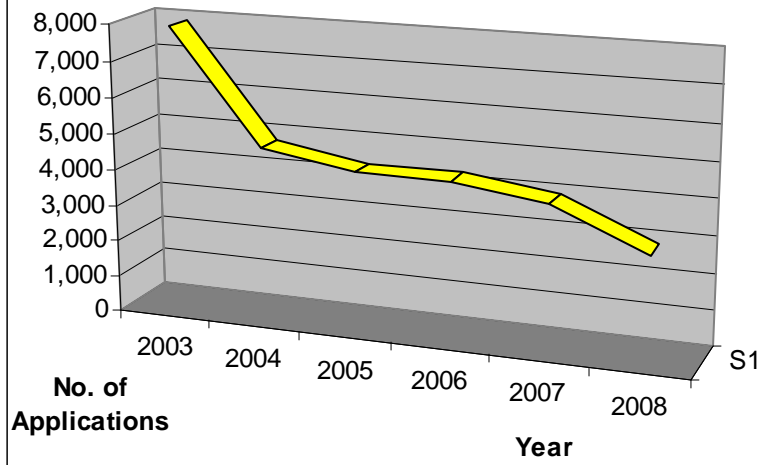
In the current economic downturn the numbers on the live register are increasing. In October 2008 there were 207,351 Irish nationals and 44,600 Non-Irish nationals on the Live Register. Among Non-Irish nationals the largest number on the Live Register were nationals from the EU Accession states (22,285).

Non-Irish nationals represented 17.7% of all persons on the Live Register in October 2008. Estimates from the CSO Quarterly National Household Survey for March to May 2008 show that Non-Irish nationals represented an estimated 16.6% of all persons in the labour force aged between 17 and 65 (the relevant age range for the live register).

Asylum Applications

As shown in the table below in 2003 the number of asylum applications received amounted to 7,900. This figure has been decreasing steadily and the number of applications received in 2008 amounted to 2,885 (as at 30/9).

Aslyum Applications 2003-2008(30/09)



Appendix 2

Different forms and manifestations of racism

At the launch of the national anti racism public awareness programme 'Know Racism', the Taoiseach, Bertie Ahern T.D. stated 'Racism is wrong. Discrimination is wrong. Just as sectarian violence is wrong. They have no place in a Republic that was founded on ideals of equality and dignity for every member of our human family. Racism is the exact opposite of the values and the welcome and the fair play, which Ireland has been known for, and has always stood for'.

Racism can take different, sometimes overlapping forms, which can include racism experienced by Travellers, Migrant workers, refugees, asylum seekers, foreign students and tourists. Racism can also be experienced by people on the basis of their skin colour and ethnic and/or national identity and religious beliefs irrespective of their legal status.

Racism is a complex issue and can be manifested in a number of ways ranging from acts of snubbing and exclusion through to discrimination, stereotyping, institutional or systemic racism, to acts of threatening behaviour and violence.

Discrimination

The Equality legislation prohibits direct and indirect discrimination across nine grounds - gender, marital status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community. Under the equality legislation, the 'race' ground covers race, colour, nationality and ethnic or national origin and the Traveller ground provides protection against discrimination experienced by the Traveller community.

As the figures below show a very high percentage of cases under the Employment Act were referred under the Race ground, whereas there was a decrease in the number of cases referred under the Equal Status Act on the Traveller ground

The table below outline the number of cases referred to the Equality Tribunal in 2003 and in 2007 under the Race Ground and Traveller Ground.

Cases Referred to Equality Tribunal				
	Under Employment Acts 1998 - 2007		Under Equal Status Acts 2000 - 2004	
Ground	2003	2007	2003	2007
Race	85	306 (46% of cases)	43 (6% of cases)	10 (0.05%)
Traveller	3	1 (0.001%)	354 (49% of cases)	17 (0.09%)

The table below outlines the caseload of the Equality Authority in 2003 and 2007 under the Race and Traveller ground.

The figures show that the percentage of cases brought to the Equality Authority under the Race and Traveller grounds have decreased significantly since 2003.

Caseload of Equality Authority				
	Under Employment Acts 1998 - 2007		Under Equal Status Acts 2000 - 2004	
Ground	2003	2007	2003	2007
Race	166 (30% of cases)	68 (19% of cases)	80 (10% of cases)	32 (10% of cases)
Traveller	9 (2% of cases)	1 (0.28% of cases)	327 (41% of cases)	63 (19% of cases)

Institutional racism

There is increasing recognition of the need to address racism at an institutional/systemic level and to ensure that institutions recognise and make reasonable accommodation for cultural diversity and take appropriate positive action as necessary, including in human resources management and service provision.

NPAR encourages mainstreaming a diversity approach into a policy making process and has supported public and private institutions to develop diversity strategies, for example, the National Intercultural Health Strategy, Diversity Strategy in the Education Sector and FAI Diversity Strategy.

Stereotyping

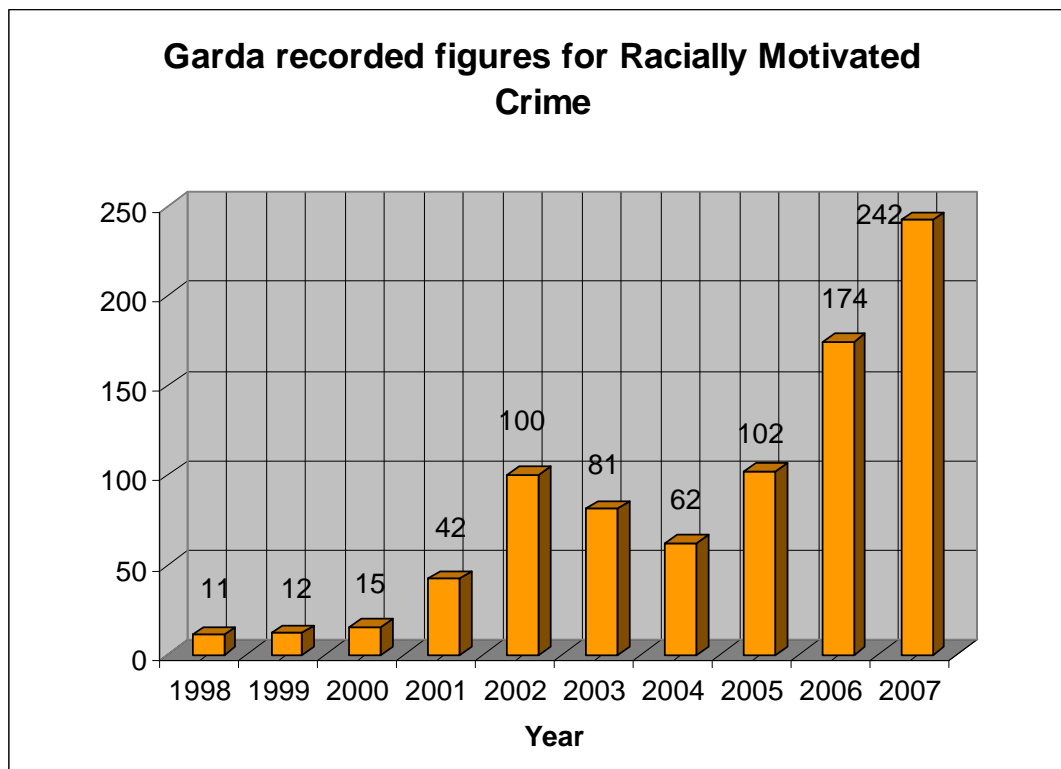
The stereotyping of a whole community occurs through the persistent assertions presented as facts over a considerable period of time, the blaming of a minority community for the broader problems of society and the elevation of the anti social actions of some members of a community to be a defining characteristic of a whole community. Policy responses to stereotyping, including combating myths and misinformation, requires a nuanced approach and the support of a range of key players including those working in the media industry. Such approaches should be balanced against the right to publish what is in the public interest.

NPAR has also endeavoured to address the problem of stereotyping and to combat myths and misinformation through public awareness campaigns.

Assaults, threatening behaviour and incitement to commit crimes of hatred

This form of racism can include assaults, including fatal assaults, threatening behaviour (including harassment) and incitement to commit crimes of hatred. Indications are that such incidents can increase in response to internal and external factors and tension

The following are the Garda recorded figures for Racially Motivated Crimes:



The *National Consultative Committee on Racism and Interculturalism (NCCRI)* recorded incidents related to racism in Ireland. (unofficial data)

Year	Number of incidents reported to NCCRI
2005	119
2006	65
2007	73

While the figures for racially motivated incidents are increasing, and taking into account that there is a degree of under reporting, the overall figures are relatively low.

Appendix 3

Sample Achievements Supported by NPAR in Core Areas

Protection, Inclusion, Provision, Recognition and Participation were the five main objectives which constitute the intercultural framework underpinning NPAR.

The overall approach to the delivery of the Plan was through a 'whole system approach', the key elements of which were: Mainstreaming, Targeting, Benchmarking and Engagement.

Some of the achievements in core areas are outlined below under the five main objectives:

Protection Measures

Gardaí

The Gardaí have a central role to play in providing protection against racism and the more general challenges in policing in a diverse and multi ethnic society. Garda representatives were part of a subgroup set up under NPAR to look at progressing protection measures. Garda issues were an important focus of this working group. Significant progress has been made to date specifically in the setting up of the Garda Racial and Intercultural Office. The Gardaí are addressing a range of issues, including: protection against assaults, threatening behaviour and incitement to hatred; responding to victims of racially motivated incidents; consultation processes with ethnic minority communities; and recording of racist incidents on the PULSE system. To date, over 500 ethnic liaison officers have been appointed throughout Ireland. In addition, intercultural consultative forums between the gardaí and members of minority communities are organised locally and nationally. The Gardaí are also actively recruiting people from minority communities.

Anti-Racism and Diversity Plans (ARD) in Local Authorities

NPAR highlighted that it could only succeed if local communities were active players in delivery of its objectives.

The purpose of the ARD Plans is to foster a coordinated approach at local city/county strategy level that is consistent with the aims and objectives of NPAR. Adequate flexibility should be allowed to suit local circumstances. However, it is important that local authorities, key service providers, local development agencies, and community groups representing and working with minority ethnic groups, and social partner bodies should have a role in developing and implementing such plans.

The development of a number of 'Anti-racism and Diversity' Plans were supported under NPAR. Plans have been put in to place in Galway City, Roscommon, the Dublin Inner City Partnership and Fingal. Dun Laoghaire Rathdown County Council launched their Anti-Racism and Diversity Plan on August 2007 to coincide with the Festival of World Cultures. Louth County Council launched their Plan in November 2007 during Anti-Racist Workplace Week.

Integration Plans have been developed in other Local Authorities around the country with support from the Office of the Minister for Integration.

Inclusion Measures

Ireland benefited as one of the first EU countries to open its labour market to the EU expansion. It is generally accepted that Ireland's economy gained from the many international workers who helped fuel the boom. NPAR has emphasised the need for a structured approach to diversity management in the corporate sector. It is important that Irish businesses develop long term strategies for the integration of their diverse workforces.

Diversity Bizlab Model

NPAR, the Equality Authority and the Irish Management Institute established a BIZLAB model to promote the business case for diversity through research. The Bizlab was a learning network of HR practitioners, researchers and educators. This was an innovative process which brought together a dynamic and proactive group of people who met regularly to exchange experiences and to address issues encountered in culturally diverse workplaces. A Cultural Diversity Toolkit for Organisational Success has been developed and was launched in November 2008.

The toolkit provides important practical support to organisations to adapt their workplace policies, procedures and practices to address the challenges posed by a culturally diverse workforce and to actualise the potential for business success that is inherent in this diversity. The toolkit addresses issues such as recruitment and selection, retention and development, workplace environment, integrating and mainstreaming, external customer orientation and implementation. This toolkit should be disseminated as widely as possible.

Anti-Racist Workplace Week (ARWW)

The NPAR also supported the Anti-Racist Workplace Week from 2005 to 2007. The purpose of this week was to raise awareness of the need to combat racism in organisations and promote support for the accommodation of diversity in the workplace. Anti-Racist Workplace Week was a social partners initiative organised by representatives of Congress, IBEC, the Construction Industry Federation, Chambers Ireland, the Small Firms Association, the Department of Justice, Equality and Law Reform and the Equality Authority. It was an all island initiative undertaken in partnership with the Equality Commission of Northern Ireland, with activities happening simultaneously in Ireland and Northern Ireland.

As the Irish context was changing the NPAR Group considered that the ARWW initiative might be adapted to suit the new circumstances. It was felt that employers and employees are increasingly aware of the advantages for business and the wider society of culturally diverse workplaces. The relevant challenge was to provide the tools and practical assistance to enable employers, employees and minority ethnic communities to develop and manage integrated workplaces.

An action strategy has been developed and proposes a series of actions on the Race / Traveller ground, within the context of a nine ground equality focus. These actions

are aimed at developing integrated workplaces and at supporting the sustainability of such integrated workplaces. The strategy is coherent with business initiatives in response to cultural diversity such as the IMI Bizlab project. It also draws on the expertise developed by partners, including in the context of the National Action Plan Against Racism, the European Year of Equal Opportunities for All and the European Year of Intercultural Dialogue.

This action strategy is being supported by the Office of the Minister for Integration.

Provision Measures

Health

Under NPAR, substantial funding was made available for the development of a National Intercultural Health Strategy. This strategy was launched in February 2008 after a comprehensive consultation phase. It will provide a framework through which both staff and service users may be supported to participate actively and meaningfully in designing, delivering and evaluating provision of health care to minority ethnic service users in Ireland. An important objective of the strategy is the reduction of social exclusion experienced by many in this group, enhancing their access to health services and in the longer term, promoting positive health outcomes and social gain.

Education

Education is one of the most important ways of combating racism and developing a more inclusive, intercultural society in Ireland. Many of the skills, attitudes and behaviours that children learn in early life, will be crucial to them in later life in their interaction with other people and society.

In the Education sector, a number of intercultural projects are underway. NPAR provided funding to the National Council for Curriculum Assessment (NCCA) for the production of intercultural guidelines for teachers in primary and post-primary schools. The aim of these guidelines is to contribute to the development of Ireland as an intercultural society based on a shared sense that language, culture and ethnic diversity is valuable.

NPAR has provided funding to the Department of Education and Science towards the development of a Diversity Strategy for the education sector.

Funding has also been allocated by NPAR for an Education initiative which will promote a more inclusive, integrated and intercultural practice in further education through the provision of continuing professional development for further education staff in VECs.

Recognition Measures

Sport

Sport is a significant driver in integrating certain parts of communities, providing a common area of enjoyment and shared interest. Racism within sport has also emerged as an issue throughout Europe, and so NPAR has focussed on a number of sporting programmes to partner in promoting integration in Ireland.

In 2006, in association with the Irish Sports Council (ISC), the NPAR made available a fund of up to €357,000 for initiatives that encourage persons from migrant communities in Ireland to integrate into Irish Society through participation in sporting organisations.

Some examples of the initiatives that received funding are:

- Kerry Local Sports Partnership received €39,000 to run two initiatives 1) the deployment of amateurs with Sports Development Skills (i.e. Migrant Sports Development Officers) and 2) Volleyball Development in Kerry to encourage people to integrate through volleyball.
- Offaly Local Sports Partnership received €69,000 to help run the County Offaly International “Olympics”. This is concerned with the integration of people from migrant communities into sporting organisations around the county.
- Basketball Ireland received €60,000 to assist in the appointment of an intercultural co-ordinator combined with the development of a specific event – Streetball Ireland, which was launched in the American Embassy in cooperation with the University of Delaware and the Washington Wizards.

FAI Intercultural Strategy

NPAR was actively involved in supporting the development of a diversity strategy for soccer with the Football Association of Ireland (FAI). The FAI Intercultural Programme – Many Voices One Goal - was launched by former senior international, Paul McGrath in June 2007. This Intercultural Football Plan is designed to examine how best, in the context of a more diverse society, the FAI can encourage increased participation in football among people from minority ethnic and cultural backgrounds. The Plan also challenges and prevents the spread of ‘racism’ within the game and thus contributes towards a fully integrated and intercultural society. The FAI has appointed a full-time National Co-ordinator to oversee this important initiative.

The Irish Hospitality Industry Diversity Awards

NPAR supported the Irish Hospitality Institute Diversity Awards in 2006, 2007 and 2008 in partnership with IHI and the Catering Managers’ Association, Fáilte Ireland, Irish Guild of Sommeliers, Irish Hospitality Institute, Irish Hotels Federation, Restaurants Association of Ireland, SIPTU, and the Vintners Federation of Ireland.

Hospitality workers are on the ‘frontline’ of a service which very much depends on creating positive images and memories. The Hospitality Diversity Awards were developed to recognise and celebrate the initiatives, policies and practices implemented by both companies and individuals who have embraced diversity within the Irish Hospitality Industry.

MAMA Awards

The Metro Éireann Media and Multicultural Awards (MAMA), recognise the people, groups, events, companies and institutions that respond positively to diversity and

interculturalism on the island of Ireland. Awards are presented in two categories, Multicultural and Media. The awards programme, which was established in 2002, is sponsored by the Iris O'Brien Foundation, NPAR and the Office of the Minister for Integration. The 2008 MAMA Awards was held in the Abbey theatre in November. This awards initiative has been going from strength to strength and over 260 entries were received in 2008.

Public Awareness Initiatives

An important aspect of NPAR was to undertake public awareness and information initiatives. It is important that National Awareness Campaigns are continued to promote the benefits of cultural diversity and to dispel some of the myths still present in Irish Society.

Media Campaign

A major national awareness media campaign took place in March and April 2006, emphasising the benefits of diversity. The underlying theme of the campaign was to reflect the new multicultural Ireland in which we now live and to place inclusion and diversity in its proper modern context as an everyday reality. The campaign consisted of a series of five 40-second radio commercials and ran for a six week period across all national and local radio stations including RTE Radio 1, RTE's 2FM, Today FM, Lyric FM, Newstalk, FM104, 98FM and a host of others nationwide.

Attitudinal Survey

At the end of October, 2006, the Group launched the results of an attitudinal survey on migration to Ireland updating the findings of a similar survey carried out in 2003. The research entitled 'Opinions on Racism and Attitudes to Minority Groups' was commissioned to help determine the focus of anti racism policies in the context of the National Action Plan, to measure experiences of racism, to measure the current level of involvement with the new communities and to assess opinions on racism and new communities. The results of the survey were extremely encouraging.

The findings indicate that experiences of racism in Ireland have fallen and there has been a shift in understanding and awareness regarding non Irish nationals and their contribution to society since 2003.

One of the most striking findings of the research is the significant increase in the numbers of people who have had experiences of new communities – an increase from 36% to 67% from 2003 to 2006 which shows more interaction between different communities and greater integration.

