

**TACKLING PARAMILITARY ACTIVITY, CRIMINALITY  
AND ORGANISED CRIME**

**EXECUTIVE ACTION PLAN**

**UPDATE ON DELIVERY – June 2020  
(UP TO AND INCLUDING QUARTER ONE 2020/21)**

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## STRATEGIES AND POWERS TO TACKLE CRIMINAL ACTIVITY

**Outcome: A society where citizens and  
communities feel safe and confident**

<b>C1</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)<sup>1</sup></b>
<b>The strategies and activity of the PSNI and other law enforcement agencies should be updated to reflect a shift in focus from 'paramilitary activity' to criminality.</b>	<b>Strategies and activity in this area will be updated by PSNI as appropriate to reflect the situation as informed by regular operational and strategic assessments.</b>	0
For update see under C4		
<b>C2</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Department of Justice should urgently review the legislation relating to serious and organised crime in Northern Ireland</b>	<b>The Department of Justice will commence a review of relevant legislation in July 2016. The review findings will then go out for consultation with a view to introducing draft legislation to the Assembly in the current mandate.</b>	0
<p>A paper based review of existing organised crime legislation in other UK jurisdictions, as well as selected international jurisdictions, was completed and various models and options considered in respect of their potential application in Northern Ireland.</p> <p>Draft legislative provisions were agreed following a preliminary workshop with operational colleagues from the NCA and PSNI. These were tested in a wider multi-agency workshop, held at the end of November 2018 with senior officials from the Scottish Government, PSNI, PPS,</p>		

<sup>1</sup> Please note: The budget figures for 2020-21 are subject to change and will be updated following the conclusion of the October monitoring round.

NCA, Police Scotland, Scottish Crown Office and Procurator Fiscal Service (COPFS), HMRC, Belfast City Council and the NI Housing Executive. The group considered if there were any changes or improvements to the current regime that would positively contribute to thwarting organised crime in the absence of new draft offences. Further bi-lateral meetings took place to identify and address potential issues with the draft legislative proposals.

The Department of Justice completed work on a consultation document in respect of draft policy proposals for new organised crime provisions in Northern Ireland. The consultation paper was shared with the Justice Committee in mid-March. The Committee noted the draft proposals and endorsed the Department's intention to consult. The launch of the consultation was postponed due to Covid-19. A 12 week public consultation was launched on 10 July 2020 supported by a Ministerial press release.

<https://consultations.nidirect.gov.uk/doj-corporate-secretariat/organised-crime-offences/>

<https://www.justice-ni.gov.uk/news/long-seeks-views-new-organised-crime-offences-and-draft-organised-crime-strategy-northern-ireland>

C4

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p><b>The PSNI should prioritise investment in its investigative capacity for tackling criminality linked to paramilitary groups and work with the NCA and other agencies to tackle all organised crime linked to paramilitary groups in Northern Ireland</b></p>	<p><b>The Executive will urge the PSNI to prioritise investment in its investigative capacity. PSNI has submitted a funding proposal to create an additional dedicated investigative capacity to tackle criminality linked to paramilitary groups.</b></p>	<p><b>19740</b></p>

The Paramilitary Crime Taskforce (PCTF), consisting of the PSNI, NCA and HMRC, was set up to provide a dedicated, co-located law enforcement response to tackle the particular issue of criminality related to paramilitary groups. Creating this dedicated investigative resource means that a long term consistent focus can be applied to the investigation of paramilitary groups.

The combined investigative resource of all three agencies has been focusing its efforts on:

- increasing understanding the activity of paramilitary linked Organised Crime Gangs (OCGs), and their criminal enterprises and networks;
- increasing the number of paramilitary linked OCGs frustrated, disrupted and dismantled;
- increasing the number and quantity of cash seizures / confiscations from paramilitary linked OCGs; and
- increasing the number of paramilitary linked offenders subject to Serious & Organised Crime Prevention Orders.

The PCTF has also been supporting wider community based strategies aimed at promoting a culture of lawfulness.

In April, a search was carried out against West Belfast UDA resulting in the seizure of class B drugs with an estimated street value of £20,000 and £3000 of suspected criminal cash. A male was charged with several offences. Also in April 2020, operational activity targeting East Belfast UVF resulted in the recovery of a cocaine press and 2kg of cutting agents. A male was charged with various drugs offences.

In May 2020, £5130 of suspected criminal cash, linked to the drug dealing activities of INLA was recovered following a search in south Belfast. Operational activity against East Belfast UVF resulted in searches at Belfast docks and Ballyclare. These searches resulted in two cannabis cultivations were discovered, with a total estimated street value of in excess of £600,000. A luxury vehicle was also seized. A day of action was conducted in relation to South East Antrim UDA in the Newtownards area. A luxury vehicle £8,000 in suspected criminal cash, and class A drugs were recovered.

In June 2020, NCA Officers, as part of the Paramilitary Crime Task Force, executed a Search & Seizure Warrant under s352 POCA 2002 at an address in Belfast. The owner of the property is suspected of involvement in the supply of controlled drugs, fraud and money laundering offences and is believed to be a member of West Belfast UDA. The search resulted in a cash seizure of £2,500 and financial documentation. Immediately following the search the individual was served with a Property Freezing Order under s245A of POCA 2002 over 3 residential properties in the West Belfast Area, valued at £210,000.

### **Summary of recent successes:**

Over the first quarter of 2020/21:

- 9 convictions were secured;
- 35 searches were carried out;
- 3 vehicles and 4 weapons were seized;
- Over £679k of drugs were seized; and
- Over £26k of cash was confiscated.

Since its inception, the PCTF has<sup>2</sup>:

- Prevented over £4.5 million of revenue loss
- Seized 46 vehicles
- Seized £1,658,204 of drugs
- Carried out 609 searches
- Arrested over 283 people
- Charged or reported 225 people to the Public Prosecution Service

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<sup>2</sup> These statistics are from April 2016 to June 2020 and are subject to change



<b>C6</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The NIEA, and the Environmental Protection Agency in Ireland, should be included in the cross-border Fresh Start Joint Agency Task Force, including the Operations Co-ordination Group</b>	<b>The Joint Agency Task Force will undertake a new strategic assessment in October 2016, and will again consider if it would benefit these agencies either joining the Task Force or participating during specific operations.</b>	<b>0</b>
The PSNI continues to support NIEA activity operationally, and has invited the agency to participate in a multi-agency operation.		
<b>C8</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The UK Government, the Executive and law enforcement agencies, working with their partners in Ireland, should ensure that tackling organised criminal activity is an integral part of their efforts to deal with NI related terrorism</b>	<b>The Executive supports this recommendation and affirms its commitment to continue and build upon existing efforts in this area.</b>	<b>0</b>
For update see under C4		

<b>Section A (<i>A Fresh Start</i>)</b>	
<i>A Fresh Start</i> provision	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>A Fresh Start provided for “Measures to improve forensic capabilities to enable evidence to be secured more effectively”.</b>	<b>500</b>
Specialist forensics equipment to support drugs testing which was agreed as required through Section A of <i>A Fresh Start</i> .	
<b>Total budget allocated from 2016-17 to 2020-21 for <u>Strategies and Powers to Tackle Criminality</u></b>	<b>£20,240k</b>



## LONG TERM PREVENTION

**Outcome – Paramilitarism has no place**

<b>A1</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Executive should make promoting lawfulness a key priority in the current mandate.</b>	<b>Demonstrated through PfG and Ministerial Pledge</b>	<b>0</b>
<p>The draft Programme for Government Framework demonstrated through Outcome 7 (“we have a safe community where we respect the law, and each other”) that promoting lawfulness was considered to be a key priority in the mandate of the Executive at the time of drafting. This commitment continues within the current Outcomes Delivery Plan.</p> <p><i>A Fresh Start</i> set out the Executive’s commitments to upholding the rule of law and tackling paramilitarism, organised crime and criminality. These values and the commitment to disbanding paramilitary organisations and their structures are reflected in the Ministerial Pledge of Office. The commitments also form the basis of a new undertaking for each Member of the Legislative Assembly. A Lawfulness Framework has been developed as a living document, with input and feedback from stakeholders, to provide a shared understanding of lawfulness across the programme.</p>		
<b>A2</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Executive should use all avenues available to it to increase public awareness of what people can do about criminality in Northern Ireland and promote active citizenship in building a culture of lawfulness.</b>	<b>DE to commission development of curriculum materials.</b>	<b>369</b>
	<b>DOJ to launch public awareness campaign.</b>	<b>1715</b>

CCEA is taking forward this part of commitment A2 on behalf of DE. There are two inter-related elements to this work. The first is the development of a set of eight Active Citizenship and Lawfulness online resources during 2018/19, which CCEA published in March 2019. The second relates to a three-year programme of work, centred on the use of film and drama, to promote and support the teaching of active citizenship as a way of tackling paramilitarism and promoting lawfulness.

Aligned with the development of curriculum materials DE has worked with the NIO and Cinemagic to develop a series of educational resources that will assist post-primary school teachers to explore curriculum based topics on the theme of lawfulness.

### **Development of Curriculum materials**

CCEA appointed a project manager to lead the Active Citizenship (Drama) project in August 2018. Eight animated online resources have now been developed, as follows:

1. What is citizenship?
2. What is Lawfulness?
3. Democracy and the Rule of Law
4. What is Justice?
5. The Role of the Northern Ireland Justice System
6. The role of the PSNI
7. Criminality and paramilitaries in communities
8. Staying safe and making choices

Five schools completed a trial of the eight resources from October-December 2018.

Three events took place Belfast, Armagh and Limavady in March 2019 to launch the resources and provide support for teachers in the use of the resources, drama techniques and teaching controversial issues. Sixty post primary teachers attended from 56 schools.

The eight units of resources are available to schools on the CCEA website. Some of the activities integrate the use of the Ending the Harm campaign 'Shooting by Appointment' videos and website (Unit 7: Criminality and Paramilitaries in Communities)

([http://ccea.org.uk/curriculum/key\\_stage\\_3/areas\\_learning/learning\\_life\\_and\\_work/local\\_and\\_global\\_citizenship/active](http://ccea.org.uk/curriculum/key_stage_3/areas_learning/learning_life_and_work/local_and_global_citizenship/active))

As of June 2019, briefings were provided to Active Citizenship teachers at two events in Belfast and Derry/Londonderry.

Twenty new post primary schools representing a range of school settings and areas across Northern Ireland have been recruited to participate in the second year of the programme. The schools will receive support in adapting and using the resources. CCEA will also measure the impact of the resources through questionnaires and interviews with teachers and pupils from the 20 participating schools.