The general impression of people from new communities in Ireland has increased positively by nearly 10%, and this trend suggests that the more people are exposed to members of new communities the more likely they are to be positively disposed towards them.

Some 50% of respondents felt that enlargement of the EU has been beneficial to Ireland yet despite this fact, 49% of the population is either very concerned or somewhat concerned about future levels of immigration. 71% said that anyone should be allowed to live in Ireland if they work and pay their taxes while 51% said that

having non-Irish nationals in Ireland make it a more interesting place to live.

In addition to questioning 1,000 adults as part of the quantitative research, in-depth focus groups were also carried out. Some of these were undertaken with immigrants themselves and provide a good indication of the kind of experiences that members of the new Irish communities are having in Ireland.

In general, people were happy with the decision to come to Ireland. Positive reasons cited included the fact that people are pleasant and friendly, the economy is strong, remarkable architecture and scenery and the fact that there is generous social welfare. Negative issues mentioned included the fact that Ireland is found to be expensive, the weather is unpredictable, the cities are thought to be dirty and for some, the fact that they experienced isolation and helplessness.

It must be noted that the context in 2006 is somewhat different to the context of 2008 moving into 2009 as a result of the economic downturn.

Public Awareness Campaign

In February 2007, NPAR launched a major public awareness campaign to highlight the important contribution made by members of minority ethnic groups to Irish society. This campaign used real-life case studies to communicate a trend in Irish society, showing new Irish citizens working in key areas of Irish life.

Participation Measures

Grant Schemes

Under NPAR, funding was provided for several grant schemes. Grants were awarded to sports clubs and societies to address issues of racism and to enable organisations to raise awareness about racism, to highlight cultural diversity in Ireland and to promote integration.

Examples of some organisations that received grants from NPAR are detailed below and further information on organisations that received grants are listed in Appendix 5:

- Doras Luimní received €4000 to run Anti Racism sessions for the Transition Year and Leaving Certificate students in post primary schools.
- South Tipperary County Museum received €10,000 to produce a living history exhibition of the Traveller Community.
- Artlink, Donegal received €5,000 for a project that would combine the talents, skills and unique heritage of members of the Donegal African Women's Network with that of the Inishowen traditions of storytelling and traditional music.
- Sport Against Racism Ireland received €10,500 for the organisation, development and execution of a two day intercultural soccer fest.

Appendix 4

Members of the Strategic Management Group

Name	Organisation
Lucy Gaffney	Chair
Philip Watt	NCCRI
David Joyce	ICTU
Michael Farrell - Replaced by Alice Leahy	Irish Human Rights Commission
Sr. Breege Keenan	Vincentian Refugee Centre
John Haskins/Anne O’Gorman	Office of the Minister for Integration
Dr. Mazhar Bari	Ministerial Appointee
Dr. Peter Humphries	Institute of Public Administration
Aidan Lloyd	Pobal
Julia Sweeney – Replaced by Margaret O’Riada	Galway Traveller Support Group
Niall Crowley	Equality Authority
Niamh McCrea – Replaced by Kathleen McCann	Community & Voluntary Pillar
Maria Cronin – Replaced by Finola McDonnell	IBEC
Chinedu Onyejelem	Metro Eireann
Lynn Jackson	Holocaust Educational Trust of Ireland
Breda Naughton	Dept. of Education and Science
Garrett Byrne - Replaced by Liam Fitzgerald – Replaced by Linda Grealy	Dept. of Justice, Equality and Law Reform

Number of meetings of the SMG held since the start of the Plan.

From its commencement on 11th March 2005 the SMG have held 25 meetings.

Breakdown of meetings by year:

2005	-	6 meetings
2006	-	7 meetings
2007	-	6 meetings
2008	-	6 meetings

Appendix 5

NPAR Expenditure (2005 – 2008)

Expenditure

2005	-	€1,000,000
2006	-	€2,001,000
2007	-	€1,224,000
2008	-	€721,600

Organisations that received funding

Organisation	Amount Received	Reason
Africa Centre/World Refugee Day Awards	€38,000	Grants
AkidwA	€12,715	Grant
Arambe Productions	€34,493	Grant
Anti Racism and Diversity Plans – Local Authorities	€110,000	Grants
Arts Council	€200,000	Research
Awareness Raising (Public Relations, All Advertising Publicity/Media campaigns and Website)	€1,516,236	Payments
Ballybane and Mervue Community Development Project	€3,000	Grant
Blanchardstown Area Project	€34,000	Grant
Cairdre New Communities Partnership Conference	€10,000	Grant
Castleknock Community College	€16,000	Grant
Ceifin	€17,500	Grant
Department of Applied Social Studies, NUI Maynooth	€67,000	Grant
Department of Education and Science	€119,767	Grant
Fitzpatrick Associates	€86,394	Research – Core Funding
Irish Hospitality Institute	€95,000 (€25,000 for a provision & inclusion project in 05)	Grant & Research
Irish Inter-Church meeting Grant	€10,000	Grant
Irish Management Institute	€307,000	Research
Lithuanian Association of Ireland	€1,000	Grant
National Council for Curriculum and Assessment	€70,000	Grant
National Youth Council of Ireland	€60,000	Grant
OCS – Review of Anti Racist Workplace Week	€24,516	Review
SARI/Crumlin United Mayday Intercultural Project	€3,000	Grant
Sport Against Racism in Ireland	€29,686	Grants
Students Union, NUI Galway	€1,000	Grant
The Graduate (Education Website Quiz)	€20,000	Grant
Three Faiths Forum of Ireland	€2,000	Grant
New Communities Partnership	€4,000	Grant
Holocaust Memorial Day	€150,000	Grants
Holocaust Educational Trust (Ann Frank Exhibition 2006)	€25,000	
Metro Eireann – MAMA Awards	€200,000	Grants
HSE	€127,000	Grant
FAI	€80,000	Grant
GAA	€10,000	Grant
NCCRI – Intercultural Week	€339,589	Grants
Equality Authority – ARWW	€225,000	Grants
University of Limerick	€37,422	Research – criminal justice
Total	€4,086,317	
Total of all Grant Schemes	€912,692	Details below
Overall Total	€4,999,009	

Grant Scheme A January 2005

County	Name	Grant
Carlow	Open Door CDP	€4,000
Clare	Clarecare	€5,000
Clare	Clare County Childcare Committee	€4,500
Cork	Cork Campus Radio	€4,000
Cork	Cork Peace Alliance – Diversity Day Committee	€3,000
Dublin	Mincéirs Whiden	€5,000
Dublin	St. Pauls Secondary School	€3,500
Dublin	Irish Congress of Trade Units	€5,000
Dublin	Merchants Quay Ireland	€5,000
Dublin	Irish Traveller Movement	€5,000
Dublin	Pavee Point	€5,000
Dublin	Federation of Islamic Student Societies Ireland	€4,000
Dublin	Access Ireland (Refugee Women's Programme)	€4,000
Dublin	Dublin City Public Libraries	€3,000
Dublin	Comhlámh	€4,000
Dublin	Dublin South FM	€4,000
Dublin	Association of Refugees and Asylum Seekers in Ireland	€4,000
Dublin	KWCD Area Partnership	€4,000
Dublin	Amalgamated Transport and General Workers Union	€4,000
Dublin	Women's Aid	€3,000
Dublin	Fettercairn Estate Management Committee	€3,000
Galway	National Traveller Women's Forum	€5,000
Galway	Nubian Spice Cultural Dance Group	€3,000
Kilkenny	The Association of Refugees & Asylum Seekers In Kilkenny	€4,000
Limerick	West Limerick Community Radio (WLCR)	€5,000
Limerick	Doras Luimní	€4,000
Louth	One World Spirit (Dundalk Refugee Support)	€4,000
Tipperary	Scoil Mhuire	€3,500

Westmeath	New Horizon – Refugee and Asylum Support Group	€4,000
Total		€18,500
<i>Grant Scheme B January 2005</i>		
Belfast	Irish Council of Churches & Irish Inter-Church Meeting	€7,000
Cork	Integrate Mallow	€7,000
Donegal	Donegal Local Development Company	€1,000
Dublin	ECO – UNESCO	€7,000
Dublin	Migrant Rights Centre	€1,000
Dublin	Cairde	€1,000
Dublin	National Women’s Council of Ireland	€10,000
Dublin	Immigrant Council of Ireland	€7,000
Dublin	World Refugee Day Awards	€7,000
Dublin	CREATE	€1,000
Galway	Galway City Partnership	€7,000
Galway	Galway Refugee Support Group	€10,000
Galway	European Network Against Racism	€10,000
Offaly	The Carers Association	€7,000
Tipperary	South Tipperary County Museum	€10,000
Total		€133,000
<i>Grant Scheme A April 2005</i>		
Cavan	St Clare’s National School	€5,500
Cavan	Community Connections	€5,500
Clare	Irish Refugee Council	€5,500
Cork	Mahon Community Development Group	€4,000
Cork	The Traveller Visibility Group	€4,500
Cork	Integrate Mallow	€4,600
Cork	NASC – The Immigrant Support Group	€2,810
Cork	NASC – The Immigrant Support Group	€3,000
Donegal	Movement Against Racism, Discrimination & Intolerance	€3,500
Donegal	Artlink	€5,000
Dublin	Rush Cricket Club	€5,100
Dublin	Lucan Sarsfield GAA Club	€4,250
Dublin	Belvedere Football Club	€4,000

Dublin	Wado Kai Association of Ireland	€5,500
Dublin	Tallaght Partnership in conjunction with Sacred Heart F.C.	€3,000
Dublin	Skerries Community Association	€4,000
Dublin	Irish Sudanese Solidarity Group	€4,000
Galway	Clann Family Resource Centre	€4,000
Galway	Gort Family Resource Centre	€4,800
Kerry	Comhchoiste Gaeltachtaí Chiarraí Theas	€6,000
Kildare	Aontas Dera Youth Club	€5,000
Kilkenny	Association of refugees & asylum seekers	€7,000
Laois	Travellers in Mountmellick	€5,500
Limerick	Doras Luimní Ltd	€5,300
Mayo	Mayo Intercultural Action	€5,500
Mayo	Ballyhaunis Family & Community Resource Centre	€4,500
Meath	Summerhill Active Retirement Group	€5,700
Waterford	African Cultural Awareness Project	€5,380
Waterford	Southend United Football Club	€800
Waterford	Imagine – Waterford Arts Festival	€4,000
Waterford	Ferrybank Community Development Group	€4,500
Westmeath	New Horizon	€5,500
Total		€147,240
<i>Scheme B April 2005</i>		
Cork	Eastern European Association of Ireland	€9,500
Cork	IRD Duhallow	€10,500
Cork	Boomerang Theatre Co Ltd	€10,500
Dublin	CityArts	€10,500
Dublin	Sport Against Racism Ireland	€10,500
Dublin	Arambe Productions	€10,000
Dublin	Media Diversity Training, School of Communications	€10,500

Dublin	Comhlamh	€8,000
Laois	Laois Sports Partnership & Sport & Play section Laois Co Council	€10,500
Limerick	Doras Luimni Ltd	€10,500
Longford	Global Longford Women's Link	€8,000
Sligo	Sligo Sport and Recreation Partnership	€10,500
Waterford	Waterford Area Partnership Ltd	€9,000
Total		€128,500

Grants for Local Sports Partnerships December 2006

Clare	Clare Sports Partnership	€1,994
Donegal	Donegal Local Sports Partnership	€28,000
Dublin	Basketball Ireland	€60,000
Kerry	Kerry Local Sports Council	€39,000
Laois	Laois Local Sports Partnership	€28,150
Mayo	Mayo Sports Partnership	€12,500
Meath	Meath Sports Partnership	€46,147.50
Offaly	Offaly Local Sports Partnership	€9,000
Sligo	Sligo Sports and Recreation Partnership	€32,160
Tipperary	North Tipperary Sports Partnership	€2,000
Dublin	Volleyball Association of Ireland	€5,000
Waterford	Waterford Sports Partnership	€2,000
Westmeath	Westmeath Sports Partnership	€9,500
Total		€385,451.50

NPAR Scoreboard as at December 2008

	Measures	Department / Agency	Current Status
	Protection Measures		
1.1.1	Support the Equality Authority and the ODEI, the Equality Tribunal in the performance of their statutory functions.	Dept Justice, Equality & Law Reform (D\JELR), Equality Authority & relevant working groups	The Department of Justice, Equality & Law Reform core funds the Equality Tribunal and Equality Authority. NPAR has supported the Equality Authority on the development of Bizlab, Anti-Racist Workplace Week and other issues. The Office of the Minister for Integration (OMI) supported the development of the Action Strategy for Integrated Workplaces, which was launched on 12th of November 2008.
1.1.2	Draw up a comprehensive equality proofing/impact assessment method for public policy making across all nine discriminatory grounds in the equality legislation, arising from the work of the Working Group on Equality Proofing.	Dept Justice, Equality & Law Reform (D\JELR), Equality Authority & relevant working groups	<p>The North Western Health Board carried out a Service Equality Review between November 2003 and June 2004. The review won the Health Innovation prize in the Equality Promoting Innovations category of the Health Services Innovation Awards in 2005. The Health Board produced booklets in 2006 with the HSE for use by others in the health sector.</p> <p>Follow up to the Pilot Projects on Equality Proofing in FÁS is ongoing with additional areas now being targeted for equality proofing. FAS has completed equality proofing of employment services and in 2008 started proofing of its community services and training services areas.</p> <p>A report on the activities of the Working Group was presented to the Senior Officials Group on Social Inclusion (SOGSI) in 2006.</p> <p>A Manual on Equality Proofing for Community Groups has been prepared by the Community Workers Co-operative. The manual is under review by the Department and the Equality Proofing Working Group will decide how best to disseminate the material.</p>

1.1.3	Develop equality action plans within the public sector, providing support for the development of these plans and for the wider application of equality proofing/impact assessment in the design of significant policy or programme initiatives.	Dept Justice, Equality & Law Reform (D\JELR), Equality Authority & relevant working groups	The “Support Pack on the Equality/Diversity Aspects of the Quality Customer Service” is a tool to assist in developing an equality/diversity focus throughout Customer Service Action Plans. Jointly developed by the Quality Customer Service (QCS) Working Group and the Equality Authority, the support pack provides users with a practical understanding of diversity, an introduction to Equal Status legislation and an outline of the equality/diversity aspect of the internal customer principle. It is disseminated through the Public Service Modernisation Programme. Equality/diversity principles are also reflected in the Revised Guidelines for the preparation of Customer Charters & Customer Action Plans, published in 2008. It has led to the consideration of equality matters in the recently published Departmental Customer Charters.
1.1.4	Extend the approach taken in respect of equality commitments in City/County Development Boards to support new approaches to incorporate a focus on equality to other areas of strategic planning.	Community partnerships and local areas that wish to develop ARD plans	A number of 'Anti-racism and Diversity' Plans are underway. Galway City was the first to develop such a plan. To date, Longford, Roscommon, DunLaoghaire/Rathdown, and Louth County Councils have developed Anti – Racism and Diversity (ARD) plans. Dublin City Council and Cork County Council have also developed “Integration Plans” for their respective areas. The Office of the Minister for Integration will progress the future development of these plans.
1.1.5	Commission research to consider best international practice related to a positive duty to promote equality and to recommend a number of possible options for Ireland.	Dept Justice, Equality & Law Reform (D\JELR), Equality Authority & relevant working groups	An unsuccessful request for tender to undertake research on positive duty was issued. There have been no further developments on this issue to date.
1.1.6	Undertake an extensive consultative process on the feasibility of bringing in a positive duty, based on the outcomes of research.	Dept Justice, Equality & Law Reform (D\JELR), Equality Authority & relevant working groups	See point 1.1.5 above.

1.2.1	<p>Establish an Expert Committee on Racist Incidents whose role will include: Review the existing range of legislation that has the potential to impact on offences motivated by racism to ensure that it is adequate in scope and provides effective, proportionate and dissuasive sanctions, including custodial and non-custodial sanctions. This includes the Criminal Justice (Public Order) Act, 1994 and Non Fatal Offences Against the Person Act, 1997. Consider the introduction of aggravated offences, and consideration of the concept of 'crimes of hate'.</p> <p>Research and pilot a multiagency approach to tackling racist incidents at local level.</p>	D\JELR, Gardaí & National Crime Council	<p>Research into the adequacy of Ireland's legislation on racist crime has been carried out by the Centre for Criminal Justice, University of Limerick. The report analyses Irish law and possible changes in that law based on emerging evidence with particular focus on <i>inter alia</i>:</p> <ul style="list-style-type: none"> - benchmarks set by primary international instruments - the current state of knowledge as reflected in the international literature, legislative development and experience in England, Wales and N. Ireland. The research is to be launched in December 2008.
1.2.2	<p>Develop a range of measures to deal with the underlying causes of crime motivated by racism, consistent with the approach advocated by the National Crime Council including a focus on: Local crime prevention and the adoption of local partnership approaches. Focus on the perpetrators of crime motivated by racism. Community/neighbourhood influence on crime. Family support. Education and early intervention.</p>	D\JELR, Gardaí, National Crime Council, NCCRI, University of Limerick	See point 1.2.1

1.3.1	Complete the review of the effectiveness of the Prohibition of Incitement to Hatred Act, which will include a review of recent jurisprudence, the consideration of the implications of developing EU policy related to cybercrime and the EU Framework Decision on Combating Racism and Xenophobia.	D\JELR, University of Limerick	See point 1.2.1
1.3.2	Develop a new resourced monitoring and reporting system on cybercrime concerned with racism, similar to the systems designed for the protection of children.	D\JELR, Internet Advisory Board	The Office for Internet Safety (OIS) has taken over the role of the Internet Advisory Board and was set up by the Government to take the lead responsibility for internet safety in Ireland, particularly as it relates to children. The Internet Hotline (main focus on child pornography) now makes specific reference to racism on the internet. Booklet on reporting racist incidents (NPAR/NCCRI/EQNI) published in 2005 and updated in 2006 and 2007.
1.3.3	Ratify the Council of Europe Protocol to the Convention on Cybercrime [1] concerning the criminalisation of acts of racist and xenophobic nature committed through computer systems, following a review to establish what/if any changes will be required in national legislation.	D\JELR, Internet Advisory Board	One of the recommendations from the report by the Criminal Justice Centre of the University of Limerick (1.2.1) recommends that Ireland sign and ratify the Protocol, and introduce the compulsory measure to eliminate the dissemination of threats which are racist or xenophobic nature.
1.4.1	Review existing progress on the implementation the key recommendations in the Rotterdam Charter, in consultation with key stakeholders.	D\JELR/ Gardaí	See point 1.2.1
1.4.2	Update the strategy on policing in a multi ethnic society in an Irish context.	D\JELR/ Gardaí/NCCRI	In January 2006, the Garda Commissioner issued a directive to all garda members concerning the development of garda strategies and services to meet the needs of a more diverse society. The Gardaí introduced a positive action initiative to actively recruit people from minority ethnic communities into the police service. The GRIO has published a booklet ‘Your Police Service in Intercultural Ireland’. This