The Year 3 project also includes the development of a set of accessible resources for pupils with special educational needs (SEN). CCEA has revised this to include a guidance for schools on using the CCEA Active Citizenship resources to discuss the impact covid-19 has had on their communities, society and how lawfulness has been a feature of this. This guidance should be available for schools for September 2020. In Quarter 1 the focus for schools and teachers has been the adjustment to delivering the curriculum remotely and the changes to qualifications and grading for 2020. As a result the recruitment of 30 new schools to be involved in the project has not been completed in this quarter but 30 schools will be identified by end of September 2020. Two professional associates (PAs) were trawled for and appointed in June 2020 to complete the development of SEN resources and Covid-19 guidance for schools.

### **CCEA Active Citizenship using Drama (Film and Play)**

#### **“A Stone’s Throw”**

The aim of this project was to produce a short film, a stage play and accompanying teaching activities and guidance which can be used as an educational resource for Key Stage 3. CCEA awarded a contract to Cinemagic in October 2018, and filming of “A Stone’s Throw” was completed in November 2018. The film and associated stage play focus on the themes of risks and consequences associated with anti-social behaviour and the positive impact youth clubs and youth workers can have. The film was launched in collaboration with CCEA at an event in the Stormont Hotel on 12 March 2019. CCEA created teaching resources to accompany the film and stage play. These resources use a different approach to the eight units of work under Active Citizenship. There are five lesson plans, each addressing different themes from “A Stone’s Throw”, as follows:

1. Family Relationships and Conflict
2. Peer Pressure
3. Consequences
4. Jack’s Mental Health
5. Jack’s Journey

In March 2020 25 Year 10 pupils from Bangor Academy showcased the play. This was filmed and will be shared via the CCEA website to encourage other schools to use and embed these resources.

## “Pushed”

CCEA and Cinemagic have collaborated on a second Active Citizenship film which focuses on being a good friend, peer pressure, reporting crime and addressing the word “touting”. It has two teenage female leads (Katie and Zoe) who become involved with an older boy Mikey; a local drug dealer. The character Katie turns to Crimestoppers. Filming was completed in November 2019 and the film “Pushed” and accompanying teaching resources were launched on 5th March 2020 at a joint Cinemagic / CCEA event at SPACE@SERC Bangor. This event was attended by approximately 200 pupils from participating post-primary schools along with a range of stakeholders. The final versions were edited, published and uploaded to the CCEA website on 4th March 2020.

Lesson 1: Drugs and Peer Pressure

Lesson 2: Being a Good Friend

Lesson 3: Breaking the Law and Justice

Lesson 4: Managing challenging situations

Lesson 5: Reporting Crime

Lesson 6: Be the Change you would like to see

Both films and all accompanying resources and the promotional film of the launch event are available here:

[www.ccea.org.uk/learning-resources/active-citizenship/using-film-and-drama](http://www.ccea.org.uk/learning-resources/active-citizenship/using-film-and-drama)

In September 2019 a CCEA baseline pupil survey of 315 pupils was completed which was due to be repeated in March 2020. The questions were designed to measure any change in pupil attitudes to their communities, policing, reporting crime and assessing risk after participating in the Active Citizenship programme. Due to the impact of Covid-19 and school closures, around 10 out of a possible 23 teachers responded to the survey. It was not possible to complete the second half of the pupil survey however one class of 32 Year 9 pupils from one participating school did complete the second survey which provided a small insight to the usefulness of the resources. This small sample used the Year 1 resources, including the film “A Stone’s Throw” and the survey results suggested some changes in attitude towards voting, reporting crime and their awareness of lawfulness and organised crime in NI. For example:

- In response to the question: ***Would you mind if your friend became involved in selling fake football shirts, perfume or cigarettes?***

	<b>I would mind</b>	<b>I would not mind</b>	<b>Don't know</b>
September '19 (before using the resources)	59%	17%	24%
March '20 (after using the resources)	91%	3%	6%

This question was designed to measure the pupils' attitude to illegal activities without asking directly whether they thought something was right or wrong. It was also deliberately chosen to link with commonplace paramilitary activities seen as 'harmless'/ victim-less in communities.

- In response to the question: ***Do you think you will vote in elections when you turn 18?***

	<b>Yes</b>	<b>No</b>	<b>Don't Know</b>
September '19 (before using the resources)	41%	31%	28%
March '20 (after using the resources)	78%	13%	9%

- In response to the question: ***Who would you feel comfortable reporting a crime to? (Select all that apply)***

	<b>Police</b>	<b>Parents/Guardians</b>	<b>Teacher/School</b>	<b>Youth Worker</b>	<b>Crimestoppers</b>
September '19 (before using the resources)	45%	66%	14%	0%	28%
March '20 (after using the resources)	78%	72%	38%	16%	34%

Plans were in place to hold three teacher support events across Northern Ireland for approximately 60 new teachers in March 2020. Due to Covid 19 and school closures, these events had to be cancelled. CCEA purchased a 5 year license to give access to schools to the BBC Documentary "Stacey Dooley Investigates: Shot By My Neighbour" on the schools' C2K network. This documentary deals specifically with



paramilitary style attacks in Belfast and the impact on individuals and communities. When this is available to schools, CCEA will publish an additional workshop activity to accompany the use of the documentary in the classroom. This will sit with the existing Active Citizenship resource on the CCEA website “Criminality&Paramilitaries in Communities”.

[http://ccea.org.uk/curriculum/key\\_stage\\_3/areas\\_learning/learning\\_life\\_and\\_work/local\\_and\\_global\\_citizenship/active/criminality](http://ccea.org.uk/curriculum/key_stage_3/areas_learning/learning_life_and_work/local_and_global_citizenship/active/criminality)

Following school closures due to Covid-19 in March 2020 CCEA has assessed the risks this presented to the delivery of the Year 3 Active Citizenship project to ensure the project outcomes can still be met. The impact of schools closures and social distancing measures had implications for the delivery of a live stage play performances for schools and interactive teacher workshops in Quarter 3. CCEA consulted with teachers to ascertain their needs and alternative approaches to allow for home learning and social distancing in the classroom. CCEA will proceed with the original planned activities but with an alternative online delivery. The play “Pushed” will be scripted in the style of monologues. By changing the play to monologues, it produces a resource that allows pupils to perform and record them remotely and share with teachers. The live performance event will take place online and live streamed for schools and will be an opportunity for actors to perform the monologues live and pupils can interact with them and the writer to explore the issues raised in the film and resources. The support for teachers will come in the form of guidance for teachers on how to use the monologues with pupils as short audio or video clips produced by the film/drama company.

### **Public Awareness Campaign**

DOJ implemented Phase 1 of the awareness raising, “Ending the Harm” campaign (branded ‘I Am Your Money’ #EndTheHarmNI Campaign), in two bursts in 2016/17.

Phase 2 of the “Ending the Harm” campaign focussed on paramilitary style attacks (PSAs), aiming to challenge levels of implicit acceptability of this issue in NI society, and to highlight the devastating impact of these attacks, both on the victim, and on the local communities and wider society. This finished at the end of March 2019, and in May 2019 research was conducted in those areas most impacted by so-called ‘paramilitary style attacks’ to provide an indication of the effectiveness of the campaign and to take an updated snapshot of attitudes towards the attacks. While caution is exercised in terms of drawing a direct comparison between the results of the two surveys, due to a change in how a paramilitary style attack was defined, the recent research provides a representative indication of the opinions of people living within areas most impacted.

There were substantial shifts in attitude between 2017 and 2019 on whether people agreed/strongly agreed with the following statements:

PSAs are justified / justified in certain circumstances

2017: 35%

2019: 19%

Change: - 46%

PSAs just involved a good kicking

2017: 25%

2019: 18%

Change: - 28%

PSAs deliver swift justice

2017: 34%

2019: 15%

Change: - 56%

A PSA is a good way of giving an offender a warning

2017: 35%

2019: 17%

Change: - 51%

There is normally a good reason for a PSA

2017: 44%

2019: 20%

Change: - 55%

A third phase of the campaign launched on 5 August 2019 and results of the research were highlighted within this. The Campaign was viewed over 1 million times on Snapchat in August and ranked first in the UK and 17<sup>th</sup> globally in terms of impressions for the month – this success has

led to recalibrating some of the social media advertising budget to further target Snapchat Audience.

The campaign material is also available on a bespoke website, [www.endingtheharm.com](http://www.endingtheharm.com), which provides further information and sources of support and now includes video interviews with Debbie Watters Co-Director at NI Alternatives and Vice Chair of the NI Policing Board and an NIAS paramedic.

Newtownabbey PSNI handed out campaign leaflets as part of a community safety stand at a local retail outlet and a leaflet drop took place at the beginning of 2020 across areas most impacted by paramilitary style attacks as part of this and the PWC A5 commitment.

The second annual Tackling Paramilitarism Conference, Shaping a Better Future Together, took place on 12 November to support the delivery of the Executive Action Plan. Around 180 delegates attended the conference which focused on experiences of people on the ground and those impacted directly by the programme.

Social media activity continues, particularly using the Ending the Harm Twitter account to signpost people to the website.

Development work has now begun on a new advertising campaign. Early research is looking at highlighting the issue of paramilitaries exerting financial control over communities, highlighting both extortion and illegal money lending. It is expected that the new campaign will launch at the end of the year.

**A4**

<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>As part of its 'cross-departmental programme to prevent vulnerable young people being drawn into paramilitary activity', the Executive should commission appropriate initiatives aimed at promoting lawfulness in schools and through youth work in communities.</b>	<p><b>DE to ensure teachers and youth workers are appropriately trained to support young people at risk.</b></p> <p><b>DE and TEO to deliver youth intervention programmes targeted at vulnerable young people.</b></p>	<p><b>338</b></p> <p><b>1,683</b></p>

There are two related activities being implemented under this commitment. The first is a Capacity Building Programme (for Teachers and Youth Workers) and the second relates to a Youth Outreach Programme (Steer Teenagers Away from Recurrent Trouble – START), both of which are being delivered by the Education Authority's (EA) Youth Service.

### **Capacity Building Programme**

The focus of the Capacity Building Programme is on implementing a partnership approach between teachers and youth workers to engage with young people involved in risk taking activities, and to promote lawfulness through programmes in schools and youth clubs. The programme is innovative as it brings teachers and youth workers together to participate in training and in the development of resources.

#### **Significant progress includes:**

- A Justice, Crime and Citizenship course at Level 1 and Level 2 has been developed and accredited through OCNNI. The course has been successfully delivered in Kilcooley, West Belfast, East Belfast, Carrick/Larne, Creggan and Shankill/Woodvale.
- Delivery of Theatre of Witness workshops (involving ex-combatants and ex PSNI officers) by Playhouse Derry – Workshops have now taken place in Carrick and Larne and North Belfast. So far 126 young people have been involved in workshops across Northern Ireland.
- A Managing Risk module (exploring Sectarianism and Paramilitary influence) continues to be delivered by a youth worker/teacher team, as part of EA's Learning Together Programme. To date 520 pupils within 36 schools have participated across Northern Ireland.
- Independent research, being carried out by UU, is continuing and an Evaluation Framework to measure initial impact of the EA projects is being developed. The research - Countering Paramilitary & Organised Criminal Influence on Youth – A Review of Best Practice, published in March 2020.
- The "Circle of Courage" Model – Trauma Informed Practice was delivered to EA Outdoor Learning Staff as well as staff from the Voluntary Youth Work Sector in Derry City and officers from the PSN Neighbourhood Policing Team. To date this training has been delivered to over 240 participants.
- A Lawfulness module has been developed and distributed to 40 schools for delivery by the youth worker/teacher team as part of EA's Learning Together Programme (LTP). This was delivered from September 2018 – March 2019.
- A 'Your Voice Matters' conference took place in the Guildhall in Derry/Londonderry on 21 June, involving 100 young people expressing views and experiences of policing in local areas.
- Three day training on 'Responding to Critical Incidents' delivered to youth workers in Derry/Londonderry .

- 463 young people from Derry/Londonderry attended a number of residential experiences scheduled during the 11<sup>th</sup> and 12<sup>th</sup> of July bank holidays. The parades passed off peacefully and no young people were arrested.
- A Capacity-building programme has been delivered in Larne/Carrickfergus and Conlig/Kilcooley/Clandeboyne.
- Delivery of 10 bespoke 'Risk Factor' programmes across areas which included activities such as Training and Employment with accreditation, 30 sessions of Counselling through Men's Action Network, Keeping Safe Counselling; Crime, and Outdoor Activities including residential.

**Agile Funding** - £20k (specifically allocated for Derry/Londonderry in 19/20)

- A 'Your Voice Matters' conference took place in the Guildhall in Derry/Londonderry on 21 June, involving 100 young people expressing views and experiences of policing in local areas.
- Three day training on 'Responding to Critical Incidents' delivered to youth workers in Derry/Londonderry.
- 463 young people from Derry/Londonderry attended a number of residential experiences scheduled during the 11<sup>th</sup> and 12<sup>th</sup> of July bank holidays. The parades passed off peacefully and no young people were arrested.
- 240 young people participated in activities and events out of the City over Lundy's Day (Derry/Londonderry) December 2019
- 380 young people participated in activities and events out of the City during Election Day (Derry/Londonderry) 12 December 2019

**Other work under way includes:**

- Continued partnership with Corrymeela Community exploring CPD and Countering Paramilitary and Organised Criminal Influence on Youth; A Review of Best Practice.
- The Start360 organisation has been procured to deliver Youth Leadership Training for young people involved in the Tackling Paramilitarism programmes with either EA's voluntary youth club partners and statutory providers, or those currently in custody in Hydebank Wood (under the age of 25). 20 young people are on target for completion of Outdoor Learning Leadership Award Programme in Creggan.
- Continuation of Managing Risk module (exploring Sectarianism and Paramilitary influence) delivery by youth worker/teacher team, as part of EA's Learning Together Programme (LTP) which involves 520 pupils within 36 schools across NI.

The launch of University of Ulster Research on Countering Paramilitary & Organised Criminal Influence on Youth – A Review of Best Practice in March 2020.

Due to the Covid 19 pandemic it has not been possible to complete training and capacity building projects however efforts have been made to continue Youth Outreach Practitioner meetings with the use of online conferencing.

### **Youth Outreach Programme**

The Youth Outreach programme started in December 2017 and entails placing 13 Outreach Workers across the 8 Communities in Transition (B4) areas and also in Rathcoole and South Belfast. The Outreach Workers aim to build relationships with young people who do not currently engage with the youth services and who could be considered as being at higher risk of involvement in paramilitary activity; they deliver programmes and support that develop the young people's resilience and awareness of risk factors.

### **Summary of progress**

A number of young people highly vulnerable to paramilitary threat and coercion have regularly engaged in various programmes across the 8 areas. A Peripatetic Outdoor Education Instructor has been appointed to support projects. Inter-agency co-operation has steadily increased and there is evidence of core group members being integrated into mainstream youth service groups. There is also evidence of a positive impact on parents. Seven of the project partners have trained their part time staff to be able to support the Youth Outreach Workers.

Examples of work from across the areas include:

- A Family Support project, working with young people with severe involvement in drug dealing and alcohol misuse.
- A Mentoring Programme for vulnerable young people involved in drug taking and low level criminality, and who have issues around anger management and violence.
- A programme of life coaching, counselling and mentoring of young people at severe risk from paramilitaries through youth club involvement.
- A pilot programme providing one to one support through counselling, life coaching, mentoring or complementary therapy sessions.
- Positive Mental Health Programmes
- Theatre of Witness workshops delivered in schools.
- Youth Volunteer Academy programmes targeting young people in the age range 14-17.
- Peer Education projects.
- EA Youth Workers delivering Lawfulness programmes and activities in youth settings and schools (Key Stage 2 & 3).

- A resource pack of materials.
- 3C programme delivered in Creggan with 9 core & siblings included a trip to London to meet with other groups of young people, in preparation for a local community social action project.
- OCN Good Relations Programme
- 'Reduce the Use' Programme
- Currently 103 young people involved in START have received OCN accreditations
- During the Covid 19 pandemic Youth Outreach Workers identified those in most need of food/care packages for weekly delivery through the EA Eat Well, Live Well Scheme.
- Outreach Workers have also been operating live streaming of 'live children's educational entertainment and live activity for family interaction.

In September additional funding (£32K) was approved for the Supporting Youth Through Engagement programme through which Education Authority and Police Service of Northern Ireland can work collaboratively to promote lawfulness to young people in local communities by working with those who are becoming at risk of exclusion from schools and within communities. This is achieved by including and OCN in Lawfulness as part of the delivery. Delivery of this programme commenced in January in different schools across Northern Ireland but did not reach completion due to Covid-19 restrictions.

During lockdown restrictions, Youth Outreach Workers have continued contact to support core, peer and sibling young people as an essential service through daily contact managements plans and social media platforms have been developed to continue delivery of mentoring services and group work alongside other activities to support engagement.

To date, 1425 young people have been involved in the START programme. Examples of engagement include:

- 155 young people in core group
- 161 in peer/sibling groups
- 76 young people from Core group receiving individual support
- 7 young parents supported in life skills with all 6 young parents gaining OCN accreditations
- 929 interventions put in place for young people across the programme in quarter four of this year
- 1102 occasions of additional contact made through Outreach (young people not involved in any of the core/peer groups)

### **Navigator Programme**

In May 2020 funding was approved to deliver the Navigator programme. This programme will build the capacity of youth workers (navigators) to work in partnership with Altnagelvin Hospital A&E department, the PSNI and other key stakeholders to engage with young victims of violence, perpetrators of violence and, as part of follow-up support to also engage with the wider family unit. The project will see 3 youth workers work alongside the A&E Department, their core role being the support of young people who present at A&E as a result of violence, drug and alcohol abuse. This is a community based service across the Derry City Council area, including the Bogside, Brandywell, Diamond Strand and Town Centre areas of Derry and will aim to support young people to move away from violent or chaotic lifestyles.

### **Educational Underachievement and Social Disadvantage**

On the 28 July 2020 the Minister of Education announced the appointment of an Expert Panel to examine the links between educational underachievement and social disadvantage. The panel was established under the 'New Decade, New Approach' agreement which set out the requirement for an expert group to examine and address links between persistent educational underachievement and socio-economic background. The Expert Panel has been tasked to undertake its work from September 2020 to May 2021 and to produce a costed Action Plan having consulted widely on the issues which impact on educational underachievement.

**A8**

<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Executive and the PSNI, in conjunction with the NIPB should review their protocols for engaging with representatives of paramilitary groups. This change in approach should also apply to other public community bodies and public representatives.</b>	<b>Review of protocols for engagement with representatives of paramilitary groups.</b>	<b>0</b>



This is a particularly sensitive recommendation, and one that would benefit from Executive consideration. In the interim, the Tackling Paramilitarism Programme Team is exploring how best to engage on this issue with a view to identifying and better understanding the type of situations in which engagement by statutory agencies might fall into the space alluded to in order to explore some of the issues involved and identify learning. This is a complex issue, which is being taken forward in the context of the wider programme values, and the related issues around lawfulness.

**B7**

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p><b>A dedicated unit should be established to carry out a programme of work, including research, to enable Government to better understand relevant issues in communities and the options for influencing change; to ensure that all Executive Departments are fully engaged in the strategy; to develop further targeted interventions; and to ensure that wider Government policy and messaging contribute to delivering positive outcomes in respect of paramilitaries and communities in transition.</b></p>	<p><b>The Executive will establish a dedicated unit to ensure a joined up approach to delivering this programme.</b></p>	<p><b>2172</b></p>

A dedicated unit was established in the first quarter of 2016, based in the DoJ. The remit of the team is to lead work to coordinate and implement the Tackling Paramilitarism Programme, which involves an extensive programme management and support function, including programme governance and assurance; evaluation and learning; communications; stakeholder engagement; and strategic direction. The team also provides secretariat support to the Tackling Paramilitarism Programme Board (which oversees implementation of the Executive Action Plan) and its various delivery sub-groups. The Programme Team also holds responsibility for the co-ordination or commitment B13, and further details on this can be found under the B13 update.

It should be noted that this is also contributing to achievement of Commitment D4 in the Executive Action Plan, which is that '*The Executive should put in place strong programme management arrangements for developing and delivering the strategy*'.

### **Summary of progress**

Programme Team provides detailed consideration of funding proposals, ongoing monitoring of progress across the programme and its constituent projects, and helps to maximise connections and impact across the Programme. It also ensures a focus on programme values and on clear outcomes and alignment to the four outcomes set out in the action plan.

Baselines have also been developed for programme indicators, against which to monitor impact and progress in future years. This includes measures of public perceptions of paramilitary activity, which were included in the 2017 NI Life and Times Survey. The Survey questions have now been repeated for three years and the latest data was published in June 2020. In addition, Programme Team monitors other data to understand the impact of the Programme and patterns of paramilitary activity; this is now incorporated into a Programme dashboard which is monitored by Programme Board.

The Programme Team works to ensure that the collective aims and objectives of the Programme are fully understood and bought into across Executive Departments, statutory agencies and VCS partners, in support of building a 'one-team' approach to delivery. This includes a significant communications effort – the team has organised two successful conferences in October 2018 and November 2019 (see under A2 for further detail). There is information on the website <https://www.northernireland.gov.uk/articles/executive-programme-tackling-paramilitary-activity-and-organised-crime-0> and there is also a specific campaign website, [www.endingtheharm.com](http://www.endingtheharm.com). The twitter account (which has over 1150 followers) provides information to the public about the programme and helps promote a wider discourse.