			<p>booklet is available in 12 languages – English, Irish, Latvian, Lithuanian, Polish, Russian, Romanian, French, Portuguese, Chinese, Arabic and Spanish.</p> <p>Approximately 500 Garda Ethnic Liaison Officers have been trained and appointed as ethnic liaison officers throughout Ireland.</p> <p>A widely acclaimed training package, ‘Diversity Works’ is being rolled out across the organisation to increase awareness of diversity.</p> <p>A ‘Human Rights Audit’ of Garda practices, policies and procedures was undertaken and its findings published.</p> <p>An ‘Action Plan’ was devised and is being implemented across the organisation to address the recommendations of the Audit.</p> <p>The Garda Síochána Diversity Implementation Plan 2008-2010 which is due to be launched in the coming months, sets out how the Garda Síochána will deliver on its commitment to embrace all aspects of policing and diversity. The Diversity Strategy was developed following extensive research and widespread consultation with key internal and external stakeholders. This Strategy is dual focused, in that it sets out organisational priorities to manage diversity within both the garda workplace and the communities that the Gardaí serve.</p>
1.4.3	Highlight initiatives to combat racism and intercultural policing strategies through key Garda planning and reporting mechanisms, such as the Garda Annual Policing Plan and Garda Annual Reports.	D\JELR/ Gardaí	<p>The Garda Síochána Strategy 2007-2009 places Ethnic and Cultural diversity as Goal 5 and promises equal protection and appropriate service, while nurturing mutual respect and trust.</p>

1.4.4	Make reasonable accommodation of cultural diversity and take positive action measures in key initiatives aimed at modernising the police service in Ireland, including the development of a new monitoring and complaints processes.	D\JELR/ Gardaí/NCCRI	See point 1.4.2
1.4.5	Develop guidelines on the participation of cultural and ethnic minorities in local police forums	D\JELR/ Gardaí/NCCRI	The Gardai engage in consultation with new and ethnic communities living and working in Garda divisions and districts. The consultation forum is designed to exchange information between An Garda Síochána and ethnic communities and provides a platform for Ethnic Groups to raise and discuss policing issues and it is a mechanism for Garda accountability to the ethnic community. The Divisional Forum takes place 4 times each year.
1.4.6	Increase the resources to the Garda Racial and Intercultural Unit to enable it to fulfil its mandate.	D\JELR/ Gardaí	Funding has increased to enable the training of over 500 Ethnic Liaison Officers. However, staff of office itself remains small. These officers are now selected from locally based Community Gardai. The GRIO continues to provide two day training courses for appointed Ethnic Liaison Officers on Anti-Discriminatory Policing Techniques and Cultural Awareness.
1.4.7	Develop a comprehensive intercultural training component at primary training level and for Sergeant and Inspector courses.	D\JELR/ Gardaí/NCCRI	Compliance with human rights standards are emphasised to Garda students at the Garda College and during their work placements and assignments. Inputs on Human Rights and in particular the European Convention on Human Rights are delivered as an integral part of the promotion/ development programmes on promotion to the rank of Sergeant, Inspector and Superintendent. Inspectors undertaking their development programme receive a two –day dedicated human rights course which builds on the content of the Sergeants’ Development Programme but explores further managerial and decision making responsibility of the Inspector rank. Senior management training is also provided in Human Rights and Constitutional law. In addition, the following measures have also been developed in support of training; - a pocket sized notebook has been distributed to every member of the Gardai outlining the key principles of the European Convention on Human Rights in decision making, - A ‘short –guide’ to the European Convention on Human Rights Act 2003 has been developed in partnership with the Irish Council for Civil Liberties and has been distributed to all members of the Gardaí

			- Six Human Rights Newsletters have been written and circulated to each members of the Garda Síochána highlighting key human rights issues.
1.5.1	Develop a comprehensive data/statistics strategy for crime statistics, including a focus on crime motivated by racism.	Gardaí, CSO, NCCRI, Equality Authority and National Crime Council	The PULSE system which records all high level and non high level crime has been improved as has the information on the type and location of racist incidents.
1.5.2	Publish and provide analysis of levels and trends on racially motivated crime as part of An Garda Síochána Annual Report.	Gardaí, CSO, NCCRI, Equality Authority and National Crime Council	See point 1.5.1
1.5.3	Include a focus on crime motivated by racism in regular national crime surveys and/or as part of a future quarterly national household surveys.	Gardaí, CSO, NCCRI, Equality Authority and National Crime Council	Case made to the National Crime Council, but no further action to date. (The Crime Council was abolished on 14 October 2008 in the context of a rationalisation of State Agencies).
1.5.4	Develop a focus on cultural diversity and racially motivated crime in the work of the National Crime Council through the development of a research and analysis initiative.	Gardaí, CSO, NCCRI, Equality Authority and National Crime Council	Case made to the National Crime Council, but no further action to date. (The Crime Council was abolished on 14 October 2008 in the context of a rationalisation of State Agencies).
1.5.5	Work towards greater harmonisation of crime data related to racism with other countries in the EU/OECD through mechanisms such as the EUMC RAXEN initiative and the International Crime Victimisation Survey.	Gardaí, CSO, NCCRI, Equality Authority and National Crime Council	NCCRI provides statistics on racially motivated crime to RAXEN. Cooperation ongoing with EU Fundamental Rights Agency. Publication of EU wide report on this form of racism in 2006, including focus on Ireland.

1.6.1	Develop Anti-Racism and Diversity Plans (ARD) in ten pilot areas, consistent with the Intercultural Framework set out in the NPAR and to apply the equality impact assessment template for city and county development boards as part of the preparation of these plans.	D\JELR, Local bodies such as local authorities, community development partnerships, Pobal	<p>See point 1.1.4</p> <p>Not in 10 areas. Cooperation ongoing with city and county development boards and will be further developed by the Office of the Minister for Integration.</p>
1.6.2	Draw up guidelines to inform the development of ARD Plans.	D\JELR, Local bodies such as local authorities, community development partnerships, Pobal	Guidelines have been developed.
1.6.3	Establish broadly based steering groups in the ten pilot areas to help advise on the development of the ARD Plans, involving statutory administrative bodies, local development partnerships, social partners, local authorities and community organisations working closely with cultural and ethnic minorities.	D\JELR, Local bodies such as local authorities, community development partnerships, Pobal	See point 1.1.4

1.7.1	Benchmark progress in addressing racism through the preparation of regular national reports to the Committee on the Elimination of all Forms of Racial Discrimination under CERD, including progress related to the NPAR	D\JELR, NCCRI & Equality Authority	Irelands' Joint Third and Fourth Report to the UNCERD Committee is currently being drafted and will provide an update on the legal, administrative and other measures taken by the State to tackle racial discrimination. Since the State submitted its last report to the UNCERD Committee, a number of significant measures have been undertaken to try to combat racism and promote integration inc. NPAR.
1.7.2	Support a range of initiatives that highlight emerging good practice and expertise in combating racism and supporting interculturalism in Ireland	D\JELR, NCCRI & Equality Authority	Major trans- jurisdiction research 'Improving Government Service Delivery to Minority Ethnic Groups' and international conference in 2006 followed up by implementation booklets ' Key Considerations for Service Providers' including focus on policing part funded by NPAR, JRCT with most funding coming from OFMDFM.
1.7.3	Maximise the potential of the EUMC RAXEN initiative to provide detailed analysis and data related to racism and anti-racism strategies in Ireland and in a European context.	D\JELR, NCCRI & Equality Authority	NCCRI National Focal Point on racism in Ireland through the Fundamental Rights Agency (formally the EUMC) in Vienna, including development of wide range of bulletins, reports, data updates and rapid responses in relation to RAXEN. Ms. Anastasia Crickley of University College Maynooth is chair of the executive board of management of the EUFRA. D/JE&LR provides financial support to Ms. Crickley to assist her in role as chair. The FRA National liaison Officer function is provided by the D/JE&LR.
1.7.4	Contribute proactively to the ongoing harmonisation policy of anti discrimination and integration policy at EU level, including in the context of EU enlargement and to carefully monitor the impact of the latest enlargement on the level of racist incidents.	D\JELR, NCCRI & Equality Authority	Ongoing, in particular regarding the establishment of EU Fundamental Rights Agency (RAXEN report) , NCCRI Incident reporting system, cases to the EA/ET
1.8.1	Develop a grant scheme jointly funded by the British and Irish Governments to support increased cooperation within Ireland North and South and between Ireland and Britain focussing on combating racism and supporting an intercultural approach to policy development.	D\JELR, Equality Authority, NCCRI & social partners	The Synergy Initiative and Cross border Cooperation to Address Racism NCCRI was the promoter of the Synergy North South Intercultural Initiative which was originally funded to the tune of €382,704 under the European Union's INTERREG IIIA Programme (Priority 3, Measure 1) from September 2004 to September 2008. The Initiative was supported by Special EU Programmes Body (SEUPB) through Co-operation Ireland, and was operated in partnership with around twenty other agencies including voluntary and community groups and trades union organisations north and

			<p>south.</p> <p>A full independent and very positive evaluation of the SYERGY initiative is available on website www.nccri.ie</p> <p>Synergy's work included 8 North South Intercultural Forums (composite report available on our website) which focused on key policy concerns including for example education, health, social services and immigration policy. In the final evaluation of the initiative, one key stakeholder commented:</p> <p>‘The level of engagement has been high with the service providers in the area. The key service providers involved have been the Local Authority, HSE, FÁS, D/SFA, Gardaí, Dept of Justice, Dept CREAGA, Pobal, the two employment partnerships in Dundalk and Drogheda. These agencies have availed of the initiative's focus on building an intercultural approach to service provision. This has resulted in increased capacity of the service providers in service delivery and has increased understanding staff and management's of the needs of ethnic minorities accessing services. Examples of how the Local Authority has engaged with Synergy include their pro-active involvement in our development of an Anti-racism Strategy for Louth, both at a working group and steering group level. A huge amount of assistance was given to us by the staff in co-ordinating a successful application for border funding (with Newry and Mourne District Council) for a project focusing on the needs of Ethnic minorities in both areas. Further cooperation with Synergy on this project will continue for the next 18 months. Synergy's ongoing support in the area of statistics/translation services/information/contacts and advice has helped the social Inclusion unit deliver their work programme more effectively’.</p>
1.8.2	The development of North South dimension to the Intercultural Forum established as part of this Plan (see Objective Five).	D\JELR, Equality Authority, NCCRI & social partners	See point 1.8.1
	Inclusion Measures		

2.1.1	<p>Proof key macro-economic and social planning processes/national agreements to ensure they combat racism, make reasonable accommodation of cultural diversity and include for positive action for Black and minority ethnic communities. Proofing will include the undertaking of impact assessments to determine the likely outcomes for minority ethnic groups from key policy instruments. Proofing will take place during the three distinct phases of policy development:- preparation, implementation and review. A template will be drawn up to support this process, and will include a focus on: National Social Partnership Agreements, National Development Plan, National Employment Strategy and National Action Plan on Social Inclusion.</p>	<p>Dept of Enterprise, Trade and Employment (D\ET&E)ARWW Partners</p>	<p>Commitments in 'Towards 2016 in relation to NPAR/Integration/Equality. Commitments and potential of the National Development Plan 2007-2013 including the specific commitments written in to PEACE III on anti racism as a result of research commissioned by the NCCRI SYNERGY Initiative.</p> <p>The Office for Social Inclusion continues to provide information to government departments on the application of Poverty Impact Assessment Guidelines, available at www.socialinclusion.ie. As part of this process, government departments have indicated that they propose to undertake a number of pilot projects. The Guidelines include consideration of migrants and ethnic minorities as part of the impact assessment process.</p>
2.1.2	<p>Proof forthcoming policies at a European level that impact on employment and the workplace, to ensure that cultural diversity is reasonably accommodated, for example, the transposition of employment related EU Directives into Irish law.</p>	<p>Dept of Enterprise, Trade and Employment (D\ETE)</p>	<p>Meeting has took place between Minister ET&E and Chair NPAR. Agreement to the establishment of a co-ordinating mechanism, comprising officials of ET&E and the NPAR to move forward the measures in the NPAR relevant to DET&E.. The Employees (Provision of Information and Consultation) Act 2006 [No. 9] gave effect to Council directive 2002/14/EC of the European Parliament and of the Council of 11 March 2002 establishing a general framework for informing and consulting employees in the European Community. To assist employees and employers in implementing that Act, the Minister for Labour Affairs at the Department of Enterprise, Trade & Employment formally declared on 29 April 2008 a Code of Practice for the purpose, by means of the Industrial Relations Act 1990 (Code of Practice on Information and Consultation) (Declaration) Order 2008 [S.I. No. 132 of 2008].The National Employment Rights Authority (NERA) has been established on an interim basis since February 2007 and is headquartered in Carlow. The Authority has Department of Finance sanction for 141 staff, including an increased complement of 90 Labour Inspectors.</p>

2.2.2	Evolve and mainstream the principles established as part of anti-racist workplace week into employment and workplace policy and to provide continued financial support for anti racist workplace week.	Social partners involved in ARWW and Equality Authority	In April 2007, the Equality Authority, on behalf of all partners to Anti-Racist Workplace Week, asked Commissioned Consultants to conduct a review of the initiative that would cover the entire period of the Week's history from 2000 to 2006. On foot of this review, the Equality Authority in conjunction with the Office of the Minister for Integration, have set out they key initial stages to be progressed with the social partners as part of a long term action strategy for integrated workplaces. The launch of the new Strategy took place on 12th November 2008.
2.2.3	Provide and, as resources allow, enhance the capacity of bodies and agencies responsible for the enforcement of employment rights policy.	Dept of Enterprise, Trade and Employment (D\ETE) and Employment Rights Agency	In April 2008, the Minister for Labour Affairs announced the appointment of the NERA Advisory Board chaired by John Dennehy, former public representative NERA currently employs 80 Inspectors following recruitment competitions for an additional fifty-nine Inspectors to bring the number of Inspectors from the original level of 31 up to the level of 90 committed to under Towards 2016. A competitive selection process was held very recently to form a panel of people who will fill current and future Inspector vacancies as they arise. The results of this competitive process will be announced shortly. The inspectors appointed include 10 inspectors proficient in a range of Eastern European Languages. The languages in which these inspectors are proficient include; Polish, Lithuanian, Czech and Russian. The Employment Law Compliance Bill, 2008 will give NERA statutory footing and further strengthen NERA's enforcement powers. The Bill, which is on the Order Paper of the Dáil, is being finalised at present in consultation with stakeholders with the intention that the second stage will be taken early in the next Parliamentary term.
2.2.4	Encourage planned and systematic approaches to equality at workplace level by employers through further development of the work of the Framework Committee established and of the resources available to it.	Dept of Enterprise, Trade and Employment (D\E,T&E)ARWW Partners	See point 2.2.1
2.2.5	Encourage staff associations and trade unions to take positive action to create awareness and to eliminate racism in the workplace	Dept of Enterprise, Trade and Employment (D\E,T&E)ARWW Partners	The ICTU have been involved in developing and promoting anti-racism/ diversity guidelines for trade unions both here in Ireland and across Europe through their participation in the ILO INTI project – Promoting Equality and Diversity: integration in Europe. ICTU are also working with IBEC and others to develop research and practical tools towards developing intercultural workplaces.

2.3.1	Undertake a new high-level initiative within the Public Service Modernisation Programme to promote full equality in practise in recruitment from cultural and ethnic minorities into the public service and in their career progression.	Dept/Taoiseach (QCS Working Group), D/Finance, Public Appointments Service and Equality Authority	<p>NPAR has decided to take a sectoral approach to this issue. NPAR have contacted Department of Finance to explore ways of encouraging recruitment of cultural and ethnic minorities to the civil service. In 2005, there was a recruitment campaign for an Garda Síochána which specifically encouraged members of ethnic and cultural minorities to apply. In total 8682 applied. A total of 7000 completed an equality monitoring questionnaire accompanying the application process. This revealed the following breakdown of applicants from cultural/ethnic minority groups:</p> <p>602 – Asian/Chinese 153 - Other/Asian 124 - Black/African 5 – Other Black 7 - Traveller 248 – Other White 78 – Other</p> <p>The figures denote a dramatic increase in the number of applicants from cultural/ethnic minorities over previous recruitment campaigns. It is likely that some applicants may be ultimately ruled out on residence grounds, but nonetheless will have the opportunity to progress quite far into the process before this becomes a factor.</p> <p>Current Defence Force recruitment policy embraces the concept of equality and diversity and aims to recruit EU and non EU nationals provided that they satisfy the residency / work requirements as laid down by the D/JE&LR and the standards, educational standards and good conduct required of all potential members of the Defence Forces. Measures to assist in recruiting potential candidates from diverse and different racial and cultural backgrounds are currently under review.</p> <p>The OMI has provided €30,000 towards the funding of the Public Appointments Service research on recruitment and selection of people from minority groups.</p>
2.3.2	Implement equality and diversity training across all public bodies that include a focus on racism and interculturalism and that develops an awareness of these issues and that builds staff competencies to manage and operate within a culturally diverse workplace	Dept/Taoiseach (QCS Working Group), D/Finance and Equality Authority	<p>Training has been undertaken in the D/S&FA, the Office of the Refugee Commissioner, the Irish Prisons Service, etc. Irish Prison Service Training and Development Centre (IPS TDC) deliver a submodule on Interculturalism and Racism to all Recruit Officers as part of the Professional Development Module during Semester 1. This module introduces participants to the concepts, theories and practices of Diversity and Equality Awareness. It discusses related issues and encourages participants to think inclusively and to be aware and value the differences of our increasingly changing client base. This approach is further emphasised during the Ethics and Sociology modules in Semester 2.</p> <p>A complete Module on Equality and diversity is delivered in Semester 4.</p>