Following on from the gateway report dated 27th March 2019 recommendations were made regarding the need to build additional dedicated Programme Team resources to manage an agile 'response mechanism' which pro-actively identifies and responds to future 'seize the moment' opportunities. Programme Team has provided resources for the Education Authority to use in an agile way in response to community events and developments. It has also provided resources for project leads to use in response to emerging relevant issues as a result of COVID 19. The Programme Team has a Stakeholder Relationship Manager in place and has recruited a Research and Intelligence Manager.

The Political Advisory Group was set up to facilitate engagement with political parties and met on a monthly basis ensuring that political parties

are informed and supportive of the approach being taken to delivery of the programme. These meetings were dissolved after the restoration of the Executive but the programme continues to engage regularly with political parties. The Political Advisory Group will be re-established in the autumn of 2020 with a refreshed terms of reference.

The team has reviewed the Programme subgroups in terms of attendance and subject matter and has decided to amalgamate the groups into a wider stakeholder forum involving all delivery partners and interested parties to help better address key issues emerging at this point in delivery. Establishing this forum has been delayed because of the impact of COVID 19.

**B12**

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<b>Develop, fund and implement an initiative (based on the INSPIRE model) focused on young men who are at risk of becoming involved, or further involved, in paramilitary activity.</b>	<b>The Probation Board will lead on the development of a model aimed at systematically addressing the age related specific risks, experiences and needs of young men who have offended and are at risk of being drawn into crime and paramilitarism.</b>	<b>5151</b>

The Aspire project commenced in the last quarter of 2017/18 as a new initiative. The project works with marginalised young men (aged 16 to 30) who are most at risk from being involved in paramilitarism and criminality. This includes both those under statutory supervision through the criminal justice system, and non-statutory referrals. The latter are typically young men who could be under threat (or previous threat) within their community, originating from families experiencing inter-generational trauma, involved in anti-social behaviour, in drug debt or involved in drug/alcohol abuse. They may also be unemployed with low educational attainment. Around 70% of referrals originate from the B4 areas. Most are unemployed (95%) and around half have reported a sense of fear and intimidation.

The project is led by the Probation Board for Northern Ireland, working with NIACRO and the Voluntary and Community sector to prevent and reduce offending and to enable these young men to resist negative influences and develop their full capacity. This involves intensive interventions with a focus on personal development, health and wellbeing, opening up access to alternative social pathways, including employment, training and stable housing.

Services include a mentoring programme for young men under PBNi supervision leaving prison, or in the early stages of their community sentence, together with a range of community based interventions, including restorative justice approaches for those not in the criminal justice system.

### **Summary of progress**

Since the beginning of the project, there have been 437 statutory referrals and 502 non statutory referrals to Aspire:

- Participants have been referred to a wide range of VCS services for support, including Princes Trust, Extern Igynte, Reading Room, Ascertain, Start 360, Springboard, Nexus, Victim and Survivor Services, Drug Outreach Team/Community Addiction Teams, Family Support Hubs, Barnardo's and Housing Rights.
- Involvement with the Learning Disability Team and 16+ Team and the Community Forensic Mental Health Team (CFMHT).
- Mentoring services have provided assistance with benefits, accommodation, social isolation, employment support and training, financial skill development, and developing independent living skills, registering with GP and support with medical appointments.

34 new referrals were received for the Aspire Team from April 2020 to June 2020. Additionally, 46 were appropriately referred to NIACRO for mentoring services which has provided a wraparound service, 15 of these were re-referrals to mentoring services. 13 successfully completed the mentoring aspect of the programme during this quarter and 7 withdrew consent.

There was an annual total of 151 referrals from April 2019 – March 2020. Whilst the overall total of referrals were lower than anticipated the level of intervention by the Aspire Staff remained very high. PBNi staff worked with a higher number of individuals for longer than the anticipated 26 weeks due to the service users complex needs, and the potential negative impact of ending the trusting and supportive relationship they had formed with their allocated workers. This is reflected in the low number of referrals (annual) transferred to local community teams post 6 month period of contact with the Aspire Team (11 in total).

### **Some examples of achievements to date include:**

- A number of participants have secured either employment, work experience or training/progression opportunities.
- Many have obtained independent accommodation.
- Feedback from those involved in the project includes increased confidence and independence, improved sense of well-being and feeling better integrated into the community.
- Meaningful engagement with Barnardo's – evidence of developing insight of impact of offending on children/developing parenting skills,

improved relationships and family dynamics.

- A number of clients have successfully completed work with addiction services.
- Many have achieved more stable financial circumstances.
- Over the latter half of this year there has been an increased number of service users attending addiction services. They are involved in reflective discussion on triggers to relapse/harm reduction. A number of service users have successfully completed work with addiction services. Ascertain rapid response service has provided a more responsive approach, reaching out to service users at a time of crises.
- The Aspire team has focussed on the delivery of 1:1 interventions to address alcohol/drug education exploring the physical and psychological harm of addictive behaviours, especially in current circumstances.
- There has been positive engagement in Victim Awareness work/Anger Management and Coping Skills by service users – feedback from men reflect positive impact and developing insight into the triggers to their involvement in offending with a focus on developing self-management skills.
- With support from mentoring services many service users have been able to access GPs to obtain prescribed medication/obtained ID and register with housing.

Feedback from exit questionnaires has reflected that all respondents valued the intensive support from Aspire.

**B13**

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p><b>As part of the cross-departmental programme, the Executive Departments with responsibility for Education, the Economy, Health, Communities, Infrastructure and Justice, together with the Executive Office, should all identify the opportunities available to them to both prevent at-risk individuals becoming involved in paramilitary activity and measurably address the underlying issues that put some young people at a higher risk of becoming involved</b></p>	<p><b>A cross-departmental programme to prevent vulnerable young people being drawn into paramilitary activity will be developed to sit within the Early Intervention Transformation Programme (EITP).</b></p>	<p><b>572</b></p>

Initially, delivery of this commitment was being taken forward by the Early Intervention Transformation Programme (EITP), led by the Department of Health, and two strands of work were undertaken in order to meet the commitment under B13. The first strand focused on programme development; and the second was the provision of funding for the Edges Project<sup>[1]</sup> pilot in the Newtownabbey area.

### **Programme Development**

The cross-departmental nature of the work, and the importance of linking other parts of the Action Plan with a programme of work related to this commitment led the Tackling Paramilitarism Programme Board to decide that responsibility for the action should rest with the Programme Team. A programme manager for B13 was appointed in June 2018.

Work to date has included stakeholder engagement and programme development work with policy leads and practitioners working on relevant issues impacting young people.

Key issues are the added value of a B13 programme and ensuring joined up working across partners and organisations and existing programmes. Stakeholders have highlighted that a lot of provision already exists for this target group, as well as a number of co-ordinating bodies for particular types of need. Strategies and initiatives are also being developed that have relevance including, for example, new projects on Adverse Childhood Experiences (ACEs).

### **Summary of progress**

- Regarding programme development, most of the linkages and relevant considerations have now been identified through research and stakeholder engagement; this work will shape the final proposals for the B13 programme.
- The Tackling Paramilitarism Programme Board approved a paper outlining the knowledge base and proposed approach in March 2019. A number of projects are now being supported to implement that approach. These are: planned interventions in Derry / Londonderry during the summer of 2019; a multi-agency pilot in Belfast City Council; and a Safeguarding Board project on Trauma Informed Practice. There are further discussions ongoing with Support Hubs.

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<sup>[1]</sup> The Edges project uses evidence-informed practice to build and support family stability for those families with troubled and/or troubling adolescents between the ages of 13 and 17, who are on the 'edge' of school exclusion, care, homelessness, becoming NEET and formal involvement in the youth justice system.

## **Planned Interventions**

In June 2019 the Programme Board approved funding for planned interventions to take place in the Derry/Londonderry area. The aim of the TEO Planned Interventions Programme is to engage young people in interface areas and areas where there is the potential of heightened social unrest during the summer period, particularly on weekend evenings and during the traditional times of community events .

## **Summary of progress**

- The funding provided allowed an additional 13 interventions projects to be delivered by community/voluntary groups from Derry/Londonderry impacting approximately 432 young people.
- Funded groups in Derry/Londonderry have now completed planned intervention evaluation reports and a full evaluation report has been provided.

## **Belfast City Council Multi-Agency Pilot**

Belfast City Council has been granted funding to support and implement the multiagency arrangements (piloted within Divis) to address the associated issues attached to victims of paramilitary groups and those under threat throughout West Belfast. The Council seek to procure services from groups within the Northern Ireland accredited restorative justice schemes, to deliver a targeted co-ordinated piece of work to address the needs of those under threat, with a particular focus on improving communication and co-ordination amongst services funded to work with these individuals and their families within West Belfast. This work will include an assessment of need for those under threat (supported by a PSNI Threat Manager) increased awareness of local support available and a proactive case management system to support, protect and prevent PSAs within West Belfast.

## **Summary of progress**

A number of meetings of core partnership agencies have taken place with roles and responsibilities agreed including guidelines and boundaries. In the first quarter a total of 37 People engaged with the project having been referred from PSNI, Base 2, NIHE, Social Services, Community Groups and CRJI Offices. Actions have been taken to ensure their safety and CRJI will continue to engage with paramilitary groups

on behalf of those that are under threat from them and also for family members who believe that their loved ones are in danger of becoming involved with these groups.

### **The Edges Project**

Edges provided support to families with troubled and/or troubling adolescents between the ages of 13 and 17 to address issues that can put young people at risk of involvement in paramilitary activity. EITP and the Tackling Paramilitarism Programme provided support for the Edges Project in the 2018/2019 financial year, to extend the pilot evaluation, and to maximise project participation. This allowed a robust evidence base to be gathered to inform an in-depth evaluation and future decisions about roll out. The Edges Project has now been completed.

### **Summary of progress**

- The Edges project worked with young people with a range of criminal issues including substance misuse, physical violence to others, damage to home property assault, anti-social behaviour, shop-lifting, possession of drugs (and potentially selling them), sharing explicit images, underage sex, driving offences, resisting arrest and fraud.
- There was an increase in education based referrals. The School Based Care Team referrals identified young people with a range of complex difficulties.
- Work tracked the outcomes for young people and their families and to measure the success of the project – an evaluation report is now being completed, and learning from that will help to inform development of the wider programme.
- The Start 360 Information Team will be following up with families who received the service at 6 and 12 months post-intervention to see if the progress made during contact with Edges has been maintained.
- Following the Regional Edge of Care Workshop a “plan on a page” on Intensive Support for young people “edging towards care” has been developed and sets out underlying principles, outcomes and priorities using OBA methodology.



D1		
Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p><b>The Executive should prioritise steps to significantly and measurably improve the educational and employment prospects of children and young people in deprived communities, focusing particularly on those who are at greatest risk of educational under-attainment.</b></p>	<p><b>DfE, through the ‘Social Inclusion’ project in Further Education Means Success, will identify the barriers that inhibit groups of learners from participating in further education provision, and explore ways to overcome those barriers.</b></p> <p><b>DE to continue to promote pupil attendance at school</b></p> <p><b>DfI will, in line with the rest of the public sector, ensure social clauses are included in contracts for major infrastructure schemes.</b></p>	<p><b>1044</b></p>
<p>DfE commissioned research relevant to this commitment in order to identify and analyse the barriers that inhibit different groups of learners/potential learners from engaging and participating in education, training and employment. As a result, it became apparent that more bespoke research and engagement was needed. This led DfE to commission, from the Institute for Conflict Research, a bespoke piece of work focusing specifically on barriers for those who are at risk of becoming involved with paramilitary groups. The aim of this is to provide the Department with a deeper insight into this group, and the specific barriers to education and employment which they face, and provide recommendations on suitable policy interventions to address their identified needs. This research was published on 24<sup>th</sup> September 2018. <a href="https://www.economy-ni.gov.uk/publications/barriers-participation-and-progression-education-evidence-review">https://www.economy-ni.gov.uk/publications/barriers-participation-and-progression-education-evidence-review</a></p> <p><b>Summary of progress</b></p> <p>The Institute for Conflict Research published its report on ‘Barriers to participation and progression in education and employment for those at risk of becoming involved in paramilitary organisations in Northern Ireland’ on 16<sup>th</sup> September 2019. <a href="https://www.economy-ni.gov.uk/sites/default/files/publications/economy/Barriers-to-Education-and-Employment-young-people-risk-from-paramilitary-organisations.PDF">https://www.economy-ni.gov.uk/sites/default/files/publications/economy/Barriers-to-Education-and-Employment-young-people-risk-from-paramilitary-organisations.PDF</a></p>		

## **Peace4Youth Programme**

In progressing the activities under this commitment thus far, synergies have been sought with the implementation of the Peace4Youth Programme. This is a jointly funded cross-border intervention with the Irish Government under the EU PEACE IV Programme (Children and Young People (Priority 2.1)). This is closely aligned with the vision and objectives of United Youth as set out in the NI Executive's Together: Building a United Community (T:BUC) Strategy.

The Programme is targeting 7,400 14-24 olds who are disadvantaged, excluded or marginalised; have deep social and emotional needs; and are at risk of becoming involved in anti-social behaviour, violence or paramilitary activity.

### **Summary of progress**

- The programme is on track to successfully achieve its objectives with over 4,000 young people having participated to date.
- The projects are supporting participants to develop capabilities in the outcome areas of personal development, good relations and citizenship, designed to lead to increased life chances for the young people involved including their enhanced employability.
- The independent evaluation of Phase 1 of the programme (October 2018) was highly positive with the majority of indicators under the main outcome areas showing clear progression for participants. Almost 80% of the young people surveyed indicated they were going to progress to education, training, employment or voluntary/community engagement, and almost 90% had gained a qualification in at least one area.

Phase 2 of the programme began in early 2019, will run until 2021/22 and is progressing well, a second evaluation of the programme is due in October 2020.

## **Promoting pupil attendance at school**

DE has a range of policies in place aimed at tackling educational underachievement and to close the achievement gap by improving the quality of educational provision. Since October 2018, the Department has had access to in-year attendance data which provides absence data by school – this is enabling closer monitoring and the identification of issues much earlier than before.

The Department has also worked with Queen's University and the Education Authority to deliver attendance workshops for approximately 18

schools with a high proportion of pupils from disadvantaged backgrounds and low attendance levels. An event to wrap up the involvement with QUB took place in November 2018. At that event, the “Challenge of Improving Pupil Attendance at School” Case Study paper was launched. This paper highlighted ten good practice examples for managing pupil attendance.

DE also launched a new parental engagement campaign (“Give your child a helping hand”) last year and feedback was very positive. Additionally, a new “Play Matters” campaign was launched in August 2018 to emphasise the importance of playing with your child from an early age and the positive impact this can have on outcomes.

Due to the Covid-19 pandemic schools have been officially closed from Monday 23 March 2020. Inevitably, Covid-19 will have had a detrimental impact on pupil’s attendance. Ahead of the forthcoming academic year further guidance will be issued to schools listing a range of possible attendance scenarios that they may encounter in light of Covid-19.

### **Summary of progress**

- DE has been building on the launch of its attendance strategy (launched in December 2016), which identified the need for tailored support for pupils with specific barriers to attendance and attainment.
- A range of attendance posters has been produced to provide help for young people and guidance for schools.
- An Attendance Desk Aide and a school circular which gives comprehensive guidance on managing attendance were updated in Oct 2018 and September 2019. These included a broadening of the definition of some absence codes and a new “Extended Leave” absence code. This guidance has assisted schools to manage the attendance of newcomer pupils and further amendments regarding its use have been implemented in order to enhance the authentication of applications which ensure that schools are able to provide evidence to substantiate the reason for the absence.
- The best practice from the attendance workshops is being disseminated more widely, and engagement with schools around specific areas effecting attendance is continuing in 2019.
- A 4th media burst of DE’s “Give your child a helping hand” campaign took place in September and October 2019. DE has distributed copies of a booklet – ‘Give your child a helping hand – top tips for parents’ to all pre-school and nursery establishments. The most recent burst took place in February and March 2020. A link to the TV campaign can be found [here](#). Subtitled versions of the campaign advert have been provided in 12 languages.
- DE continues to share its new in year attendance data with employing authorities including the Education and Welfare service. This provides absence data by school which enables closer monitoring and the identification of issues closer to the time.

- DE has developed a new advertising campaign on the impact that being absent can have on a young person's outcomes. The new "Miss School. Miss Out" campaign highlights the impact which being regularly absent from schools can have. The campaign was launched in August 2019 and has been viewed over 400K times. The 2nd burst of the campaign took place in October and November 2019 with the 3rd burst running in January and February 2020. [The video for the campaign can be viewed here.](#)

## **WRAP Programme**

A pilot programme is now in place to provide wrap-around education services to children and young people in a number of different geographical areas which are significantly impacted by social and economic deprivation. The programme delivers a holistic intervention which connects young people, their school, their family, and the community. Focus has been on the establishment of appropriate mechanisms to ensure delivery of outcomes.

Due to restrictions arising from the Covid 19 pandemic Wrap partners continue to support families during lockdown through a combination of home activity packs, social media, phone calls, video calls and on line activity. As well as contributing to annual targets, helping to maintain communication, relationships and trust.

Work which has taken place includes:

- A programme for young people at pre-employment stage at risk of disengaging was delivered by Greater Shantallow Area Partnership. All participants gained a work placement, at least 2 qualifications and expressed satisfaction with the programme.
- The Greater Shantallow Area Partnership also delivered a Mini Questing Programme and Home support for families with pre-school children. 19 families took part and 100% of participants showing increased levels in locus of control, self-efficacy and well-being, 100% of parents reported to be more confident. GSAP have, as far as possible, ensured ongoing contact with families and young people including the wide distribution of educational and self-care packs. They have undertaken significant work in the community in response to Covid-19.
- Forward South Partnership have delivered the STEP Programme which is a series of initiatives that are focussed on the early years / pre-school, primary school and, to a lesser extent, post primary. These include perinatal cafes, a drop in programme for ROMA Community, Loving Learning programmes, Big Step (mindfulness) programme, a Solas Special Education Needs programme, home visits and parenting classes in South Belfast. The ROMA perinatal programme engaged with 103 families. The Big Step transitions programme was delivered in 8 schools to 422 pupils. An evaluation of the programme, completed by 4 schools so far - showed positive improvement in emotional wellbeing. A family Support programme with Barnardos worked with 16 families and participated in 67 home

visits, 6 parents also participated in a 6 week Boosting Brains Programme and 16 parents participated in a 12 week Incredible Years Programme. All parents reported that the two parent programmes were useful for them.

- Forward South is also developing an educational infrastructure across south Belfast, in line with school need, and is developing links between schools and the community and voluntary sector, promoting education and other supports. Partners have been innovative in their approach to continue to deliver services and maintain relationships during lockdown and beyond. A number of useful case studies have been produced which will inform learning on the programme.
- In Rathcoole/Monkstown two projects are being delivered. Boost is aimed at pupils who are underachieving at Key Stage 2, as well as their parents. There were 236 participants with 80% reporting increased understanding of topics and positive feedback was received from principals. Aspire supports post primary pupils through work with Monkstown Boxing Club. Teachers, project workers and other staff have continued to support pupils during lockdown and Thrive reported increased levels of parental engagement. Boost have planned a range of summer activities to support the return to school.
- In East Belfast programmes have been commenced to provide after school literacy support, GCSE revision support for pupils who may not achieve a grade C in GCSE English or Maths, a 'stepping-up' transition guide for year 6/7 pupils, ongoing Solihull training and a Parenting NI 'challenging behaviour' course for schools. An innovative plan of summer activities have been planned and a schools survey created to establish how they can support schools and families beyond Covid lockdown. Schools have identified areas of children's mental health & wellbeing, resocialisation, support for transitioning children, learning deficits and inequalities. The survey responses have shaped the revised work plan this year and ongoing consultation with schools and community will continue to develop appropriate responses to need.

### **Inclusion of social clauses in contracts**

DfI does this as a matter of course with all its contracts.

In addition, a 'Buy Social' approach has been adopted in the implementation of the Tackling Paramilitarism Programme. 'Buy Social' is a way to maximise the benefits from public procurement in terms of personal well-being, social cohesion and inclusion, equal opportunities and sustainable development and has a particular focus on securing employment opportunities in areas with high levels of disadvantage. In addition, a programme of work has been agreed with the Buy Social team, who have been working with relevant projects to consider potential opportunities for participants, including the Communities in Transition project; the Women In Community Transformation project; the Aspire project; programmes for young people and opportunities for those with an offending background.

1590 people who were long term unemployed or had no substantial work experience have now been able to access a job opportunity through a Buy Social project. Of the 1590 –

- 393 (25%) are women.
- 1125 (71%) are under 25 years of age
- 266 (16%) live in a Neighbourhood Renewal Area
- 67 (4%) live in a B4 area

876 New Entrant Trainees have completed their Buy Social period. Of these people, 474 remained with the employer, 99 returned to education, and 53 gained alternative employment.

Buy Social has now been integrated into the normal business of the Strategic Investment Board. They continue to work with Departments to target the priority groups in their social considerations and to work with community and other groups who work with beneficiaries.