			<p>All Training Liaison Officers have been trained in, and provided with resource packs on the Interculturalism and Racism module for delivery to prison staff. In addition, all training Liaison Officers have been trained in, and provided with resource packs on the IPS Bullying and Harassment policy.</p> <p>Irish Prison Service HQ based staff from part of the Department of Justice staff and Equality and Diversity training for these grades will be provided by the Corporate Learning Unit in this Department, which is expected to commence early in 2009.</p>
2.4.1	All bodies responsible for implementing Government/EU programmes aimed at tackling poverty and social inclusion will be required to outline in detail how they will combat racism, make reasonable accommodation of cultural diversity and take positive action to contribute to full equality in practise for Black and minority ethnic communities.	Family Affairs (D\SFA), OSI, relevant Govt Depts and specialised bodies	<p>A key goal in the National Action Plan for Social Inclusion 2007-16 (NAPinclusion) is to develop a strategy aimed at achieving the integration of migrants and minority ethnic groups in our society. The objective is to ensure that their basic needs are met through enhanced and better coordinated State support services and, in that regard, the NAPinclusion contains a range of relevant targets/actions. Progress in relation to these targets/actions, which are part of the responsibilities of a number of Departments/Agencies, is set out in the Social Inclusion Annual Report.</p> <p>Ireland's high level report on National Strategies for Social Protection and Social Inclusion 2008-2010 (NSSPI) was submitted to the EU Commission in October 2008. One of the main social inclusion policy objectives set out in the NSSPI is the integration of migrants with interlinked policy priorities in the areas of integration; education supports and follow up action arising from the National Action Plan against Racism.</p>
2.4.2	Update the specific commitments on minorities and migrants outlined in the NAPs/inclusion as more information and data becomes available.	Family Affairs (D\S&FA), OSI, relevant departments and specialised bodies	<p>The commitments set out in the 10-year NAPinclusion are ambitious and challenging. The Plan has a strong focus on actions and targets, clearly defined and measurable, which are essential if the Plan's objectives are to be achieved and progress in achieving them effectively monitored. Progress in relation to NAPinclusion actions and targets, in addition to information on relevant developments, are reported in the Social Inclusion Annual Report.</p> <p>'Social Portraits', commissioned by the Office for Social Inclusion and produced by the ESRI, set out the social situation of lifecycle groups in the NAPinclusion framework. Social Portrait publications, to date, have, focused on older people, children and people of working age. The social portrait of communities, including migrants and ethnic</p>

			<p>minorities, is due to be published before the end of 2008.</p> <p>Social and economic statistical updates are published regularly by the CSO. The annual Survey on Income and Living Conditions (SILC), published by the CSO, provides information in relation to poverty levels in Ireland. The latest period for which relevant statistics are available is 2007.</p>
2.4.3	Adjust performance indicators related to progress in combating anti poverty and social exclusion.	Family Affairs (D\S&FA), OSI, relevant Govt Depts and specialised bodies	<p>The NAPinclusion has a strong focus on actions and targets, clearly defined and measurable, which are essential if the Plan's objectives are to be achieved and progress in achieving them effectively monitored. Progress in relation to NAPinclusion actions and targets, in addition to relevant developments, continue to be monitored and reported on in the Social Inclusion Annual Report.</p> <p>As set out in the Towards 2016 Review and Transitional Agreement 2008-2009, the Office for Social Inclusion (OSI) will develop proposals by July 2009, in conjunction with relevant Departments and Social Partners, for performance indicators in relation to the long-term goals, in Towards 2016, for each stage of the lifecycle.</p>
2.4.4	Establish a coordinating mechanism to ensure linkages and synergies between the NPAR and NAPs/inclusion.	Family Affairs (D\S&FA), OSI, relevant Govt Depts and specialised bodies	<p>Close liaison arrangements at official level, between the Department of Justice, Equality and Law Reform and the Office for Social Inclusion, ensured that commitments, developments and progress re the NPAR linked directly to the contents of the NAPinclusion, the Social Inclusion Annual Report and the NSSPI. Senior Officials from D/JELR and the OSI liaise closely through the Senior Officials Group on Social Inclusion which reports to the Cabinet Committee on Social Inclusion, Children and Integration.</p>
2.5.1	Develop a comprehensive policy on the integration of migrant workers and their families, consistent with Government policy on immigration, equality and employment.	D\JELR, INIS, D\E,T&E and relevant bodies	<p>The Irish Government appointed a new Minister of State for Integration, Mr. Conor Lenihan, T.D. in June 2007 in conjunction with the establishment of a new Office of the Minister for Integration.</p>
2.5.2	Establish a broadly based advisory group to contribute to the development of an integration policy focusing on migrant workers and their families.	D\JELR, INIS, D\E,T&E and relevant bodies	<p>Expansion of INIS role is under development. Integration resources of €5m 2006: possible projects currently being identified</p> <p>Establishment of an Interdepartmental Integration Working Group.</p> <p>Cabinet Committee on Social Inclusion, Children and Integration.</p>

2.5.3	Complete the review of the Employment Agency Act, 1971 to take into account the regulation of employment agencies including recruitment and placement activities.	D\JELR, INIS, D\E,T&E and relevant bodies	<p>Work on the Employment Agency Regulation Bill, which will repeal and replace the Employment Agency Act 1971, is at an advanced stage. There is a commitment in the Towards 2016 Transitional Agreement to publish the Bill by end 2008.</p> <p>The Bill will provide for an updated licensing system for employment agencies and will allow employment agencies regulated in certain countries of the European Economic Area to operate in the State. The Bill will also provide for the drawing up of a code of conduct governing the behaviour of employment agencies and for the establishment of an Advisory Committee, representative of the social partners and the employment agency sector, to advise the Minister for Enterprise, Trade and Employment on the sector.</p>
2.5.4	Complete the revision of and place on a statutory basis the work permit and working visa/work authorisation systems through the forthcoming Employment Permits Bill.	D\JELR, INIS, D\E,T&E and relevant bodies	<p>The Employment Permits Act 2006 (No.16), which provides, in compliance with EU obligations of the State, for the grant of employment permits to certain foreign nationals to be in employment in the State and protections for the employment of such persons in terms of securing at least their minimum terms and conditions in accordance with their permits, came into operation on 01 January 2007, pursuant to the Employment Permits Act 2006 (Commencement) Order 2006 {S.I. No. 682 of 2006}. The labour inspectors of the National Employment Rights Authority [NERA] are involved in enforcement of provisions of that Act (and the Employment Permits Act 2003 [No. 7] which prohibits the employment of certain foreign nationals without having the required employment permit).</p>
2.5.5	<p>Include a focus on migrant workers in initiatives designed to raise awareness and compliance with employment rights, through for example Providing quality information to all, with targeted inclusion of migrant workers.</p> <p>Ensuring compliance of employment legislation through the labour Inspectorate</p>	D\JELR, INIS, D\E,T&E and relevant bodies	<p>Employment Rights Enforcement and Compliance Agency established as part of 'Towards 2016' partnership agreement. The "Know Before You Go" initiative to inform EEA workers with information on the employment market in Ireland.</p> <p>Initiatives to raise awareness of increasing diversity in Ireland and its implications for business and workplaces.</p> <p>In early 2007, IBEC organised a series of Immigration Briefings. Sessions were run in Dublin (two additional dates added on to programme because of demand), Cork, Galway, Waterford, Limerick and Sligo. The programme included a presentation on the new Irish context and the implications for employers, an introduction to the National Action Plan</p>

			<p>Against Racism (what it is and what the plan is delivering) and supports that employers can provide to their workforce in order to assist them as well as detailed information presenting the new Employment Permits Act, 2006, the implications of enlargement of the EU to include Bulgaria and Romania and practical consequences to recruitment processes. The NPAR video of advertisement was played as part of the programme. Over 600 managers and company representatives attended on behalf of a wide range of companies and organisations.</p> <p>As part of this awareness raising initiative, presentations (which were shorter versions of the full programme) were given to numerous IBEC sector groups. As part of the SFA National Centre of Excellence Employment Law Seminars held in February/march, presentations were included on 'Changing Ireland and what needs to be done'. Developed to assist Small and Medium sized companies with changes in legislation and other relevant matters, the seminars were held in Dublin, Limerick, Cork and Galway. Over 300 small business owners or managers attended.</p> <p>IBEC publication of ‘Cultural Diversity in Business – Guidelines for addressing discrimination and promoting integration in workplaces’</p> <p>IBEC organised a Seminar entitle ‘Moving beyond Compliance: the business case for Diversity’ which was well attended by private sector employers.</p> <p>Throughout the year, at appropriate events, as much as is possible, IBEC is committed to raising awareness of the relevant issues.</p> <p>IBEC have also developed appropriate practical supports required by businesses/employers both to assist them in correctly observing employment and immigration legislation, to provide appropriate supports for their employees and to enable them to best take advantage of workplace diversity to improve their organisation’s performance. Examples – IBEC publication of ‘Moving to Ireland to Work – your first few weeks’ a handbook for employers to provide new employees in order that they prepare themselves for living in Ireland, remain compliant with relevant immigration and residency obligations and start to find their way around.</p> <p>Publication of IBEC ‘Guideline 23 on Employing Non-Irish Nationals’ – a practical guide for HR managers explaining the implications of employment permit obligations, Treaty obligations and relevant immigration legislation and how these rules should be covered within recruitment procedures.</p>
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			<p>IBEC also contribute proactively to on-going debates at EU level within the Social Dialogue process and within the European Employers body informed by the principles developed under NPAR IBEC is actively involved in the Social Dialogue Committee and its work programme as well within BUSINESSEUROPE – representative of businesses at a European level. IBEC’s commitment covers both work under the European Social Partners Work Programme 2006-2008, and the expected significant engagement expected under a number of Article 138 consultations. Activities in 2007/2008 which IBEC will be involved in include:</p> <ul style="list-style-type: none"> - Commenting on the European Commission’s package aimed at becoming a ‘Comprehensive European migration policy’, already encompassing two Commission Communications, one draft Directive and one Report through BUSINESSEUROPE’s Immigration Group and its Social Affairs Committee; - commenting as part of follow-up processes on the ‘demographic future of Europe’ and ‘reconciliation of work, family and private life’; and - any other Article 138 consultations
2.6.1	Develop an overall strategy to training and employment services, with reference to broader equality policy.	Dept. Education & Science (D\E&S) Fás, Local Employment Service, INIS	<p>The FÁS Equality for its Customers Policy’ aims to articulate the FÁS approach for its customers clearly and succinctly. An accompanying document, FÁS Equality for its Customers Guidelines’ provides practical guidance for customer –facing staff. The two documents bring together all of FÁS’ experience and expertise in the area of ensuring equality for customers and shapes it into one coherent approach.</p>
2.6.2	The FÁS ‘Back to Work’ programme for refugees and people with leave to remain will be rolled out throughout the country, based on an assessment of overall need.	Dept. Education & Science (D\E&S) Fás, Local Employment Service, INIS	<p>INIS and FÁS have been in contact regularly over the past number of years to agree policies in relation to what FAS services migrants could avail of.</p>

2.6.3	Provide a coordinated approach to advice and support, including individual assessment of need, for vocational training and accessing employment for refugees. (see outcome 6.5)	Dept. Education & Science (D\E&S) Fás, Local Employment Service, INIS	FÁS and the Local Employment Service (LES) represent the two strands of the National Employment Service (NES). A specific target client group for the NES are refugees. Refugees who engage with the service are provided with (a) an individualised vocational guidance service, to enable them to develop their strengths and identify their training needs in order to enhance their employability in the open labour market (b) a placement service which matches and supports these clients in finding job/career opportunities. The NES through its links within FÁS and with other training providers is able to provide a coordinated approach to meet the training needs identified through the vocational guidance process.
2.6.4	Integrate language supports into training and employment services through a new targeted programme.	Dept. Education & Science (D\E&S) Fás, Local Employment Service, INIS	INIS/RIA language conference 12 May, 2006 and forthcoming research on this issue to develop a national policy.
2.6.5	Develop a programme to address under employment of Black and minority ethnic workers with a particular focus on developing strategies for effective recognition of qualifications.	Dept. Education & Science (D\E&S) Fás, Local Employment Service, INIS	Subsequent establishment and development of the National Qualifications Authority of Ireland The Authority has a number of explicit functions <i>inter alia</i> in relation to liaising with bodies to facilitate recognition of international awards in Ireland and of Irish awards internationally.
2.6.6	Develop a programme to address unemployment within the Traveller community based on the recommendations of task Force on the Traveller community	Dept. Education & Science (D\E&S) Fás, Local Employment Service, INIS	Ongoing work on supporting training and employment is being coordinated through FÁS. Following a series of special pilot initiatives, FÁS have provided a new grants scheme for local projects in 2008. Public service organisations have also played a leading role in providing direct employment for Travellers. At the end of 2007 in excess of 100 permanent and part –time positions had been provided for Travellers through FÁS and directly by public bodies. These included a Travellers Internship Programme in the Civil Service during 2006and 2007, piloted by the Department of Finance. Some local authorities, (in particular South Dublin and Clare County Councils) as well as the HSE have promoted similar employment initiatives. An evaluation of the Civil Service programme, which was published on 24 October 2007, will support the consideration of further initiatives to promote public service employment for Travellers.

2.7.1	<p>Ensure that key sources of national socio economic data are evolved to make reasonable accommodation of cultural diversity and take positive action measures, including:</p> <ul style="list-style-type: none"> Census of population Quarterly National Household Survey Live Register of Unemployed Household Budget Survey Statistics on Income and Living Conditions (EU SILC) 	CSO, relevant Govt Depts	<p>The Government included a question on ethnic or cultural background in the next census which is in 2006, including:</p> <p>A White</p> <ul style="list-style-type: none"> Irish Irish Traveller Any other White background <p>B Black or Black Irish</p> <ul style="list-style-type: none"> African Any other Black background <p>C Asian or Asian Irish</p> <ul style="list-style-type: none"> Chinese Any other Asian background <p>D Other, including mixed background</p> <ul style="list-style-type: none"> Other, write in description <p>The Quarterly National Household Survey includes statistics on :</p> <p>Estimates of the Population aged 15 years and over classified by nationality and labour force status and Estimated number of persons in employment (ILO) classified by nationality and NACE Economic Sector.</p> <p>The Live Register also includes statistics on the Nationality of Persons on the Live register by month.</p>
2.7.2	<p>Develop a formal data/statistics strategy in each Government department, consistent with the outcomes of the report of the National Statistics Board that includes a focus on cultural diversity.</p>	CSO, relevant Govt Depts	<p>The Government requested Departments to develop a Data/ Statistics strategy as an integral part of their information strategy. An inter-departmental group jointly chaired by the Department of the Taoiseach and the Central Statistics Office was convened to assist Departments and to share information on the approaches being adopted, and progress made, by each Department. A number of Departments have completed the process, most notably the Department of Social and Family Affairs and the Department of Education and Science.</p>
2.7.3	<p>Establish Departmental Statistical Committees to advise on the process of developing social and equality statistics that bring together data users, and appropriate outside experts.</p>	CSO, relevant Govt Depts	<p>The National Statistics Board drew up guidelines to assist Departments to develop a Data/ Statistics strategy. These guidelines recommend that a committee comprising Department staff (both data users and producers) as well as appropriate outside experts be convened. Committees were established in most Departments with outside representation where deemed of value.</p>

2.7.4	Publish a consolidated annual report on key social and equality trends including a focus on cultural diversity in employment/unemployment, the workplace and poverty.	CSO, relevant Govt Depts	The CSO published a new indicator report, Equality in Ireland, in November 2007. This initiative was also positioned as part of the Year of Equal Opportunities.
	Provision Measures		
3.1.1	Develop a template to provide guidance for service providers in implementing the National Action Plan Against Racism, with reference to broader equality, anti-poverty and public service modernisation policy. (M)	D\JELR, Equality Proofing Working Group	Met D/Taoiseach on 20 December, 2005. Following on from this meeting, it was planned to engage further with the QCS officer network/CMOD training services. NCCRI and Equality Authority to support this role also.
3.2.1	Develop a focus on competencies to promote equality and combat discrimination within the Performance Management and Development System. (M)	D/Taoiseach, D/Finance, CMOD and relevant bodies	No further developments in relation to this.
3.2.2	Develop further resource materials/awareness initiatives to support greater understanding among service providers of the needs of customers from cultural and ethnic minorities and implement a programme of cultural awareness training among service provider staff. (M)	D/Taoiseach, D/Finance, CMOD and relevant bodies	Publication of a range of resources and supports as part of former ARWW and the Action Strategy for Integrated Workplaces and Intercultural Week, including 'Key considerations for Service Providers' and 'Useful Terminology'.
3.2.3	Equal status reviews and action plans will be implemented by key service providers in the public sector. These will be supported by guidance materials	Dept of An Taoiseach, Dept Finance, CMOD & relevant bodies	An Equal Status Review and Action Plan on service provision across the nine grounds was carried out by the NWHB and will be presented to the Equality Proofing Working Group. A conference on Building Equality into Nursing/Midwifery was held earlier in 2005 by the NWHB & Equality Authority in Sligo at which a presentation was made on this Equal

	developed by the Equality Authority. (M)		<p>Status Review.</p> <p><u>Equality Review of the Social Welfare Code</u> The Department of Social and Family Affairs is currently carrying out a technical review of the entire social welfare code to examine its compatibility with the Equal Status Act 2000 (as amended). The review is examining all the schemes and services provided for both in social welfare legislation and the administrative schemes operated by the Department. It will identify any instances of direct or indirect discrimination, on any of the nine grounds under the Act that are not justified by a legitimate social policy objective or where the means of achieving that objective are either unnecessary or inappropriate.</p> <p>The findings of the review will contribute to informed planning and policy making to ensure that the social welfare system reflects the needs and expectations of all citizens and is equitable in meeting those needs. The review commenced in October 2007 and is expected to be completed by early 2009.</p>
3.4.1	Develop a new high-level initiative with the private sector focusing on developing the business case for accommodating cultural diversity in the workplace involving key stakeholders. (M)	Social Partners & Equality Authority	<p>NPAR, the Equality Authority and the Irish Management Institute have established a BIZLAB model to promote the business care for diversity through research, to explore and identify the primary issues in management of cultural diversity and to establish a business case for diversity management. The toolkit was launched on 5th of November 2008.</p>
3.4.2	Develop a new mentoring scheme to enable larger companies in the public and private sectors with a developed business case for diversity, to pass on their approach and experience to smaller companies. (M)	Social Partners & Equality Authority	<p>As part of the Small Firms Association (SFA) National Centre of Excellence, Employment Law Seminars were held in February / March 2007, presentations were included on ‘Changing Ireland and what needs to be done’. Developed to assist Small and Medium sized companies with changes in legislation and other relevant matters, the seminars were held in Dublin, Cork and Galway. Over 300 small business owners or managers attended.</p>
3.4.3	Undertake research on best practice related to developing the business case for diversity in Ireland. (M)	Social Partners & Equality Authority	<p>See point 3.4.1</p>

3.5.1	Implement a range of targeted initiatives outlined under each of the key policy areas including education, health and social services, accommodation and the administration of justice to overcome barriers to accessing public services. (T)	Relevant Govt Depts & bodies	Work ongoing in education, health and justice sector. (see points below) The research entitled ‘Building Integrated Neighbourhoods: Towards an Intercultural Approach to Housing Policy and Practice in Ireland, Part 1’ as well as a ‘Part 2: An update and NCCRI recommendations’ was published in October 2008 and is an exploratory piece of research on the possible implications of greater ethnic and cultural diversity for housing. The HSE National Intercultural Health Strategy was launched in February 2008 addresses the Health and Support Needs of Persons from Ethnic Minorities. Range of measures undertaken by the Department of Education & Science, including the initial development of an Intercultural Education Strategy.
3.5.2	Develop guidelines and examples of good practice of targeted initiatives. (T)	Relevant Govt Depts & bodies	See point 3.5.1 issues that can be used as good practice examples.
3.6.1	Implementation of the recommendations of the report of the National Statistics Board (NSB) ‘Developing Irish Social and Equality Statistics to meet Policy Needs’, including: - The development of a framework for social and equality statistics by the CSO. - The development of a formal data/statistics strategy devised by each government department and statutory agency. - Support of the Senior Official’s Group on Social Inclusion for the implementation and evolution of this framework. - Establishment of Departmental Statistical Committees bringing together data users, and appropriate outside experts, and where appropriate subcommittees covering individual policy areas	CSO & key Govt Depts	The Office for Social Inclusion Technical Advisory Group operates on an ongoing basis and deals with issues in relation to social inclusion data availability and gaps, including indicator and data sources for use in monitoring progress on the actions and targets contained in the NAPinclusion. Membership of the Group includes representatives from key government departments, the CSO, the ESRI, the Equality Authority, the National Disability Authority and the social partners. These recommendations have been implemented through a variety of processes. The CSO undertook detailed examinations of the data holdings in Government Departments. The findings are available on two reports on the CSO website. The CSO set up small teams headed by a Senior Statistician and assigned one team to each Department that had social and enterprise data holdings of national static interest. The NSB also formed an expert group to examine the policy needs for statistical interest. The NSB also formed an expert group to examine the policy needs for statistical data on enterprises, and published their findings in November 2005.