**D4**

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
The Executive should put in place strong programme management arrangements for developing and delivering the strategy.	The Executive will establish a dedicated unit to ensure a joined up approach to delivering this programme.	194
See under B7 update		
<b>Total budget allocated from 2016-17 to 2020-21 for <u>Long Term Prevention</u></b>		<b>£13,238K</b>



## BUILDING CAPACITY TO SUPPORT TRANSITION

**Outcome – Support is available for those who wish to move away from paramilitary activity and structures**

A3		
Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<b>The Executive should work with leading figures and organisations throughout all sectors of society to take a stand against criminality in Northern Ireland and promote responsible cooperation with authorities as part of a culture of lawfulness</b>	<b>Bring forward proposals for engagement on this issue via community, voluntary, and sports forums.</b>  <b>Expand the Attorney General’s “It’s your Law” programme</b>	<b>639</b>
<p>This commitment sits within the overall commitment by the Executive to promote a culture of lawfulness. As noted under A1, a lawfulness framework and a set of guiding principles has been developed which is a key reference point for implementation of Commitment A3.</p> <p><b>DfC has been working with voluntary and community sector partners to deliver three lawfulness initiatives:</b></p> <p><b>1) The NI National Citizen Service (NI NCS) Programme</b></p> <p>Following a workshop and panel discussion with a group of NI National Citizen Service graduates in 2017, the Department for Communities supported a ‘lawfulness’ pilot, delivered as part of the 2018 NI NCS programme. This element of the Programme engaged with approximately 200 young people in workshop led discussions and a poster campaign, aimed at engaging more young people and highlighting the issue of paramilitary attacks.</p> <p>For the first time, a requirement to promote lawfulness has been mainstreamed within the design of the NI NCS programme and an outcome to measure this activity has been included within the 2019 NI NCS programme which is engaging with 355 young people. The young people have explored the concept of lawfulness through a range of bespoke sessions that included opportunities to examine the role of police in communities; consider how the justice system works; how young people can become manipulated and exploited by paramilitary or criminal gangs; and workshops promoting the concept of mutual respect and addressing barriers between law enforcement and minority communities.</p> <p>The delivery of the autumn programme involved the participation of 127 young people, led by Co-operation Ireland and a consortium involving Belfast YMCA, YouthAction NI, St Columb’s Park House, Youthworks NI, Start360, and Volunteer Now.</p>		



Activities included a session delivered by Start360 and the Dept of Justice which focused on the law and consequences as well as Youthworks delivering a cultural lawfulness session that examined the role of police in communities and Northern Ireland; how the justice system works; and how young people can become manipulated and exploited by paramilitary or other criminal gangs. This 3 hour session saw the young people fully immerse themselves in the discussions and debates.

Unfortunately due to Covid-19 pandemic the NI National Citizen Service Programme will not be delivered in 2020/21.

## **2) Redeeming Our Communities (ROC)**

There are ROC Action Groups in the Lower Shankill, Newtownards Road, St James' and Lower Falls areas of Belfast. These groups have been formed following ROC 'Conversation Events' in each of the locations and attended by statutory agencies, including PSNI, NIFRS, Belfast City Council, DfC, and DoJ, as well as schools, faith-based groups and local residents.

These structured community engagement events and action groups align with a number of the principles set out in the 'Lawfulness Framework', namely: to inspire and encourage attendees to proactively make a difference in their communities; connecting and engaging local residents with community and statutory agencies; empowering local people to have their say; and galvanising local people into action.

ROC Action Groups in the Lower Shankill, Newtownards Road and two West Belfast locations continue to meet every 6-8 weeks to progress issues identified at Conversation events. Members of the Lower Falls and Lower Shankill Action Groups are also now participating in the wider ROC Action Group network and this is resulting in the empowerment of local leaders through networking and sharing best practice.

ROC has committed its long term support by providing consultative support to the Action Groups to 'turn the talk into action' and enable communities to look at issues such as mental health, communication/co-ordination, youth/anti-social behaviour and drugs.

Ongoing work includes:

- ROC St James Action Group welcomed the involvement of new parents and grandparents and is preparing for a family event.
- ROC Lower Falls Action Group has continued with its school uniform project and using the West Belfast Foodbank at Conway Mill as a base for distribution. In addition to the 100+ families that were assisted with school uniforms during the summer months, a further 25 families have been supported. The school uniform project meets the key issue of poverty identified at the ROC Conversation event. It also contributes to the issue of illegal lending as families may not resort to illegal forms of borrowing to meet basic needs.

### **3) Volunteer Now**

Volunteer Now (in partnership with Sport NI and the Ulster University) delivered a citizenship programme (the Small Steps project) to 473 Primary 7 school children from 16 schools from the following areas: Derry/Londonderry, Larne/Carrickfergus, Lurgan and Bangor. The schools were in areas of deprivation / high levels of paramilitary activity. The programme looked at lawfulness through sport, values-based activities, practical volunteering tasks and legal workshop-based activity with the aim being to promote a culture of lawfulness and active citizenship among young people by developing an awareness of the law and how they can play a role in promoting respect to the law among peers, family and community. A second phase commenced in December 2019 engaging with Primary 7 children in schools in the North West (Derry City & Strabane and Causeway Coast & Glens Council areas) Whilst the Covid 19 pandemic impacted delivery in March 2020, a total of 246 young people took part in phase 2 of the programme.

This programme has now completed and an evaluation was carried out by University of Ulster. Delivery and verbal feedback from the children, teachers and parents was very positive showing that there had been good engagement and that messages had been heard and brought home to parents. Volunteers benefited greatly in terms of learning and enjoyment from working with the children.

### **Safer Borrowing Pilot**

A pilot project was developed with Volunteer Now in a partnership with Stranmillis University College and The Consumer Council NI on the use of money management resources. The pilot was aimed at Primary 7 children to educate and raise awareness of money management and safe borrowing options in a bid to deter the use of illegal lenders in adult life. The intention was to deliver to 450 children in primary schools in areas that align with the B4 targeted locations. Due to the impact of Covid-19 the project had to be cut short but was delivered to approximately 300 pupils across 15 schools throughout the Province. An evaluation for the project is expected within the next few months.

### **Sporting Partners Project**

Funding has been approved to deliver a pilot project involving four Sporting Partners - Irish FA, Ulster GAA, Ulster Rugby and Belfast Giants. The project aims to use the universal appeal of sport to provide physical activity, sports-based learning and support for individuals, targeting a cohort of hard to reach young people with the view to use sport to prevent vulnerable or young people from becoming involved or recruited into paramilitary activity, organised crime or criminality.

#### **4) DfC Mapping Exercise**

The Fresh Start Team have carried out a mapping exercise across the Department to identify projects funded by the Department for Communities (DfC) which contribute, either directly or indirectly, to the delivery of the Executive Action Plan. There are currently 210 projects across DfC that are either directly or indirectly contributing to the achievement of the objectives contained within the TP Action Plan. This is a significant contribution to the overall plan and it is important to recognise the impact that this wider work across the Department has to delivering the outcomes associated with the Action Plan. Currently there are 19 projects contributing to the achievement of A3. The key themes include: Sport & Volunteering, Advice & Support, Debt & Financial Wellbeing and Citizenship.

While these 210 projects were not specifically delivered to target the delivery of the Executive TP Action Plan, and as such this was not included in objectives or performance measures, it is clear that they are having a positive impact on communities across NI particularly areas of high deprivation i.e. Neighbourhood Renewal (NR) Areas which tend to be areas that are also vulnerable to other unwanted influences including paramilitaries. A small number of projects around volunteering and advice are being delivered province wide.

#### **“It’s Your Law” programme**

The aim of the “It’s Your Law” programme is to promote lawfulness; to support law and order and the justice system; and to promote active citizenship in building a culture of lawfulness. It is aimed at the unemployed young people and young people in school who are at risk of exclusion and are educationally underachieving, with a particular focus on those schools/young people who are at risk of influence from paramilitary / organised crime.

A trainee solicitor is engaged to assist with development and delivery of the programme and to act in a ‘peer mentor’ capacity. The programme is being delivered in partnership with The Prince’s Trust to help reach young people in the community and in schools.

#### Recent progress

28 sessions have been delivered to date. No further sessions have been delivered this quarter as the Prince’s Trust has had to pause delivery of the youth programmes with which the Attorney engages due to the Covid 19 pandemic, however the programme has been redesigned to allow it to be delivered online to young people affiliated to the Prince’s Trust programmes in their own homes. A promotional video has also been produced to raise awareness and increase uptake.

A9		
Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
The Executive should put in place a dedicated fund for restorative justice initiatives to provide enhanced levels of resource over longer periods of time to deliver positive outcomes for individuals and communities. This should include resourcing the proposal for a centre of restorative excellence.	<p>The Executive will put in place a dedicated fund for restorative justice initiatives.</p> <p>The Department of Justice will carry out a feasibility study to identify best options for a new centre of restorative excellence.</p>	542
<p>During 2017/18, the Department of Justice commissioned an independent feasibility study to seek to identify the best options in establishing a Centre of Restorative Excellence. As well as reviewing international literature in relation to the effectiveness of restorative practice/restorative justice (RP/RJ), the researchers also met with key stakeholders from a range of organisations and conducted five community workshops.</p> <p><b>Progress update</b></p> <p>The research recommended that a centre be established, and the Department has been working with other criminal justice organisations and Government departments to consider the implications of the feasibility study and consider a preferred option for future arrangements. A draft Adult Restorative Justice Strategy document has been updated to take into consideration the newly functioning Executive and is ready for Ministerial consideration, although this has been delayed due to Covid-19.</p> <p>The Department of Justice has established a Working Group to assist with the further development of proposals on this issue. Research has been carried out in relation to staffing structure, grades of staff and centre location and a public interest test has been prepared.</p> <p>The community based accredited restorative justice organisations are also essential partners in successfully progressing this work in line with the spirit of Commitment A9. Levels of core funding have been maintained, to date, in order to support the organisations in further developing capacity and practice. Proposals on restorative practice are being developed under the B4 commitment and a regional restorative practice</p>		

project has been commissioned that is valued at approximately £1.4m.

The Justice Minister has approved restarting the accreditation process for community based restorative justice groups and work is underway with the Secretary of State to allow Agency Arrangements to be put in place to enable this to proceed. A consultation on the proposed Adult Restorative Justice Strategy consultation process has been launched and is due to close in September 2020.

**B1**

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p>The Executive should urgently adopt recommendations by the Review Panel that (a) the Fair Employment and Treatment Order 1998 (FETO) should be amended; (b) the employers' guidance should be implemented in respect of public sector recruitment and vetting; and (c) that there should be greater transparency over all these issues. Oversight of the implementation of these specific measures should be included within the remit of the Independent Reporting Commission.</p>	<p>Amend the Fair Employment and Treatment Order 1998</p> <p>Implement the employers' guidance for the NICS</p> <p>Ensure greater transparency over all these issues.</p>	<p>117 (B1 – B3)</p>

**Fair Employment and Treatment Order 1998**

**Summary of progress**

Engagement has taken place with the Office of the Legislative Council, the Ex-Prisoner Review Panel and the Executive Office. TEO Officials have drafted policy instructions to amend the legislation which can now be progressed following restoration of the Executive. The changes in FETO will need primary legislative change and will require a minimum timeframe of 5 months post drafting, depending on the legislative process. A submission is being finalised which will advise Ministers of the potential policy options to inform a decision.