3.6.2	The application of disaggregated social and equality statistics for the purpose of setting targets and measuring progress, related to the key objectives set out in NPAR. (B)	CSO & key Govt Depts	The CSO has published a number of statistical indicator reports on themes such as equality, women and men, and regional quality of life. These indicators typically analyses national indicators across relevant elements of the nine grounds. However, there seems to have been a lack of real progress by Departments in enhancing the statistical value of their data holdings by introducing a standard set of classification variables and coding systems.
3.7.1	Outline as part of Government departments/statutory agency strategy statements/corporate plans/customer service plans, clear and reasonable mechanisms to engage with external customers/key stakeholders, including specific reference to cultural and ethnic minorities. (E)	Each Govt Dept	Ongoing - Progress in Health, Social and Family Affairs, Education and DJELR For example, DSFA held a number of customer focus groups and discussion forums with Representative Bodies during 2008. A diverse range of customers were invited to attend and the discussion forum included Representative Bodies for cultural and ethnic minorities.
3.7.2	Publish guidelines and good practice relating to consultation with external customers, including cultural and ethnic minorities as part of the public service modernisation programme (SMI).	Each Govt Dept	The key actions in the DSFA Customer Action Plan include consultation with customers through hosting customer focus groups and discussion forums with Representative Bodies. We will include cultural and ethnic minorities in this consultation process.
	Service Provision in Education		
4.1.1	Develop a national intercultural education strategy that will provide a blueprint for accommodating cultural diversity at all levels within the Irish education system with a focus on: the challenges of increasing cultural diversity for the Irish education system; developing a whole system approach to intercultural education focussing on mainstreaming at all levels within the Irish education system, targeting	D\E&S & relevant bodies	The NCCA guidelines for primary (2005) and post-primary (2006) schools were distributed to schools a few years ago. The aim of these guidelines is to contribute to the development of Ireland as an intercultural society based on a shared sense that language, culture and ethnic diversity are valuable. Under NPAR, €50,000 has been provided to assist the roll-out of primary guidelines in schools and €60,000 was provided to assist with the post-primary guidelines. The Department of Education and Science is developing an Intercultural Education Strategy that will have linkages with broader equality/ diversity policy. To this end, the Department along with the National Action Plan Against Racism and the

	<p>marginalised communities, developing ways of benchmarking progress, and ensuring engagement with key stakeholders; the necessary supports needed to realise the overall strategy; linkages with broader equality/diversity policy.</p>	<p>National Consultative Committee on Racism and Interculturalism organised a conference in October, 2008 on Intercultural Education. The conference has been followed up by 7 consultative fora. Some 200 national education stakeholders attended the consultative fora. Written submissions have also been received. The consultation process was funded by the NPAR.</p> <p>The proposed principles presented in the consultation process include:</p> <p>Mainstreaming Knowledge of English (or Irish) Rights and responsibilities High expectations and aspirations Partnership and agreement</p> <p>The proposed actions include: Leadership Research and Awareness Raising.</p> <p>It is expected that the strategy will be completed in the third quarter of 2009 when the findings from the different strands (consultation, research, submissions etc) are evaluated.</p> <p>The Department of Education and Science has commissioned the ESRI to carry out research “Managing Diversity in Primary and Post- Primary schools”. Their report is due early in 2009.</p> <p>The Department of Education and Science will carry out a value for money review of English as an Additional language in primary and post-primary sectors. The report is due in the third quarter of 2009.</p> <p>The Inspectorate in the department is carrying out a thematic evaluation of provision for students studying English as an additional language in the primary and post-primary sectors. Report due in second half of 2009.</p>
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4.1.2	Expand the work of the equality and intercultural steering group within the Department of Education and Science, involving a wide range of key stakeholders to assist in the implementation of an intercultural education strategic plan. (M)	D\E&S & relevant bodies	See point 4.1.1
4.1.3	Implement an over-arching equality strategy which incorporates the core principles of anti-racism and interculturalism. This will provide for investment in awareness and staff development, curriculum and support systems, and address assessment, methodology and research and evaluation issues. (M)	D\E&S & relevant bodies	<p>Provision of over 2,000 additional English Language Resource Teachers in December 2008, up from 262 in 2001/ 2002 for primary and post – primary schools has been made to support the needs of students for whom English is a second language. The number of English Language Support Teachers will be reduced in Sept. 2009 to comply with Budget 2008.</p> <p>Training for teachers is being provided through the Primary Professional Development Service at primary level and through the Second Level Support Service at post-primary level.</p> <p>“English as an Additional language in Irish Primary Schools – Guidelines for Teachers” has been published by the NCCA to assist classroom teachers in meeting the language and learning needs of pupils for whom English is a second language so that pupils can access all areas of the primary school curriculum as soon as possible.</p>

			<p>Primary schools have been provided with an Assessment Kit that will assist English language support teachers to initially assess their pupils and, thereafter, to regularly evaluate how their pupils are progressing so that the results can inform and guide the teachers in their teaching and ensure that the quality of learning is optimised.</p> <p>There is also research and evaluation in train in the Dept, as outlined in 4.1.1, on the education of migrants.</p>
4.1.4	Develop guidelines for teachers at primary and post-primary level on how best to mediate and adapt the curriculum to reflect expanding cultural diversity in Ireland. (M)	D\E&S & relevant bodies	<p>Primary school guidelines were prepared by the NCCA and launched in May 2005 and 23,000 were circulated (one to each primary school teacher). Joint project funded by NCCA and NPAR Steering Group to embed guidelines in schools has happened. Post-Primary Guidelines were provided in 2006. The Guidelines take a cross- curricular approach to help teachers mediate and adapt the curriculum to reflect expanding cultural diversity in primary and post primary schools.</p> <p>A “Toolkit for diversity in primary schools – Together towards inclusion” has been developed collaboratively by the Department of Education and Science (through IILT) and the Northern Ireland education authorities (through the Southern Education and Library Board). It was launched in December, 2007. It was delivered to all primary schools on the island in early 2008. This toolkit outlines ways that schools can prepare for the arrival of new immigrant students, what to do when they arrive, and how to help them move on.</p> <p>The NCCA website www.NCCA.ie lists the materials that they and the IILT have produced.</p>
4.1.5	Pilot an action research project in a number of post primary schools on accommodating diversity and building an intercultural approach to education policy.	D\E&S & relevant bodies	<p>The ESRI research into Managing Diversity in primary and post-primary schools sought the views of all post primary schools. Over 60% responded. Their views will inform the Department on the best ways to accommodate diversity. This will be supported by the Inspectorate’s evaluation of schools – both primary and post primary. Exemplars of good practice will form part of their report. The results of current research are awaited before additional projects are proposed. It is worth noting that the Lantern Project is working with primary and post- primary schools in Dublin 8 and in Portlaoise.</p>

4.2.1	<p>Strengthen the implementation of an equality focus within school practice by:-</p> <p>The challenges of increasing cultural diversity for the Irish education system. -</p> <p>Developing a whole system approach to intercultural education focussing on mainstreaming at all levels within the Irish education system, targeting marginalised communities, developing ways of benchmarking progress, and ensuring engagement with key stakeholders- The necessary supports needed to realise the overall strategy.</p> <p>- The linkages with broader equality/diversity policy. (M)</p>	D\E&S & relevant bodies	<p>The proposed principles (see 4.1.1) for the Intercultural Education Strategy have highlighted the important of mainstreaming and thereby taking a whole school approach to intercultural education. This would be in line with the NPAR Plan and “Migration Nation” which both emphasise the importance of mainstreaming. The Strategy has to be finalised but it would be expected that mainstreaming would be a key principle, since the mission statement of the Department of Education and Science is “to provide a high quality education which will enable individuals to achieve their full potential and to participate fully as members of society and contribute to Ireland’s social, cultural and economic development</p> <p>The consultation process, funded by NPAR, which is assisting with the development of the Intercultural Education Strategy, is ensuring engagement with some 200 key stakeholders.</p> <p>The Inspectorate carries out whole school evaluations of primary and post- primary schools and includes in these evaluations “provision for students from minority groups”. Such evaluations are a core part of the main work of the Inspectorate. School development planning emphasises the importance of inclusiveness</p>
4.2.2	<p>Further develop practical resource materials for schools to support this process. (M)</p>	D\E&S & relevant bodies	<p>See points 4.1.3 and 4.1.4</p>
4.2.3	<p>Provide for training in interculturalism for teachers as part of primary and post-primary in-service training.</p>	D\E&S & relevant bodies	<p>Training for teachers is currently being provided through the Primary Professional Development Service at primary level (2008/2009) and through the Second Level Support Service at post-primary level from January 2009.</p> <p>Training is also provided through a number of other sources eg. The INTO / Marino Institute e-learning training; teacher education centres provide training throughout the country, the English Language Support Teachers Association provides the teachers with a network for meeting and sharing best practice. “Lantern” also provides training to teachers in Dublin 8 and Portlaoise</p>

4.2.4	Develop guidelines for teachers at primary and post-primary level on how best to mediate and adapt the curriculum to reflect expanding cultural diversity in Ireland. (M)	D\E&S & relevant bodies	See point 4.1.4
4.2.5	Pilot an action research project in a number of post primary schools on accommodating diversity and building an intercultural approach to education policy.	D\E&S & relevant bodies	See point 4.1.5
4.3.1	Guidelines on intercultural education and the curriculum will be developed that will seek to mediate and adapt the existing curricula to reflect the emergence of a more culturally diverse society in Ireland.	D\E&S & relevant bodies	See point 4.1.4
4.3.2	Training and resource materials will be provided to support guidelines on intercultural education and the curricula. (M)	D\E&S & relevant bodies	See points 4.2.3 and 4.1.4
4.3.3	New nationally certified modules in interculturalism will be provided in the Adult and Further Education Sector. (M)	D\E&S & relevant bodies	These nationally certified modules are provided through FETAC. Over 13,000 migrants are learning English in classes provided by Vocational Education Committees, costing over €10 million in 2007. A review to assist in the development of a national English training policy and framework for legally resident adult immigrants has been prepared and is currently under consideration.

4.4.1	An intercultural advisory committee consisting of key stakeholders in the youth sector, and relevant specialised and expert bodies and NGOs will be established to draw up an intercultural strategy for the youth service, including a focus on access, service delivery, ethos, proactive strategies, including targeted provision to groups such as refugees and Travellers.	D\E&S & relevant bodies	THE NYCI, supported by the NPAR and the DES, with the assistance of a consultant, has led the development of a draft report and recommendations for an intercultural strategy for the youth work sector. This report has been completed and its recommendations are currently being considered by the Minister for Children and Youth Affairs.
4.5.1	Review existing provision, access and education service delivery at every level of the education system. (T)	D\E&S & relevant bodies	Travellers are entitled to the same resources as all others throughout our education system. They have access to all education provision. There are also additional supports available to assist Travellers through the Visiting Teacher Service for Travellers and the resource teachers for Travellers. Provision (from pre-school through to further and higher education) has been reviewed through the Report and Recommendations for a Traveller Education Strategy (2006), through the Survey of Traveller Education Provision (2006) in primary and post-primary and through the survey of pre-school provision (2003). The National Office for Equity of Access to Higher Education has included Travellers as one of their target groups in their National Plan for Equity of Access to Higher Education 2008 – 2013 (2008). There was also a value for money review of Youthreach and Senior Traveller Training Centres completed in 2007.
4.5.2	The development of a Traveller Education Strategy to improve the participation and achievement of Travellers at every level of education, with reference to the Report of the Task force on the Travelling community and the model provided by the Traveller Health Strategy.	D\E&S & relevant bodies	The Report and Recommendations for a Traveller Education Strategy was published in 2006 by the Department of Education & Science. The recommendations in this report are currently being acted upon. This report took cognisance of the recommendations in the Report of the Task Force on the Travelling Community and the Traveller Health Strategy.

4.6.1	Review existing access to all levels of education for refugees and those with humanitarian leave to remain in the State. All pupils may access education at first and second level up to 18 years of age irrespective of nationality or status. In general, free access to further and higher education full time programmes is confined to EU nationals, refugees and those with humanitarian leave to remain in the State, with all others being required to pay the economic fee. (T)The exception is that adults may access literacy and language supports within the framework and resources available under the VEC adult literacy budget.	D\E&S & relevant bodies	<p>Support is provided by the Reception and Integration Agency to assist in the integration of young refugees and asylum seekers into schools and by the Office of the Minister for Integration for programme refugees.</p> <p>Initiative on developing the inclusive/intercultural campus currently being undertaken by Higher Education Authority in association with NCCRI/NPAR. Roundtable held in March 2007.</p> <p>The National Office for Equity of Access to Higher Education has included Travellers and recent immigrants amongst their target groups in their National Plan for Equity of Access to Higher Education 2008 – 2013 (2008).</p>
4.6.2	As resources permit, enhance the level and range of additional teaching supports provided to non-nationals attending primary and second level schools, with a particular focus on second level. (T)	D\E&S & relevant bodies	<p>Provision of almost 2,000 additional English Language Resource Teachers in December 2008, up from 262 in 2001/ 2002 for primary and post-primary schools to support the needs of students for whom English is a second language. This cost some €120m in 2007/2008. These supports will be reduced somewhat, from Sept. 2009, because of budget 2008. It is expected that €80- 90m will still be spent on this support.</p>
4.6.3	As resources permit, enhance supports and resource materials for teachers working with non-nationals in schools and adult and further education (T)-	D\E&S & relevant bodies	<p>See points 4.6.2, 4.1.4 and 4.3.3.</p>

4.6.4	Promote measures to increase the participation of refugees and those with humanitarian leave to remain in the state in third-level education. (T)	D\E&S & relevant bodies	Adults with refugee status and leave to remain have access to third level education and would be a target group for the National Office for Equity of Access to Higher Education. See point 4.6.1
4.6.5	Provide for a balanced gender strategy to ensure that additional barriers experienced by girls from minority groups in accessing education are addressed.	D/JELR and D/ES	The National Women's Strategy 2007 – 2016 highlights that Traveller Women and women from Ethnic Minorities are amongst a number of groups of women who have special needs or may experience multiple discriminations. The Strategy aims to provide a framework within which the outstanding gaps in the position of women in Irish Society are to be reduced.
4.7.1	Provide supports to assist in the educational placement of unaccompanied minors. Where such pupils are referred as minors to Youthreach, ensure that they have access to appropriate supports such as childcare, guidance and counselling services, on the same basis as Irish nationals.	D/ES, Office of Children, HSE, RIA?	The City of Dublin VEC has been working with separated children and young people seeking asylum since 2001. Since completing a comprehensive piece of research into the education needs of separated children it has developed an education advice, information and advocacy service and has contributed to numerous initiatives in the field of separated refugee children, interculturalism and anti-racism. This programme is currently being funded through the Further Education Section of the Department of Education and Science and is managed by the CDVEC Adult Education Management Team.
4.8.1	As resources permit, provide teaching and non-pay resources to schools to cater for the needs of pupils for whom English is not their mother tongue. (T)	D\E&S, INIS, key partners	<p>Emphasis has been placed in developing specific material for teaching English as a second language. Funding has been provided to develop resources for schools to assist them in integrating their newcomer students and in meeting their English language needs.</p> <p>An English Language Support Teachers Association has been established under the Teachers Professional Network Scheme for primary and post-primary teachers, which is funded by the Department of Education and Science.</p> <p>An assessment kit for primary schools has been finalised. It was sent to schools in May 2008. The kit will enable accurate initial and on-going assessment of language proficiency of children whose first language is not English. The tests are being adapted to make them more age appropriate for use in post-primary schools. The post-primary assessment kit</p>

			<p>should be available early in 2009.</p> <p>Reference to teaching resources is noted above in 4.1.3 as is information on training available. There are a significant amount of resources for the primary and post-primary sector available on the NCCA website.</p>
4.8.2	Enhance support programmes for teaching staff through Integrate Ireland Language Training. (T)	D\E&S, INIS, key partners	<p>English language support teachers in primary and post-primary will have CPD in 2008/2009 provided by the Primary Professional Development Service and the Second Level Support Service respectively.</p> <p>Teachers of EAL have their own association and this is funded by the Department of Education and Science. This association will enable teachers to network and will assist teachers to be involved in peer professional development.</p> <p>Over 1,600 teachers have participated in the Coláiste Mhuire, Marino/ INTO on-line course on Teaching English as an Additional Language.</p> <p>A resource book for English language support teachers in primary schools “Up and Away” was published by Integrate Ireland Language and Training (IILT) in 2006. Additional resource materials were prepared for post-primary schools by IILT. The NCCA has also published “English as an Additional language in Irish Primary schools.” This document provides advice and guidance to mainstream classroom teachers on how to meet the language and learning needs of those pupils for whom English is not their first language.</p>
4.8.3	Continue to provide and enhance ESOL supports to adult refugees, asylum seekers through the VEC’s.	D\E&S, INIS, key partners	<p>A project has started on promoting a more inclusive, integrated and intercultural practice in Further Education through the provision of Continuing Professional Development for FE Staff in VECs.</p> <p>Some €10m has been spent to enable 13,000 adult migrants participate in English language classes in 2007. Migrants also participate in a number of further education programmes including the Vocational Training Opportunities Scheme and in the Back to Education Initiative</p>

4.9.1	Develop disaggregated statistics/data on cultural diversity at all levels of the education system on a phased basis as part of development of a formal statistics/data strategy by the Department of Education and Science. (B)	D\E&S, CSO, relevant specialised and expert bodies	There is disaggregated data available from the post-primary pupil database. In 2007/2008 there were some 305, 000 students in post-primary schools. Of these, approximately 21,000 were of nationalities other than Irish. The Department of Education and Science is examining how it can use this information to determine how migrant students are succeeding in their post-primary education. Consideration is currently being given to creating a learner database and this would include not only post-primary pupils but also second level. Third level colleges would have data on their international student cohort.
4.9.2	Implement the recommendations arising out of the National Statistics Board Report on developing Irish Social and Equality Statistics, as they relate to education and give further consideration of mechanisms to: Collect and analyse administrative data on both enrolment and completion of education for all levels of education of pupil/students disaggregated by cultural diversity- Provide disaggregated data on early school leaving rates.- Develop a more comprehensive system of categorising cultural diversity in schools, consistent with a format developed by the CSO- Make reasonable accommodation of cultural diversity and take positive action measures within relevant education surveys and research, including longitudinal studies on students.- Review and to ensure that data/statistics research on cultural diversity contributes to evidence-based policy development at all levels of education.	D\E&S, CSO, relevant specialised and expert bodies	<p>In relation to the collecting and analysing of data on enrolment, work is in progress at primary level on the introduction of a question on the nationality of pupils to be implemented in the 09/10 census of primary schools. At second level, while data are already collected and analysed on the nationality of students, improvements to this data collection will be implemented in the 09/10 academic year. At third level, the HEA has introduced the collection of both enrolment and graduate data by nationality and ethnicity. It is proposed to capture information on whether pupils are members of the Traveller community in both the Census of primary schools and the annual post primary pupil data collection from 09.10 onwards. The introduction of information on membership of the Traveller community at post-primary level will allow for the longitudinal analysis of this cohort.</p> <p>The Department of Education and Science has commissioned the ESRI to conduct a study – Managing Diversity in Primary and Post- Primary Schools and results from this research will be available in the first quarter of 2009.</p>

4.10.1	Ensure that the equality and intercultural steering group which will co-ordinate the national intercultural education strategy (4.1) provides an important ongoing forum for consultation with key stakeholders. (E)	D\E&S and key partners	See point 4.1.1. The Intercultural Education Conference, the 7 fora and the written submissions will inform the development of the Strategy. A copy of the strategy will be provided in e-version to all key stakeholders. An implementation plan will be included that will provide opportunities for stakeholders to interact with the Department of Education and Science since part of the remit of the Integration Unit is to “engage with key external stakeholders to progress the integration agenda”.
4.10.2	Outline an on-going consultation strategy for involving key stakeholders from cultural and ethnic minorities as part of the national intercultural education strategy. (E)	D\E&S and key partners	See points 4.1.1 and 4.10.1
4.10.3	Strengthen guidelines for school plans to include a focus on consultation, including consultation and involvement of parents from cultural and ethnic minorities.	D\E&S and key partners	<p>Provision of information on the education system in a number of languages including Polish, Latvian, Lithuanian, Russian, Spanish, and German is available on the Department of Education and Science’s website.</p> <p>There is a DVD for parents on the primary curriculum prepared by the NCCA which is available in English, Irish, French, polish and Lithuanian.</p> <p>The Jesuit Refugee Service has prepared information booklets on “Your child and schools in Ireland” for parents with children attending primary or post-primary education. It is available in 8 languages.</p> <p>An information pack for immigrant parents, both north and south, is being developed on the education services adult and community education programmes along with information on health services, welfare entitlements housing allocations etc. This resource has been completed and is soon to be distributed.</p> <p>Parents are encouraged to be involved with the management and running of schools through membership of the Board of Management and through the National Parents Council – Primary and Post Primary. The NPC- Primary is proactively working with migrant parents to enable them and to inform them about such structures.</p>
	Service Provision in Health, Social Services & Children		

5.1.1	Develop a national intercultural health strategy to provide a blueprint for accommodating cultural diversity at all levels and within all relevant existing policy statements within the Irish health sector, including a focus on:- The challenges of accommodating cultural diversity within the Irish health sector.- Developing a whole system approach to implementing the intercultural health strategy focussing on policy mainstreaming, targeting marginalised communities, developing ways of benchmarking progress, and ensuring engagement with key stakeholders.- The necessary supports needed to realise this overall strategy.- The linkages with broader equality/diversity policy.	HSE, D\H&S, key partners	The National Action Plan Against Racism supported the development of the HSE National Intercultural Health Strategy which was launched in February 2008. This Strategy addresses the Health and Support Needs of Persons from Ethnic Minorities. It is consistent with the requirements contained throughout the country in ensuring a responsive, culturally sensitive approach to service provision to the unique healthcare and support needs of asylum seekers, refugees, migrant workers, travellers and other members of minority ethnic communities.
5.1.2	Establish a broadly based advisory group to oversee the development intercultural health strategy (M)	HSE, D\H&S, key partners	A National Advisory Group comprising cross sectoral representation from statutory, community and voluntary sectors, service users, individual experts and key HSE personnel has been formally established and is supporting and advising on phased, prioritised implementation of current, identified priorities. The group is being chaired by Ms. Lucy Gaffney, present Chairperson of the NPAR.
5.1.3	Infuse the national strategy throughout the health service through a range of awareness raising initiatives, training modules, resource materials and policy guidelines. (M)	HSE, D\H&S, key partners	A range of activities are underway in line with this broad measure. Examples include: A comprehensive Intercultural Health project implemented across a number of hospital and community settings, with the aim of supporting and training staff in delivering responsive, culturally competent services; work around developing clear processes around translation of health related information, together with ongoing publication of material on the HSE website in the major languages spoke (www.hse.ie); efforts around progressing a standardised model for interpreting services; rollout of an Emergency Multilingual Aid for use by patients and staff in acute / emergency situations, while awaiting arrival of an interpreter.

5.1.4	Build an equality focus into governance within the health sector as part of the current reform strategy. New legislation, new institutional structures and new planning processes will include an explicit equality dimension.	HSE, D\H&S, key partners	The Equal Status Acts 2000-2004 and the Provision of Health Services” – a joint initiative of the Department of Health and Children, HSE and the Equality Authority – provides an overall equality focused context for the range of work undertaken within the HSE, including all actions undertaken within the HSE, including all actions under the National Intercultural Health Strategy.
5.2.1	Develop guidelines and good practice for assessing the impact of all major proposed health policy initiatives on cultural and ethnic minorities through Health Impact Assessment, and where appropriate recommend changes to enable a more equitable distribution of impacts.	HSE, D\H&S, key partners	Engaging strategically with key stakeholders to progressing this aspect. Rollout of Ethnic Identifier will facilitate this.
5.3.1	Undertake a high-level action research programme across a range of government departments involved in providing social services. The aim of the research programme will be to inform the development of an intercultural strategy to social service provision. (M)	HSE, D\H&S, key partners and other relevant Govt Depts	There are a number of measures under the National Action Plan Against Racism relating to Childcare that have not been addressed.
5.3.2	Consider the optimum model for developing a social service impact assessment/equality proofing initiative consistent with emerging developments in health and equality policy. (M)	HSE, D\H&S, key partners and other relevant Govt Depts	See point 5.3.1
5.3.3	Mainstream the provision of intercultural awareness training within training programmes for professionals working in the social services. (M)	HSE, D\H&S, key partners and other relevant Govt Depts	See point 5.3.1. Department of Social and Family Affairs In relation to the provision of intercultural awareness training within training programmes, core Staff Development Training courses include sessions on Diversity,

			<p>Equality and Intercultural Awareness. There are also a variety of targeted interventions delivered as required, particularly in the area of customer service. Core training courses that include awareness modules are as follows:</p> <p>Front Line Managers and HEO Skills Personnel section of these courses covers Harrassment/Bullying and Diversity Awareness.</p> <p>Service Officer Training Ethnic and Disability awareness covered.</p> <p>Induction Training, Customer Service Training, Dealing with difficult customers Training Courses include a module on Equality/Diversity which deals with the nine grounds on which a person cannot be discriminated against.</p> <p>Diversity Awareness One day course focuses on issues such as defining diversity, exploring the dimensions of diversity, examining the impact of workplace banter, exploring culture and the dimensions of cultures as well as a video based exercise designed to help participants understand how generalisations and prejudgements can impact in the workplace.</p> <p>Disability Awareness One day course focuses on the area of disability with a section on equality and the nine grounds on which a person cannot be discriminated against.</p> <p>Effective Communications with Speakers of Other Languages One day course focuses on the communication problems that front line staff encounter when dealing with customers from other cultures.</p>
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5.3.4	Include a focus on crosscutting equality themes within these initiatives, including a focus on women, younger and older people, families, gay and lesbians and people with disabilities. For example, the development of an intercultural approach to the services provided to women and children from cultural and ethnic minorities experiencing domestic violence.	HSE, D\H&S, key partners and other relevant Govt Depts	A number of measures have been progressed here, as partners with other key agencies eg. Health recommendations of Project on Gender based violence and Minority Ethnic Women led by Women's Health Council will be progresses.... Other partnerships where cross cutting, collaborative projects are aimed at enhancement of services for people from minority ethnic communities include involvement in development of Ireland's national Plan of Action to address Female Genital Mutilation and joint work with federation of Voluntary Bodies around informing families of disability...
5.4.1	Develop an equality/diversity handbook for childcare practitioners to provide practical guidance for those working in the childcare sector to make reasonable accommodation of cultural diversity and take positive action measures. (M)	D\JELR & key partners	See point 5.1.1. The NIHS is being implemented on a phased, prioritised basis over a 5 year period. This measure will be addressed comprehensively from Year 2 onwards.
5.4.2	Develop a range of proactive and targeted measures to ensure equal opportunities for cultural and ethnic minorities in accessing childcare, including targeted information strategies. (M)	D\JELR & key partners	See point 5.1.1. The NIHS is being implemented on a phased, prioritised basis over a 5 year period. This measure will be addressed comprehensively from Year 2 onwards.
5.4.3	Positive action measures to encourage childcare initiatives that promote intercultural interaction.	D\JELR & key partners	See point 5.1.1. The NIHS is being implemented on a phased, prioritised basis over a 5 year period. This measure will be addressed comprehensively from Year 2 onwards.

5.5.1	Ensure through proofing and impact assessment that there is a reasonable focus on cultural diversity within major policy statements, programmes and supports in family related policy in Ireland.	D\S&FA and D\H&C	See point 5.1.1. The NIHS is being implemented on a phased, prioritised basis over a 5 year period. This measure will be addressed comprehensively from Year 2 onwards.
5.5.2	Ensure that policy targeted on the needs of marginalised families or families and the communities in which they live, such as family resource centres, are inclusive of people from cultural and ethnic minorities	D\S&FA and D\H&C	The Family Support Agency provides financial assistance to Family Resource Centres located around the country. Priority in funding is given to centres which serve those areas where communities experience multiple disadvantages and where families are facing significant challenges in trying to rear their children and secure positive futures for them. Family Resource Centres can act as a first step to community participation and social inclusion. The emphasis is on the involvement of local communities in developing approaches to tackle the problems they face and on creating successful partnerships between the voluntary and statutory agencies in the area concerned. Family Resource Centres are inclusive of the whole community in which they are based. This means that all nationalities living in the community can access the services and supports provided by the centre. Some Family Resource Centres e.g. Gort, Co. Galway and Ballyhaunis, Co. Mayo have large numbers of non-Irish nationals involved in their centres and in some cases are represented on the voluntary Board of Management.
5.6.1	Ensure access to primary medical care for cultural and ethnic minorities. (T)	HSE, D\H&C, relevant agencies, specialised and expert bodies	See point 5.1.1
5.6.2	Develop/update existing needs assessments and health status studies on specific cultural and ethnic minorities in Ireland to inform future policy priorities. (T)	HSE, D\H&C, relevant agencies, specialised and expert bodies	See point 5.1.1

5.6.3	Combat health inequalities experienced by Travellers through the full implementation of the National Traveller Health Strategy. (T)	HSE, D\H&C, relevant agencies, specialised and expert bodies	<p>“Traveller Health – A National Strategy 2002 – 2005” provided a framework for the development of health services for Travellers. Since 1997 over €11 million in ongoing revenue has been allocated to Traveller specific health services such as the appointment of designated Public Health Nurses for Travellers and the replication of The Primary Health Care for Travellers Project, a model for Traveller participation in the development of health services. This funding is channelled through the Traveller Health Units which monitor and coordinate the delivery of health services to Travellers and support the development of Traveller specific services. The Department of Health and Children and the Department of Health, Social Services and Public Safety, Northern Ireland, in consultation with Traveller organisations, have commissioned a Travellers’ All Ireland Health Study to carry out research on Travellers’ health. This wide-ranging study will examine data on births and deaths and early childhood outcomes. It will collect data on Travellers’ health status, access and uptake of health services by Travellers and health and social services needs as perceived by Travellers. It will also examine health needs of Travellers as perceived by Travellers. The tendering process will be completed shortly with a view to commencing the study later in 2006. This research will cost in the region of €1 million to complete and will provide much needed data for the future development of health services for Travellers. This work is currently in progress.</p> <p>UCD are conducting the study which is divided into 4 sections. The Census of population is now completed in the Republic of Ireland. Ethical approval has not been received as yet in Northern Ireland and should it come through the Census will be conducted in February 2009. The Mortality study was retrospective from the 14th October 2007 to the 13th October 2008. The birth cohort will involve all babies born between 14th October 2008 and the 13th October 2009 and those babies will be followed up for 1 year</p>
5.6.4	Expand the Traveller primary health care initiative to become a national initiative covering all relevant health board areas. (T)	HSE, D\H&C, relevant agencies, specialised and expert bodies	<p>See point 5.6.3 There are Traveller primary health initiatives in each Region but not in each area. In the current political climate it is not envisaged that there will be new ones set up in 2009 as the current priority is the National Primary Care Units.</p>

5.6.5	Develop and mainstream a primary care partnership initiative focussing on the health care needs of refugees and asylum seekers, including victims of torture (T)	HSE, D\H&C, relevant agencies, specialised and expert bodies	Ongoing engagement with Primary Care colleagues to ensure needs of all service users from diverse communities are identified and addressed in development of new Primary Health Care teams and networks in accordance with principles of the primary care approach.
5.6.6	Develop an intercultural health service training module, including a focus on effective intercultural communication, for key health service professionals (T)	HSE, D\H&C, relevant agencies, specialised and expert bodies	A module in respect of promoting responsive, culturally competent service delivery has been developed as part of a Corporate Induction package for staff. Additionally, a series of guidelines and associated support materials have been developed and are disseminated to staff across hospital and community sectors. Work with Consumer Affairs and Communications Directorate forms a key part of such initiatives.
5.6.7	Develop a targeted information strategy to increase awareness of general medical services to cultural and ethnic minorities, including the provision of information in different languages.	HSE, D\H&C, relevant agencies, specialised and expert bodies	Key health related Information around identified priorities including a comprehensive Guide to Health services has been translated into the languages most commonly spoken in Ireland and is accessible on the HSE website.
5.6.8	Make reasonable accommodation of cross-cutting equality issues such as those related to women, older people and people with disabilities and take positive action measures as part of proactive strategies to address health inequalities/additional health needs that can be experienced by cultural and ethnic minorities.	HSE, D\H&C, relevant agencies, specialised and expert bodies	See point 5.3.4
5.7.1	Evolve hospital inpatient (HIPE), perinatal and out patient data collection systems to provide disaggregated data on the cultural and ethnic origin of people using health services on a phased basis, beginning with the addition of an ethnic identifier question to the HIPE/perinatal system, following piloting. (B)	HSE, D\H&C, relevant agencies, specialised and expert bodies	Efforts are being progressed at a strategic level around embedding of an Ethnic Identifier in core datasets. At the same time, pilot projects around the rollout of such ethnic equality monitoring are presently underway at a Maternity and a Children's Hospital.

5.7.2	Develop a statistics/data strategy in the health, social service and childcare sectors consistent with the recommendations of recent reports from the National Statistics Board and the Central Statistics Office, to include a focus on cultural diversity (see Part Four, Section 3.6). (B)	HSE, D\H&C, relevant agencies, specialised and expert bodies	See point 5.7.1
5.8.1	Develop long-term consultative mechanisms as part of the national intercultural health strategy, including a focus on Travellers, refugees and asylum seekers and migrants, based on an assessment of need. (E)	HSE, D\H&C, relevant agencies, specialised and expert bodies	Traveller Consultation is at all levels. Nationally there is the interdepartmental committee and the DoHC National Traveller Health Advisory committee and the Traveller Health Forum in the HSE. There is local consultation at The Traveller Health Units where decisions are made on a 50/50 basis
5.8.2	Continue to support the participation of a wide range of key stakeholders in the National Traveller Health Advisory Committee, overseeing the implementation of the Traveller Health Strategy. (E)	HSE, D\H&C, relevant agencies, specialised and expert bodies	See point 5.6.3
5.8.3	Enhance the support given to key NGOs to ensure their effective participation in health related policy to support their engagement in primary health care strategies/partnerships. (E)	HSE, D\H&C, relevant agencies, specialised and expert bodies	Support currently being provided to NGOs around progressing their agreed core activities in line with service level agreements; additionally proactive support and involvement is currently underway around a number of partnership projects aimed at progressing specific recommendations of the National Intercultural Health Strategy, eg. Projects in relation to aspects of Cultural Mediation and Mental Health of Asylum seekers respectively.

5.8.4	Ensure an intercultural perspective is included in the national and local structures established to coordinate UN International Years.	HSE, D\H&C, relevant agencies, specialised and expert bodies	EU Year of Equal Opportunities for All – 2007 EU Year of Intercultural Dialogue - 2008
	Service Provision in Accommodation		
6.1.1	Undertake a research programme on the issues arising from increased cultural diversity in housing provision, with reference to emerging good practice in Ireland and at an international level. (M)	D/EHLG and key partners	NPAR and the DOEHLG jointly funded is supporting a research project on issues arising for housing policy arising from increased cultural diversity in Ireland. The research entitled ‘Building Integrated Neighbourhoods: Towards an Intercultural Approach to Housing Policy and Practice in Ireland, Part 1’ as well as a ‘Part 2: An update and NCCRI recommendations’ was published in October 2008 and is an exploratory piece of research on the possible implications of greater ethnic and cultural diversity for housing. The DOEHLG, in conjunction with the social partners through the mechanism of the Housing Forum, will examine the issues/recommendations raised in the report relevant to the housing needs of migrants.
6.1.2	Include a focus on the implications of increasing cultural diversity in the housing through a joint initiative between the Housing Forum and the forthcoming Intercultural Forum. (M)	D/EHLG and key partners	See point 6.1.1
6.1.3	Apply proofing impact/assessment procedures within housing policy to assess the likely impact of forthcoming policy on cultural and ethnic minorities, with reference to equality/diversity policy.	D/EHLG and key partners	The housing policy statement, Delivering Homes, Sustaining Communities published in February, 2007 by the DOEHLG, in setting out a strategy to put the building of sustainable communities at the heart of housing policy recognised that a sustainable neighbourhood is better able to support the social integration of different income groups and provide a means for newcomers to integrate and participate fully in Irish society.
6.2.1	Promote greater awareness of the Equal Status Acts among housing providers. (M)	Local Authorities and Equality Authority	The housing policy statement, Delivering Homes, Sustaining Communities published in February, 2007 by the DOEHLG seeks to support and ensure compliance with the Equal Status Acts, recognition for diversity and a pro-active promotion of equality including through the use of positive action.