Consideration is being given to reviving a sub group of the overall Working Group to discuss and follow up any identified issues on continuing barriers to employment. There has also been engagement between TEO and DfC officials on how to assist ex-prisoners with conflict related convictions to get back into employment.

The Ex Prisoner Review Panel met most recently on 21 May 2020.

## **Employers' guidance for the NICS**

### **Progress update**

The NI Civil Service (NICS) has implemented the Employers' Guidance, and all policies have been amended to adopt the change. Work is ongoing to promote the guidance to the wider public sector; the Head of the Civil Service has written to Chief Executives of each of the 11 Councils, and to all Permanent Secretaries, highlighting the guidance and asking them to inform their ALBs and NDBPs of the changes and to promote and encourage their adoption.

A website providing information, support and advice for ex political prisoners, their family members and prospective employers is now operational – [www.reviewpanel.org](http://www.reviewpanel.org). The Review Panel has held two outreach events to date, one in Belfast and one in Derry/Londonderry to promote the work of the panel and the employers' guidance. The Review Panel is also considering how to further widen engagement.

NICS HR officials have delivered presentations at outreach events to ex-prisoner groups on NICS recruitment and adoption of the Employers Guidance and has encouraged ex-prisoners and their families to apply for positions within NICS. The Office of the Commissioner for Public Appointments has also offered to brief ex prisoner groups on the public appointments process. The Secretariat continues to liaise with NICS HR colleagues with regard to opportunities for disseminating information on NICS recruitment opportunities.

The Review Panel Work Programme for 2020/21, which will consider how to broaden engagement with the wider ex-prisoner community as well as employers, is currently undergoing review to take account of Covid 19 restrictions and identify where work can continue in the current circumstances.

### **Greater transparency**

More generally in relation to achieving greater transparency, these issues are discussed by the Review Panel, which meets on a monthly basis, and appropriate action is identified and taken where necessary to facilitate progress. Members of the Ex-Prisoners Working Group are updated on the progress of all these issues at their meetings.

The Review Panel website provides a wide range of information, advice and support for ex-prisoners, their families, and prospective employers ([www.reviewpanel.org](http://www.reviewpanel.org)). External organisations, including ECNI, NIACRO, NIHRC, and the Charity Commission have provided information to be displayed on the site.

### **B2**

<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Review Panel's work should continue to consider what steps can be taken to improve access to financial services (including lending and insurance), adoption, and travel advice</b>	<b>Engage with the Review Panel to address issues identified</b>	<b>See under B1</b>

### **Progress update**

Progress has been made on increasing access to insurance for those with conflict related convictions. An updated list of insurers has been prepared.

The Department of Health is bringing forward proposals in relation to new adoption legislation. The Adoption and Children Bill contains a specific power to make regulations which may provide that an adoption agency, in determining the suitability of an individual to adopt, must not take into account offences of a prescribed description. The regulations and the offences to be prescribed will be subject to public consultation once the Bill receives Royal Assent. This can now be taken forward following the restoration of the Executive.

TEO officials have engaged with the US Consulate, NIO, Department for Foreign Affairs and the NI Bureau in Washington to discuss the way forward on issues relating to travel to the United States.

The Review Panel meets regularly and continues to take forward work on individual cases in relation to barriers faced and has engaged with the Australian, Canadian and New Zealand embassies on ongoing difficulties with access to travel to these countries. Junior Ministers have now been invited to meet with the Review Panel to discuss their work and highlight ongoing issues.

**B3**

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<b>The Executive should make representations to the US Secretary of State to seek an expedited procedure for visa applications from ex-prisoners affiliated with groups on ceasefire</b>	<b>Make representations to the US Secretary of State to seek an expedited procedure for visa applications from ex-prisoners affiliated with groups on ceasefire</b>	<b>See under B1</b>

TEO have met with the US Consulate in Northern Ireland, and engaged with the Northern Ireland Bureau in Washington, with a view to advancing this issue with the State Department. However, advice has indicated that the current political climate in the US makes progression on this issue difficult.

Officials will continue to liaise with the US Consulate, NIO, DFA and NI Bureau colleagues to ensure this issue is kept on the agenda.

In parallel with the above work, the Review Panel seek to help on a case by case basis, where appropriate. In this work they are actively involved in facilitating engagement between individuals and the US Consulate. The insights derived from these individual cases are helping to inform the development of the over-arching policy representation. A draft paper is currently being finalised by NIO, which will include a case study from an ex-prisoner, to facilitate further discussion with the US Consulate / State Department on this very current issue.



<b>B4</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Executive should establish a fund to support ambitious initiatives aimed at building capacity in communities in transition, including through developing partnerships across civil society and across community divisions.</b>	<b>Establish a fund to support ambitious initiatives aimed at building capacity in communities in transition.</b>	<b>9177</b>
	<b>[NIHE Re-imaging programme – 2016-17; and 2017-18]</b>	<b>598</b>

Action B4, also known as the ‘Communities in Transition Project’ aims to support eight identified geographic areas across Northern Ireland, where there has been a significant history of paramilitary activity and coercive control, to move to more open and accessible communities where paramilitarism no longer play a role. The areas, listed below, were identified through research commissioned in late December 2016 for the Tackling Paramilitarism Programme Board.

- North Belfast - New Lodge and Greater Ardoyne
- West Belfast Lower Falls, Twinbrook, Poleglass, Upper Springfield, Turf Lodge and Ballymurphy
- Shankill (upper and lower, including the Woodvale)
- Derry/Londonderry - Brandywell and Creggan
- Larne area, including Antiville and Kilwaughter and the Carrickfergus area, including Northland and Castlemara
- East Belfast - The Mount SOA (1) (2) and Ballymacarrett (2) and (3)
- Lurgan - Drumgask and Kilwilkie
- North Down - Clondeboye SOA (2) and (3) and Conlig (3) which includes Kilcooley and Rathgill

In taking forward this work, TEO procured a Strategic Partner to develop a two-phase programme to support the department in the delivery of Action B4.

Phase 1 consisted of an engagement process in each of the eight areas to identify the key issues relating to ongoing paramilitarism and organised crime and engage local people in identifying activities that could be commissioned by TEO to build capacity and support transition in

these communities.

Seven key emerging themes were identified where interventions would be required to facilitate transition. The themes are as follows:

- Community Safety & Policing
- Addressing the needs of young people
- Health & Wellbeing
- Environment & Culture
- Community Development Issues
- Restorative Justice & Restorative Practice
- Personal Transition

A Participatory Design Phase (PDP) involved further direct engagement with communities and key statutory stakeholders, providing the opportunity to help shape project activity and inform more tailored interventions in response to the issues previously identified.

### **Summary of progress**

The requirement of the CIT Project is to commission the appropriate delivery partners to carry out the specific interventions identified during Phase 1 and deliver the required outputs for each of the eight areas, therefore lending itself to procurement.

The tender process for longer term project activity commenced on 27 September 2019 and the first two projects were awarded on 14 November 2019.

Delivery of 28 contracts are progressing despite restrictions imposed as a result of the Covid 19 pandemic. These contracts include 6 capacity building/community development programmes underway with 82 groups recruited, 2 area regeneration projects, 8 health & wellbeing programmes, 1 employability programme, 6 community safety awareness programmes, 4 arts and culture projects and a regional restorative practices programme. Two further tenders have been published including a personal transition project in Lurgan, which has now been awarded and the tender for a project working to raise aspirations of school age children and young people in North Down .

During the community engagement process the community identified a need for a local resource to support delivery of the interventions in the community. Local Co-ordination Teams have been established in each area to ensure there is a consistent presence within each community that is able to build relationships within and across the relevant areas. An important element of this delivery structure will be establishing and

maintaining links to other elements of the CIT Project and the Tackling Paramilitarism Criminality and Organised Crime Programme. As part of the local delivery structure, Local Reference Groups will also be established and terms of reference for these groups are currently under development.

The emergence of COVID-19 and the strict measures and restrictions put in place to try to manage the crisis have the potential to impact on delivery of some elements of project activity under the CIT Project. TEO is committed to working closely with communities throughout the coming weeks and months to mitigate the impact and take any necessary actions required to assist in the continuance of projects. Local Area Co-ordination teams are working closely with both Co-Operation Ireland and all delivery partners to offer advice and support and to better understand the potential impact COVID-19 may have on their organisations and projects.

#### Examples of work to date

- The Restorative Practice project commenced in March 2020, and has been renamed the 'STARS' project (Striving Towards an Active Restorative Society). To date over 80 organisations have been engaged and 236 volunteers have been recruited to the programme. Contact with a number of local schools has helped provide support for young people who are struggling.
- Blackie River Community Groups have commenced a health and wellbeing project in West Belfast. To date 67 volunteers and 51 community organisations have signed up to the programme with the training of volunteers due to take place shortly. The project is now accepting participant referrals using a needs assessment approach with over 90 participants recruited to date.
- A community safety project in Lurgan, being taken forward by Community Restorative Justice Ireland, was awarded in February 2020 and extensive community engagement/consultation has taken place, which has received 207 responses to date. The Delivery Partner has implemented an emergency response initiative to respond to community safety needs in light of Covid19, this has already resulted in better relationships with PSNI and made connections with the local community. A Community Engagement Forum has been formed with 22 volunteers recruited and a timetable of engagement sessions have been scheduled for the remainder of the project.
- Gas Yard Wall Feile - 5 local community organisations in Creggan and Brandywell have been actively engaged to support programme delivery. The Easter Feile event was moved online with over 30 individual events/activities delivered with circa 60k active engagements recorded through social media analytics. In addition, an ongoing programme of events and activities 'Community in Lockdown' is being delivered.
- The Ashton Community Trust have commenced an urban regeneration project in North Belfast. 10 local community organisations have engaged and 2 Action Committees (one in Ardoyne, one in New Lodge) have been established each with 5 participants each. Committees currently working to identify potential sites/projects, one per area. Training materials for participants developed and training due to commence for participants online.

## Re-imaging Programme

A commitment to extend the NI Housing Executive (NIHE) Re-Imaging Programme was also included in the context of the B4 commitment to support communities in transition. It is centred on NIHE's ongoing commitment to tackling paramilitary activity, criminality and organised crime within Housing Executive estates and their desire to progress their estates to normality. The additional investment from the Tackling Paramilitarism Programme (£498k in 2016-17 and £100k in 2017-18) has helped to support transition by enabling 20 new re-imaging projects to be implemented. This has involved community participation with residents, including young people. An evaluation of the 2016/17 programme indicated that the majority of work undertaken via the re-imaging programme could be considered as preparatory work which would help communities establish a new vision for their areas, build capacity, install confidence and enable residents' voices to be heard, with the long-term aim being the complete removal of paramilitary symbolism within Housing Executive estates.