6.2.2	Promote greater awareness of the Equal Status Acts among tenants and residents. (M)	Local Authorities and Equality Authority	The Equality Authority have undertaken training of Threshold to ensure that its staff and volunteers are aware of the Equal Status Acts when advising on housing – related queries. The Equality Authority have also undertaken a number of presentations on accommodation and the Equal Status Acts to groups such as Integrating Ireland which covers minority ethnic communities and migrants. They are currently working with Local Government Management Services Board and a steering committee of local authorities to prepare an Equal Status Policy template for local authorities which is intended to promote awareness within local authorities to their responsibilities in relation to the Equal Status Acts and to enable local authorities to put in place an equality infrastructure to enable them to meet those responsibilities.
6.2.3	Monitor and if necessary review the effectiveness of Section 6 of the Equal Status Act. (M)	Local Authorities and Equality Authority	See point 6.2.3
6.2.4	Develop awareness raising and training strategies with professionals in the housing sector.	Local Authorities and Equality Authority	See point 6.2.3
6.3.1	A new high-level group was recently established to provide a forum for senior policy makers and service providers to meet to discuss barriers to service delivery and explore possibilities of approaching service delivery in a more integrated way. The group is being chaired by D/JELR.	D/JELR and relevant bodies	The role of the Cabinet Committee on Social Inclusion and Children, which is chaired by the Taoiseach, has been expanded to include integration- related issues. Its new title is the Cabinet Committee on Social Inclusion, Children and Integration. That committee is supported by the work of a group of senior officials, including a representative of the Office of the Minister for Integration.
6.4.1	Maintain the RIA inspectorate system to ensure that there are comprehensive inspections of all accommodation centres (commercial and state) to cover all aspects of contracts with proprietors,	INIS and relevant bodies	RIA operates a robust inspection system in respect of all of its 59 accommodation centres (as of end November, 2008). The object is to have each centre inspected at least three times a year – twice by RIA staff and once by a privately contracted firm operating independently of RIA. All such inspections are unannounced. The independent company and the RIA inspection team look at all aspects of the accommodation centre in relation to

	including reception, management and staff cover, menus and facilities provided, maintenance and health and safety issues. (T)		<p>the proprietors obligations under the Memorandum of Agreement which covers such areas as reception, management and staff cover, menus and facilities being provided, maintenance of the property, HACCP and fire and safety issues. All reports arising from such inspections are immediately acted upon and proprietors are instructed to have issues raised in these reports addressed within a narrow time frame.</p> <p>It should be noted that RIA also carries out assessments on the functioning of centres under contract to it by means of the 'clinic' system in operation and through the operation of its House Rules and Procedures. The clinic system is where RIA staff visit centres (at least once a year) to talk directly to residents. This gives an opportunity for residents to talk about issues of concern to them, which sometimes relates to the operation of the centre.</p> <p>Details on the House Rules and Procedures are at 6.4.3 below.</p>
6.4.2	Consideration should be given to publishing a report on overall progress on an annual basis. (T)	INIS and relevant bodies	<p>Concise details of RIA's work during the year are included in that section of the Annual Report of the Department of Justice, Equality and Law Reform dealing with asylum and immigration.</p> <p>Nonetheless, RIA will consider publishing more extensive details of its annual work on its website: www.ria.gov.ie</p>
6.4.3	Continue to promote the protocol which sets out the ethos, rights and responsibilities within accommodation centre services applicable to both staff and residents, including standards on consultation, complaints and appeals procedures for all accommodation centres. (T)	INIS and relevant bodies	<p>Upon arrival in all of RIA's centres, asylum seeker residents are provided with a copy of the House Rules and Procedures. In essence this booklet is in four parts:</p> <ul style="list-style-type: none"> - A statement of entitlements which the centre manager has to the resident. - A statement of obligations which the resident has to the centre manager. - A process whereby the resident can complain if his entitlements aren't met. - A process whereby the centre manager can complain if the resident doesn't fulfil his obligations. <p>In the complaints process, informal resolution is encouraged but the system also provides for a formal resolution.</p> <p>These rules have been in place since 2002. In mid 2008, a Working Group set up by RIA to review the House Rules and Procedures produced its report. The Group has an independent Chairman, (a former public service union General Secretary) and its membership consists of representative from: the Garda Síochána Centre managers,</p>

			<p>Office of the Attorney General, the HSE, the Irish Refugee Council, the Refugee Information Service the RIA and Irish Commission for Justice and Peace.</p> <p>The report was accepted by RIA and was referred to NALA (National Adult Literacy Association) so that a more user friendly version for non-nationals could be produced. It is expected that the revised ‘user-friendly’ version will be launched in early -2009. These new rules will also be translated into several languages and, as well as being given to individual asylum seekers, will also be published on the RIA website.</p>
6.4.4	In relation to accommodation centres, maintain the existing comprehensive training for proprietors, operators and their staff, including modules on intercultural/anti-racism approaches to service provision. (T)	INIS and relevant bodies	<p>RIA has provided Conflict Resolution Training and Fire Safety Training to staff in certain centres. Some proprietors arrange for in-house training for their staff in relation to customer management and the like. Also, some centres that have received the Excellence Ireland Quality Association mark (or equivalent) which RIA welcomes, although this is not a contractual requirement. RIA will continue to monitor the training needs of staff in centres under contract to it. In relation to formal inter-cultural training, it should be said that many centres have now been successfully dealing with non-nationals for eight years or more at this stage and there may be little value in such training.</p>
6.4.5	Reduce time spent in accommodation centres through reducing the time taken to process individual asylum applications	INIS and relevant bodies	<p>The procedures for processing applications for refugee status at first instance in the Office of the Refugee Applications Commissioner (ORAC) and at appeal stage at the Refugee Appeals tribunal (RAT) are under ongoing review with a view to reducing the time taken to process such applications, without compromising on an applicant’s rights to a fair and balanced examination of their case.</p> <p>The Immigration, Residence and Protection Bill will provide for the subsuming of the work of the ORAC into the Irish Naturalisation and Immigration Service (INIS) (and thus falling under the remit of the Minister directly) through the introduction of a ‘single procedure’ for protection applicants. This re-organisation of the processing framework will lead to the removal of the current multi-layered process and will allow an applicant to get a final decision on their application in a more ‘straight forward’ fashion and should greatly reduce the time taken to process a case to finality.</p>

6.5.1	Include a focus on catering for cultural diversity/combating anti social behaviour, including racism, in revised departmental policy guidelines on estate management circulated to local authorities.	Local Authorities, D\EH&LG, Gardai	See point 6.1.1
6.5.2	Pilot support initiatives focussing on intercultural approaches to estate management which combat racism as part of the Housing Management Initiatives Grant Scheme. (T)	Local Authorities, D\EH&LG, Gardai	See point 6.1.1
6.5.3	Integrate estate based initiatives into Anti Racism and Diversity Plans (see 1.6) and the local police forums (see 1.4). (T)	Local Authorities, D\EH&LG, Gardai	It is envisaged that Local Policing Fora will be established by Joint Policing Committees once those committees are fully operational and bedded down, and on the basis that they do not divert scarce resources from the work of the JPCs themselves. Priority will be given to the establishing Fora in the 14 local Drugs task Areas.
6.6.1	The forthcoming statistical and data strategy to be developed by the Department of Environment and Local Government will take reasonable steps to cater for cultural diversity in Ireland in key accommodation related statistical/administrative data programmes including a focus on - Homelessness and social housing waiting lists.- Housing tenure.- Spatial distribution	Local Authorities, D\EH&LG, Gardai	Department of the Environment, Heritage and Local Governments data strategy not yet complete.

6.6.2	Present information, where available on cultural diversity in housing in the Annual Housing Statistics Bulletin.	Local Authorities, D\EH&LG, Gardai	In formation on the nationality of households (EEA or non EEA) on the waiting lists for housing supports, gathered as part of the 2005 housing needs assessment conducted by local authorities, is published in the Department's Annual Housing Statistics Bulletin for 2005. Information on nationality gathered in the 2008 assessment will be published shortly.
6.6.3	Monitor, publish trends and respond effectively to reported racist incidents as part of existing complaint mechanisms developed by social housing providers, including local authorities. (T)	Local Authorities, D\EH&LG, Gardai	No data available
6.7.1	The forthcoming statistical and data strategy to be developed by the Department of Environment and Local Government will take reasonable steps to cater for cultural diversity in Ireland in key accommodation related statistical/administrative data programmes including a focus on - - Homelessness and social housing waiting lists. - Housing tenure. - Spatial distribution	D\EH&LG	Department of Environment, Heritage and Local Government data strategy not yet complete.
6.7.2	Present information, where available on cultural diversity in housing in the Annual Housing Statistics Bulletin. (T)	D\EH&LG	See point 6.6.2
6.7.3	Monitor, publish trends and respond effectively to reported racist incidents as part of existing complaint mechanisms developed by social housing providers, including local authorities. (T)	D\EH&LG	No data available

6.8.1	Include a focus on accommodation issues related to refugees as part of the consultation concerning the development of a refugee integration implementation strategy	Relevant D\JELR Agencies and key partners	
6.8.2	Ensure consultative mechanisms related to accommodation provision for the homeless, older people and people with disabilities make reasonable accommodation of cultural diversity and take positive action measures.	Relevant D\JELR Agencies and key partners	This matter is the subject of a recommendation in the study referred to at 6.1.1 which the Department will examine, in conjunction with the social partners, through the mechanism of the Housing Forum.
6.8.3	Ensure that the National Traveller Accommodation Consultative Committee continues to play a key role in the implementation of the Traveller accommodation programme.	Relevant D\Environment Agencies and key partners	Significant progress is being made nationally under the second Traveller accommodation programmes 2005 to 2008. At the end of 2007, a further 1,156 Traveller families had been accommodated and expenditure to the end of October 2008 exceeds €129 million. Local authorities are currently preparing the third round of accommodation programmes which will cover the period 2009-2013.
6.8.4	Ensure that local authority Strategic Policy Committees and estate management initiatives seek to make reasonable inclusion of issues related to racism and cultural diversity		See point 6.1.1
	Administration of Justice		

7.1.1	Develop a prison service policy statement and charter on interculturalism, with reference to equality legislation and best practice. (M)	Relevant D\JELR Agencies and key partners	<p>There has been some progress in the Justice sector- particularly the Gardai. However, in other areas of the Justice sector the progress seems to be slower and the formation of intercultural strategies by bodies such as the Prison Service, the Courts Service, and Welfare Service will need to be addressed.</p> <p>Under NPAR, the Irish Prison Service is committed to:</p> <ul style="list-style-type: none"> - developing an intercultural policy statement and charter based on statutory requirements and - enhancing intercultural awareness in all training programmes for both staff and offenders - establishing an advisory group on challenges of cultural diversity. <p>IPSTDC continue to update programme for staff. Furthermore, 7% of new entrants (RPOs) since Sept 2007 are non Irish nationals.</p>
7.1.2	Mainstream and infuse intercultural awareness and anti racism training into other induction and ongoing training for offenders and staff in all centres under the auspices of the Irish Prison Service. (M)	Relevant D\JELR Agencies and key partners	<p>The Irish Prison Service has developed comprehensive training and administrative instructions which incorporate guidelines on Anti-Racism. Discrimination on grounds of 'race' is prohibited.</p> <p>The issues of equality and intercultural awareness are also addressed extensively during Recruit Induction (RPO) training and in the training module "Intercultural Awareness and Racism" provided to all staff.</p> <p>IPSTDC continue to deliver Intercultural awareness, Racism, Equality and Diversity modules to all RPOs.</p>
7.1.3	Regularly update strategy and report progress within strategy statements and annual reports. (M)	Relevant D\JELR Agencies and key partners	
7.1.4	Ensure wide dissemination/communication of policy position and procedures. (M)	Relevant D\JELR Agencies and key partners	<p>See point 7.1.2</p> <p>Issues of Equality and Intercultural awareness are addressed extensively during training provided to Irish Prison Service staff. Equality and Intercultural Awareness is addressed during numerous training sessions to include; Pro-social modelling, Reception Officer duties, Class Officer duties, Suicide awareness and communications. The integration of equality, diversity and human rights principles into all modules continues.</p>

7.1.5	Develop mechanism to overcome offenders the unwillingness of offenders to report incidents related to racism and develop actions to address this issue. (M)	Relevant D\JELR Agencies and key partners	<p>The Prison Rules, 2007, which came into effect on 1st October, 2007, contain two references regarding sanction for racist incidents in Schedule 1. A prisoner is guilty of a breach of prison discipline:</p> <ul style="list-style-type: none"> - if he/ she treats with disrespect, through the use of any abusive, insolent, racist or threatening behaviour or language, the Governor, any prison officer, any prisoner, or visitor to the prison or any other person, - Displays, or attaches, or draws on any part of a prison, or any other property, threatening, abusive or insulting racist words, drawings, symbols or other material. <p>Sanctions for breaches of discipline are dealt with in Sections 66-68 of the Rules and in Part 3 of the Prisons Act 2007.</p>
7.1.6	Establish an advisory group on the challenge of increasing cultural diversity within the prison service on an on going basis	Relevant D\JELR Agencies and key partners	See 7.1.1
7.2.1	Develop a Courts Service strategy and charter on interculturalism, with reference to equality legislation and best practice. (M)	Relevant D\JELR Agencies and key partners	See 7.1.1
7.2.2	Develop, and mainstream intercultural awareness training into the training and supports provided by the Courts Service. (M)	Relevant D\JELR Agencies and key partners	<p>There is no specific training in place in the Courts Service along the lines of education and training, as such, on the subject of anti-racism.</p> <p>However, all staff are informed of policies on the Codes of Standards of Behaviour and the Customer Charter, which specifies that all court users are to be treated “in a fair and open manner irrespective of race, gender, socio-economic status, language, disability and or other social attributes”. The Court Service values the co-operative and supportive relationship which exists with other Government Departments and Agencies and we will continue to work closely with them in relevant areas.</p>
7.2.3	Regularly update strategy and report progress within strategy statements and annual reports. (M)	Relevant D\JELR Agencies and key partners	

7.2.4	Ensure wide dissemination/communication of policy position and procedures. (M)	Relevant D\JELR Agencies and key partners	See 7.1.1
7.2.5	Undertake research and needs assessments to inform the overall development of policy. (M)	Relevant D\JELR Agencies and key partners	See 7.1.1
7.2.6	Ensure that the Courts Service keeps abreast of the challenge arising from a multi ethnic society and involves key stakeholders to support the development of an intercultural approach within the courts service	Relevant D\JELR Agencies and key partners	See 7.1.1
7.3.1	Develop a policy statement and charter on interculturalism within the probation and welfare service, with reference to equality legislation and best practice. (M)	Relevant D\JELR Agencies and key partners	The Probation Service is working in partnership with colleagues in Criminal Justice Agencies both North and South towards developing best practice in managing diversity.
7.3.2	Develop intercultural awareness training as part of on going training for offenders and staff, including a focus on combating racism. (M)	Relevant D\JELR Agencies and key partners	The Probation Service is committed to designing and delivering training programmes for staff addressing multiculturalism and diversity.
7.3.3	Regularly update strategy and report progress within strategy statements and annual reports. (M)	Relevant D\JELR Agencies and key partners	The Probation Service has included specific actions addressing and embracing cultural diversity across the work of the Service in its Strategy Statement 2009-2010.

7.3.4	Ensure wide dissemination/communication of intercultural policy position and procedures. (M)	Relevant D\JELR Agencies and key partners	See 7.3.1
7.3.5	Undertake research and needs assessments to inform the overall development of policy. (M)	Relevant D\JELR Agencies and key partners	See 7.3.1
7.3.6	Establish an advisory group on the challenges for the probation and welfare service working in a multi ethnic society, involving key stakeholders to support the development of the intercultural strategy. (M)	Relevant D\JELR Agencies and key partners	The Probation Service established an advisory group through the Partnership process to consider the issue of multi-culturalism as it impacts on the Service for both offenders and staff. This group presented its report to Partnership on June 2008.
7.3.7	To the greatest extent possible, implementation of community sanctions in the case of persons from ethnic minorities should have regard to the language and other difficulties which may be experienced by those minorities.	Relevant D\JELR Agencies and key partners	The Probation Service has an interpreting contract in place with a dedicated service provider for all translation. Protocols (national) are in place for working in this regard with offenders.
7.4.1	Continue the development of intercultural strategies and a charter within the ORAC, the RAT and the RLS, with reference to equality legislation and best practice	ORAC, RAT, RLS, Legal Aid Board	<p>An Equality Policy and Programme was drawn up in conjunction with Partnership and a Progress report is prepared annually and is made available to all staff in the Office of the Refugee Applications Commissioner (ORAC). Equality posters are prepared and mounted in various locations throughout the 3 buildings where ORAC staff are located. ORAC continues to promote Intercultural & Anti Racism week in March and Integrated Workplace week in November.</p> <p>A team of trainers from ORAC received training on Racism and Interculturalism Awareness from the NCCRI in 2004. The team also received "Train the Trainer" course and commenced the roll out of Interculturalism Awareness to the whole organisation.</p>

			This training module was designed in consultation with the NCCRI. The training was delivered to all staff members during the course of 2004/2005, with training being provided to new staff as required on an ongoing basis.
7.4.2	Further develop intercultural awareness training, including a focus on combating racism as part of the RAT and RLS.	RAT, RLS, Legal Aid Board	See 7.1.1
7.4.3	Regularly update strategy and report progress within strategy statements and annual reports. (M)	ORAC, RAT, RLS, Legal Aid Board	The ORAC Strategy Statement for 2007-2009 has been published and includes a commitment to continue to implement our Equality Policy & Programme. Progress Report on our Implementation Plan is prepared annually and made available to all staff. Progress on the Equality Policy & Programme is also reported in the Annual Report.
7.4.4	Ensure wide dissemination/communication of intercultural policy position and procedures. (M)	ORAC, RAT, RLS, Legal Aid Board	All new entrants to ORAC are supplied with an Induction Pack which includes information on Civil Service Policies on Equality of Opportunity. An Equality Policy and Programme was drawn up in conjunction with Partnership and a Progress Report is prepared annually and is made available to all staff. Equality posters are prepared and mounted in various locations throughout the 3 buildings where ORAC staff are located. ORAC continues to promote Intercultural & Anti Racism week in March and Integrated Workplace week in November. In order to promote these weeks the following takes place - emails issue to all staff, -posters are displayed throughout the 3 buildings, -Lunch and Learns for ORAC staff on a relevant topic is arranged during the week. Copies of Metro Éireann are made available on a weekly basis throughout the 3 buildings
7.4.5	Undertake research and needs assessments inform the overall development of policy.	ORAC, RAT, RLS, Legal Aid Board	A review of ORAC's Training Needs Analysis was undertaken at the end of 2007. Interculturalism Awareness Training was included as an organisational training need for every staff member. The Customer Service Action Plan addresses the standards of behavior and

			<p>responsibilities of staff in delivering a professional and courteous service to applicants and other customers of ORAC. Customer Service Training is provided to frontline staff in the organisation.</p> <p>ORAC provides a document entitled "Information Leaflet for Applicants for Refugee Status in Ireland" to all applicants for asylum. This document provides a guide to the asylum process and includes information regarding ORAC, RAT, RLS and UNHCR. The document is currently made available in 25 languages: Albanian, Arabic, Bulgarian, Chinese, Croatian, Czech, English, Farsi, French, Hindi, Hungarian, Kurmaji (Turkish Kurdish), Polish, Portuguese, Punjabi, Romanian, Russian, Serbian, Slovak, Sorani (Iraqi Kurdish), Spanish, Tamil, Thai, Turkish, Urdu.</p> <p>Applicants are also provided with the RLS Information Leaflet in the following languages: Albanian, Arabic, English, French, Kurdish, Portuguese, Romanian, Russian and Somalian.</p> <p>ORAC takes part in the Anti-Racist workplace week. The main focus of the week is to raise awareness of racism in the workplace and encourage employers to develop practical workplace strategies to achieve equality of opportunity in a culturally diverse workforce. ORAC endeavors at all times to :</p> <ul style="list-style-type: none"> • Be free from discrimination and harassment • Be welcoming to all employees, customers and applicants regardless of nationality or ethnic background • Provide an interpretation service when required by an applicant • Communicate a message promoting greater equality and anti racism within the organisation
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7.5.1	Include a focus on the needs of Travellers, refugees and asylum seekers and migrants in the research and needs assessments undertaken by different service providers involved in the administration of justice. (T)	D\JELR & relevant agencies	See 7.1.1
7.5.2	Develop a pilot initiative involving the Irish Prison Service and a range of other stakeholders focussing on providing transition supports for Travellers re-entering the community after serving custodial sentences. A booklet, aimed at ex-offenders including Travellers, was published by the Department of Social & Family Affairs in 2004 and contains information on Social Welfare entitlements, accommodation, money matters, health and legal issues.	D\JELR & relevant agencies	See 7.1.1
7.5.3	Provide general information related to the role/services provided by bodies involved in the administration of justice in a number of different languages. (T)	D\JELR & relevant agencies	<p>ORAC provides a document entitled "Information Leaflet for Applicants for Refugee Status in Ireland" to all applicants for asylum. This document provides a guide to the asylum process and includes information regarding ORAC, RAT, RLS and UNHCR. The document is currently made available in 25 languages: Albanian, Arabic, Bulgarian, Chinese, Croatian, Czech, English, Farsi, French, Hindi, Hungarian, Kurmaji (Turkish Kurdish), Polish, Portuguese, Punjabi, Romanian, Russian, Serbian, Slovak, Sorani (Iraqi Kurdish), Spanish, Tamil, Thai, Turkish, Urdu.</p> <p>Applicants are also provided with the RLS Information Leaflet in the following languages: Albanian, Arabic, English, French, Kurdish, Portuguese, Romanian, Russian and Somalian.</p>

7.5.4	Include a focus on groups such as Travellers, refugees and migrants as part of an intercultural training module in primary and in service training for staff involved in the administration of justice. (T)	D\JELR & relevant agencies	See 7.1.1
7.5.5	Consider the impact of changes in service provision within the administration of justice for all cultural and ethnic minorities, including women, people with disabilities, families, older and younger people and gay and lesbians, consistent with the grounds identified in the equality legislation. (T)	D\JELR & relevant agencies	See 7.1.1
7.6.2	Develop data/statistical strategies by all bodies involved in the administration of justice, consistent with the recommendations of the National Statistics Board (B)	CSO, D\JELR & relevant agencies	Work on a data strategy is on-going. The approach taken is a centrally led one in consultation with all Divisions and relevant Agencies, based on the general principle that Divisions and Agencies need to identify data needs, data sources and data gaps as part of a process of positioning themselves so that they will be able to access the data that they need for evaluation purposes, going forward. A Department wide perspective is also needed on data in relation to cross-cutting matters. Work is also on-going in conjunction with the Central Statistics Office on Justice statistics which can be accessed on the recently launched website www.statcentral.ie
7.6.3	Develop guidelines on the use of statistics and data to encourage good practice and to prevent misuse	CSO, D\JELR & relevant agencies	The CSO published a data protocol aimed at maximising the value and utility of the statistical data available to it, while at the same time protecting the confidentiality of the individual persons and business supplying the data. The NSB drafted a corresponding data protocol for data holdings in government Department and presented it to the Senior Official Group on Social Inclusion.

7.7.1	Establish advisory committees to help inform the development of intercultural strategies by bodies involved in the administration of justice. (E)	D\JELR & relevant agencies	See 7.1.1
7.7.2	Modernise and update consultative mechanisms through strategy statements and customer action plans, consistent with the public service modernisation programme (E)	D\JELR & relevant agencies	
	Recognition Measures		
8.1.1	The Know Racism programme will be integrated into the implementation structures of the NPAR (see Part 5)	D\JELR	Achieved
8.1.2	The Know Racism programme will be evolved to have a stronger focus on sustainable and strategic initiatives to combat racism and to develop a more inclusive, intercultural society.	D\JELR	Achieved
8.1.3	The Know Racism programme will focus less on outdoor advertising and focus more on national strategic partnership awareness initiatives and the evolution of grants for local initiatives, with revised focus and funding criteria.	D\JELR	Achieved
8.1.4	Continued funding will be provided to support existing strategic partnership initiatives, including anti racist workplace week and international day against racism.	D\JELR	Achieved

8.1.5	Link with anti discrimination awareness-raising initiatives at EU level.	D\JELR	Achieved
8.1.6	Develop a new anti racism/intercultural awareness programme into international aid/cooperation strategies	D\JELR	<p>The Department of Foreign Affairs have funded a number of development education initiatives which incorporate an intercultural and anti- racism component in recent years. For example, Irish Aid is providing multi-annual funding as of year for the development education work of the Africa Centre. A reference to this area is included within the Development Education Strategy 2007 -2011 “Promoting public engagement for development” which states that;</p> <p>“Support for the integration of ethnic minorities and their representative bodies within the development education offers an opportunity to strengthen the southern perspective within development education”.</p> <p>As decided in the 2006 White Paper, Irish Aid supports events to mark Africa Day (25 May) in order to build a positive image within Ireland of the diversity of the continent and ultimately an understanding of the countries within which Irish Aid works and awareness of our overseas development programme. Over 70 events around the country were supported this year and Irish Aid organised a family day, including sporting, music and other cultural elements in Dublin Castle on 25 may itself. Events supported included an African Cultural evening organised by Mayo Intercultural Action in Castlebar; a day of African culture at Waterford City Library; “Embracing diversity – one culture, one heritage” cultural exhibition and debates held in Dublin, Cork and Limerick and the Africa Centre annual lecture held in Dublin.</p> <p>Irish Aid plans significant events in Dublin and Limerick next year to mark Africa Day and will again provide financial support for a number of events around the country. Projects with an inter-cultural and anti-racism focus will be eligible to apply.</p>

8.2.1	The Government will bring forward legislation to establish a Press Council. The role of the Press Council will include the preparation of a Press Code of Conduct and the investigation of complaints concerning alleged breaches of that Code. The Council's Press Code of Conduct will include 'standards in dealing with matters such as gender, marital status, family status, sexual orientation, religious belief, age, disability, race & membership of the Traveller community'.	D\JELR	On 2 January, 2008, the Office of the Press Ombudsman and the Press Council of Ireland were established as an initiative of the press industry. They provide a new system of independent regulation for the printed media in Ireland. The job of the Ombudsman is to investigate complaints that breach a new Code of Practice which the press industry signed up to in 2007.
8.2.2	Develop measures to encourage more programming in Ireland focussing on cultural diversity on Ireland, including joint ventures between broadcasters,	D\JELR	Under NPAR a major national awareness campaign took place in March and April 2006, emphasising the benefits of cultural diversity. The Metro Éireann Media and Multicultural Awards (MAMA) Awards celebrate the contributions of Irish and non-Irish people who have promoted integration and cross cultural understanding in Ireland, North and South. Radio Teilifís Éireann have undertaken a range of diversity measures as part of the European Year of Intercultural Dialogue 2008.
8.2.3	Develop positive actions to encourage the employment of people from cultural and ethnic minorities at all levels within the media, consistent with the requirements of employment and equality legislation.	D\JELR	To be progressed
8.2.4	Include a focus on the media in the continuation of the Know Racism Programme.	D\JELR	Media Campaign – A major national awareness media campaign took place in March and April 2006, emphasising the benefits of diversity. The underlying theme of the campaign was to reflect the new multicultural Ireland in which we now live and to place inclusion and diversity in its proper modern context as an everyday reality. The campaign consisted of a series of five 40-second radio commercials and ran for a six week period across all

			national and local radio stations including RTE, Radio 1, RTE's 2fm, Today FM, Lyric FM, Newstalk, FM104, 98FM and a host of others nationwide. NPAR also facilitated a roundtable discussion with the media on the topic of reporting of racism and diversity issues in 2005.
8.2.5	Develop a range of further positive measures with the media, building on initiatives such as the Media and Multicultural Awards.	D\JELR	<p>MAMA Awards- The Metro Éireann Media and Multicultural Awards (MAMA), recognise the people, groups, events, companies and institutions that respond positively to diversity and interculturalism on the island of Ireland. Awards are presented in two categories, Multicultural and Media. The awards programme, which was established in 2002, is sponsored by the Iris O'Brien Foundation, NPAR and the Office of the Minister for Integration.</p> <p>NPAR supported the Irish Hospitality Institute Diversity Awards in 2006 & in 2007 in partnership with IHI and the Catering Managers Association, Fáilte Ireland, Irish Guild of Sommeliers, Irish Hospitality Institute, Irish Hotels Federation, Restaurants Association of Ireland, SIPTU, and the Vintners Federation of Ireland.</p>
8.3.1	Implement a research initiative to assess the potential of the arts to promote intercultural awareness, understanding and interaction, including a review of existing initiatives.	Dept. Arts, Sport and Tourism (D\A,S&T)	The Arts Council and the NPAR have entered into partnership to carry out a significant research project to inform the development of a cultural diversity policy for the arts and an Action Plan to support culturally diverse practice into the future. The Arts Council has engaged Create, the national development agency for collaborative arts, to manage the extensive research and consultation phases which will inform policy. The Cultural Diversity and the Arts (2008) research is now expected to be completed in early 2009.
8.3.2	Make reasonable accommodation and take positive action measures within existing funding/grant initiatives for arts/cultural initiatives to encourage awareness, interaction and understanding of cultural diversity.	Dept. Arts, Sport and Tourism (D\A,S&T)	A grant scheme was undertaken in 2005 for the development of actions, initiatives and projects in the area of Sport, Recreation and the Arts which encouraged participation and involvement of ethnic minority groups.
8.3.3	Develop an intercultural Arts Centre in Dublin.	Dept. Arts, Sport and Tourism (D\A,S&T)	See 8.31

8.3.4	Include a focus on intercultural art/cultural initiatives in major arts/culture events at national and local festivals.	Dept. Arts, Sport and Tourism D\A,S&T	See 8.31
8.4.1	Follow up on the responsibilities and challenges set out in the Charter Against Racism in Sport through a leaflet through guidelines and awareness raising.	(D\A,S&T)	<p>NPAR has focussed on a number of sporting programmes to partner in promoting integration in Ireland.</p> <p>In September 2006, in association with the Irish Sports Council (ISC), the NPAR made available a fund of up to €357,000 for initiatives that encourage persons from migrant communities in Ireland to integrate into Irish Society through participation in sporting organisations. All Local Sports Partnerships (LSP) were invited to make an application for funding under this initiative. As a result, 13 LSPs spread across the country received funding.</p> <p>NPAR was actively involved in supporting the development of a diversity strategy for soccer with the Football Association of Ireland (FAI). The FAI Intercultural Programme – Many Voices One Goal was launched by former senior international, Paul McGrath in June 2007.</p> <p>The GAA are also developing a Intercultural Strategy for the organisation.</p>
8.4.2	Provide support for strategic initiatives to promote intercultural participation in sport and to combating racism.	(D\A,S&T)	See 8.4.1
8.5.1	Develop an intercultural implementation programme as part of the national strategy for Irish tourism, focussing on both the Irish tourism experience and the integration of cultural and ethnic minorities in the workplace.	Fáilte Ireland	Fáilte Ireland launched their Cultural Diversity Strategy and Implementation Plan in April 2005. The Strategy includes a range of activities planned or already implemented which include an awareness campaign of brochures and posters, training manuals and programmes translated into a variety of languages, sample induction plans, cultural cues and advice on language training

8.5.2	Maximise the awareness of intercultural issues through inclusion of specific course related work in training courses for those employed in the Irish tourism industry, in both the commercial and state sector.	Fáilte Ireland	NPAR supported the Irish Hospitality Institute (IHI) Awards in 2006 and in 2007 in partnership with IHI and Catering Manager's Association, Fáilte Ireland, Irish Guild of Sommeliers, Irish Hospitality Institute, Irish Hotels Federation, Restaurants Association of Ireland, SIPTU and the Vintners Federation of Ireland.
	Participation Measures		
9.1.1	Undertake further measures to heighten awareness of the Protocol, particularly in the run up to elections.	NCCRI, Political parties , local authorities	The Anti-Racism Protocol for Political Parties has been signed by all of the political parties in Dáil Éireann.
9.1.2	Consider the incorporation of the Protocol into party political codes of conduct for election candidates.	NCCRI, Political parties , local authorities	See 9.1.1
9.1.3	Enhance mechanisms within local authorities to report and remove racist graffiti particularly in the run up to elections	NCCRI, Political parties , local authorities	Local Authorities and Ard Issue
9.2.1	Consider the reservation of a seat in Seanad Éireann for a representative from a cultural and ethnic minority.		A number of Traveller organisations have being working on this issue. There has been no progress made in relation to this issue.
9.2.2	Enhance the role of Oireachtas committees and sub committees, in particular the Joint Oireachtas Committee on Justice, Equality, Defence and Women's Rights, to consider issues related to racism and cultural diversity.		
9.2.3	Encourage political parties to develop proactive measures to enhance/remove		Ongoing

	barriers to the participation of people from cultural and ethnic minorities within their membership and associated structures.		
9.3.1	Provide continued support for the role and work of anti-racism bodies.	D\JELR	A Study has been carried out on appropriate funding mechanisms for ethnic minority organisations – the report was commissioned under the National Action Plan Against Racism (NPAR) and was carried out by Fitzpatrick Associates. The report will be considered by the Office of the Minister for Integration in the overall context of new funding measures to encourage integration.
9.3.2	Seek to ensure that broader economic and social policy forums, such as NESDO, make reasonable accommodation of cultural diversity and take positive action measures.	D\JELR	
9.3.3	Develop guidelines to ensure that research involving cultural and ethnic minorities is as participative as possible and undertaken in regard to best international practice and ethical considerations	D\JELR	
9.4.1	Establish an Intercultural Forum to;- Promote further research, interaction and dialogue on cultural diversity in Ireland.- Consider the policy implications arising from growing cultural diversity in Ireland	D\JELR	The Minister for Integration has proposed to establish a Ministerial Council on Integration which will advise the Minister on issues facing immigrants, examine and report on the issues and challenges arising from integration, and review on a regular basis progress in the field.
9.4.2	The Intercultural Forum will have a Government agreed terms of reference and will comprise key stakeholders	D\JELR	See point 9.4.1

9.5.1	A new pilot initiative will be developed within the Community Development Support Programmes to provide funding and support for a number of new projects focussing on supporting people from cultural and ethnic minorities to articulate their needs and to support integration and intercultural interaction.	Dept. Community, Rural & Gaeltacht Affairs (D\C,R&GA)	Cairde New Community partnerships to address this issue. RFT on core funding will provide direction for future development By Government decision the Community Development Programme was closed to new applicants in 2004. Strategies and initiatives around anti-racism and diversity / migrants issues were incorporated into work – plans of existing projects as appropriate.
9.5.2	Existing projects supported through Community Development Support Programmes will be given greater technical support and training to work with cultural and ethnic minorities.	Dept. Community, Rural & Gaeltacht Affairs (D\C,R&GA)	See point 1.6.2
9.5.3	Continue to support existing community and voluntary groups and specialised support organisations working with cultural and ethnic minorities.	Dept. Community, Rural & Gaeltacht Affairs (D\C,R&GA)	<p>A major conference, organised by Pobal in conjunction with the Family Support Agency and the NCCRI, on the role of community development and local development organisations in implementing the objectives of the NPAR was held in Croke Park in March of 2005. The conference was aimed at Partnerships, CDPs, FRCs and a range of other national and local community development and support organisations and focused on the provision and exchange of knowledge, analytical frameworks and approaches to enable the development of local strategies and actions. A follow on action was the development, publication and distribution of a Strategy Guide.</p> <p>The DJE&LR introduced the Integration Fund for Legally Resident Immigrants, which was administered by Pobal. The aim of the fund was to assist groups to initiate local strategies and actions that will lead to the successful integration of migrants. The fund comprised two strands, one of which was aimed at LDSIP Partnerships and a further strand for national and regional non-governmental organisations.</p>
9.5.4	Enhance the focus on intercultural and anti-racism initiatives in the Local Development Social Inclusion Programme	Dept. Community Rural & Gaeltacht Affairs (D/CR&GA).	The flexibility provided by the Local Development Social Inclusion Programme allowed Partnerships to respond to rapid increases in ethnic minority numbers in local areas by developing new supports. Supported by developmental work carried out by Pobal, many local Partnership companies have developed (a) community development actions aimed at building the capacity of local organisations concerned with ethnic minorities, (b) local

			actions – in collaboration with a range of community and voluntary organisations - intended to combat racism, and (c) actions aimed at promoting interculturalism through building positive relationships between communities
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