NIHE has continued to encourage and develop re-imaging projects by working in partnership with local groups to encourage a real change within communities most affected by paramilitarism. In parallel with re-imaging work NIHE has also introduced enhanced training and capacity building to ensure sustainable outcomes (hearts and minds alongside physical elements of reimagining). NIHE continues to fund additional re-imaging projects outside of the Tackling Paramilitarism programme.

## B5

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p><b>The Executive's programme for women in community development should be designed not only to enable women's organisations to continue to carry out transformative community development work in our communities but also to ensure that women are equipped to take on more leadership roles in public decision-making.</b></p>	<p><b>The Department for Communities will organise a series of co-design workshops to determine the shape and content of the programme. These will include TEO and DOJ participation and other Executive Departments where appropriate, alongside experts in the community and women's organisations who will be taking forward the delivery of the programme.</b></p>	<p><b>1911</b></p>

## **Women Involved in Community Transformation (WICT)**

The Voluntary and Community Division (VCD) of DfC implemented a co-design process, involving key stakeholders from the women's sector and voluntary sector in Northern Ireland, to develop plans for a programme to support women involved in community transformation.

As part of the development plans, DfC's Women's Early Intervention Programme (WEIP) was developed and delivered in February and March 2017 to identify groups of disengaged women and prepare them to join in DfC's larger Women Involved in Community Transformation (WICT) Programme. Following a successful pilot in 24 geographical areas across Northern Ireland, and a series of stakeholder engagement events, a two-year WICT programme has been delivered by a consortium of women's and peacebuilding organisations since October 2017.

**Phase 1** (October 2017 to March 2018) comprised a five module training programme delivered in partnership with local women's groups and community organisations. The modules covered: Citizenship, Leadership & Mentoring, Personal Development & Health/Well-Being, Women in Peace Building and Women and the Justice System. This training, included an opportunity for accreditation and sought to increase the skills, knowledge and confidence of the participants: preparing them for progression into Phase 2. Phase 1 involved 539 women and was delivered in 26 locations, including the 8 areas identified by the Programme Board for focused interventions under action B4.

### **Summary of progress**

A graduation event was held in April 2018 to mark the achievement of the 500+ women who successfully completed Phase 1 of the Programme which resulted in 59% of the participants receiving accreditation. Following the graduation event, participants moved forward into phase 2 of the 18 month programme which sought to consolidate the learning from phase 1 and equip them to have the confidence and skills to contribute to community development.

**Phase 2** (from April 2018 – 31 March 2019) is now complete, with 439 women having taken part. This phase sought to embed the participants' 'classroom' learning about community transformation into their everyday lives via a range of 'service and training' opportunities. Four innovative 'service and training' pathways were designed for Phase 2, covering: Social Innovation: Community Leadership: Women in Civil Society and Communication & Engagement. A fifth 'co-design' pathway was available where special requirements were identified through Mentoring and undertaking Training Needs Analyses.

An evaluation by Community Evaluation Northern Ireland (CENI) of both Phase 1 and Phase 2 has been finalised.

**Phase 3** recruitment has concluded and stage 1 training has commenced in a number of locations. Phase 3 of the Programme is engaging with 295 new women and 198 existing WICT participants.

The current situation as a result of Covid-19 has changed the needs of women on the programme with the impact of coercive control increasing for some women. The project delivery partners are changing their delivery methods to meet women's needs. The Partners have been running a number of their groups via Zoom and have also scheduled online activity via their Facebook page to provide online training videos 3 days per week. Whilst this has raised certain challenges such as some participants not having the necessary devices or internet access to allow online training and others preferring to put their training on hold until restrictions eased, a number of participants have utilised the skills and experience gained through the programme to volunteer in local activities such as food bank distributions and aiding elderly and vulnerable residents during the lockdown period. Options on how to address the isolation and mental health issues for WICT participants as a result of Covid-19 are being investigated including the production of a monthly newsletter highlighting support services available and including a code for those most at risk. During lockdown a number of women across the Province approached the Partners for one to one support due to pressures they were facing, others were signposted to a number of support agencies such as Women's Aid, PSNI, Foodbanks and Advice services. The Women's Intervention Forum have continued to meet and have engaged with TEO on the possibility of those women who are due to complete their Level 3 accreditation on Mediation working with CRJ on future projects.

### **Supporting women in the justice system to build capacity – Engage Project**

The Engage Project is a complementary programme to the main DfC women's programme, also sitting under Commitment B5. It specifically focuses on women currently within the justice system, both those in Northern Ireland Prison Service (NIPS) custody, and those women in the community involved with the Probation Board for Northern Ireland (PBNI). The aim of 'Engage' programme is to ensure that women in the justice system are equipped for resettlement and capable of engaging with the wider DfC programme in their communities. It is hoped that this will, in turn, support them to refrain from further offending.

PBNI commissioned Start360 to deliver a flexible and dynamic suite of programmes and interventions which promote positive citizenship. The programme adopts a holistic approach to addressing women's needs which may include generic counselling, trauma work, addressing addiction issues, family services, domestic and sexual violence, mental health issues and the impact of living in communities affected by paramilitarism, criminality and organised crime.

The Engage programme has been particularly important in focusing on women involved in the criminal justice system with direct and indirect experience of paramilitarism who face increased risk of community isolation. The project exceeded its target of 80 referrals per year, having dealt with 84 referrals, 39 women are currently engaging with the programme, there are a further 3 on the waiting list and 84 have completed the programme. Participants are engaged in a process of support to increase their confidence and self-worth allowing them to make initial engagement with their local community groups/women's centres. For those most exposed to paramilitary influence there has been positivity around their capacity to deal with such influences and, where applicable, feel better able to support/encourage their children.

Since the implementation of Covid-19 restrictions the service has been delivered by telephone and video calls and current engagement and referral rates are positive, despite restrictions.

**B6**

<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Executive, in implementing rigorous enforcement of funding rules, should ensure that funding will be available for supporting creative and ambitious initiatives.</b>	<b>The Executive is providing additional funding to support the delivery of this action plan, and is committed to developing creative and ambitious initiatives that will support communities in transition. Funding rules are rigorously enforced in a proportionate manner, commensurate with risk. The Department for Communities is giving consideration to what further work can be done in this area.</b>	<b>0</b>

Through the Joint Forum DfC continues to seek feedback on funding (and related governance issues) that are of concern to the Voluntary and Community Sector (this is wider than the Executive Action Plan commitment).

DfC's Guide on Grant and Procurement is reviewed as required. Recent changes involve the introduction of a new contract format that allows the Department access to sub-delivery agent's records to prevent/investigate fraud. This has been welcomed by a number of Lead Delivery organisations.

DfC responds regularly to queries about the simplification and completion of the Government Funder's Database. It is also a useful reference tool for organisations seeking funding opportunities – as is NICVA's Grant Tracker Database.

DfC continues to receive and consider feedback on the Reducing Bureaucracy Project.

A project to review governance issues (Government Accounting Guidance and Addressing Bureaucracy) had commenced and whilst there have been some essential changes made over Quarter 1, the review has been put on hold due to other priority work around COVID 19. This project will be completed as soon as possible.

**B10**

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p><b>The Department of Justice and the Probation Board should work together with others to urgently develop and implement specific interventions to prepare offenders with links to paramilitary groups for return to society and to assist with reintegration.</b></p>	<p><b>The Department of Justice will commission research to inform the design of relevant interventions to prepare offenders with links to paramilitary groups for return to society and to assist with reintegration.</b></p>	<p><b>35</b></p>

DoJ has been liaising with PBNI to identify the potential scope of this work and how it may link with other Tackling Paramilitarism Programme initiatives.

It is anticipated that learning from other Action Plan commitments, specifically Commitment B9 (educational and training opportunities for those in the separated regime, led by NIPS), Commitment B12 (the Aspire programme for young men, led by the PBNI) and Commitment B4 (the Communities in Transition project, led by TEO) is particularly relevant.

A report on Phase 1 of the project has been received and is currently being considered by NIPS.



D2		
Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<b>The Executive should accelerate and build on its existing good relations strategy to measurably reduce segregation in education and housing and set ambitious targets and milestones to achieve measurable progress as quickly as possible.</b>	<b>The Executive is committed to continuing to build on existing strategies and will give ongoing consideration to this going forward.</b>	<b>0</b>
<p>This commitment is centred on the headline actions in T:BUC in relation to shared education and shared housing/ neighbourhoods. Shared and integrated education was allocated dedicated UK Government funding under the Stormont House and Fresh Start Agreements. Progress continues across all strands of the above, with the position as follows:</p> <ul style="list-style-type: none"> <li>• Shared Neighbourhoods – All ten schemes are now complete and focus has now moved to delivering 5 year good relations plans to embed neighbourhoods into wider community, plans continue to be delivered across a 5-mile radius from each of the schemes. 26 'Housing for All' schemes have been programmed (as an action in the draft PfG 2016-2021); 10 have completed. The establishment of the schemes' Advisory Groups is underway as well as the development/delivery of the schemes' Good Relations Plans</li> <li>• T:BUC Camps –127 camps were delivered during 2019/20, a total of 4,900 young people aged 11-19 years were scheduled to attend.</li> <li>• Urban Villages – 41 capital projects have completed construction.</li> <li>• Shared Education Campuses (DE) – Work is progressing on five projects; Feasibility studies for Brookeborough and Duneane/Moneynick SEC projects have been approved. Limavady SEC has an anticipated construction start date of mid-2020. Stage 3 Design work is ongoing on the Ballycastle SEC.</li> <li>• Removal of Interface Barriers – The number of structures has reduced from 59 to 46. Work has also completed on the play park at Serpentine Road which resulted in the removal of a significant interface structure.</li> <li>• Peace4Youth – Phase 1 has ended and Phase 2 of the Programme is being rolled out. The programme is on track to successfully achieve its objectives.</li> <li>• Uniting Communities through Sport &amp; Creativity – 12 Uniting Opportunities projects were delivered successfully and closed off in March 2020. An additional 16 young leaders were recruited in Dec 2019. A further 26 shared housing schemes are being built, providing 815 new homes, 8 of which have already been completed.</li> </ul>		

- The TEO 2020/21 Central Good Relations Fund has provided funding to 85 groups to deliver good relations programmes by 31 March 2021.
- TEO has provided £3m of funding to District Councils to deliver their good relations action plans.

**Total budget allocated from 2016-17 to 2020-21 for Building Capacity to support Transition**

**£13,019K**



## BUILDING CONFIDENCE IN THE JUSTICE SYSTEM

**Outcome – The public support and have increasing confidence in the justice system**

A5		
Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p><b>The Executive, the Policing Board and the PSNI should review the resourcing and operation of policing in communities to ensure that policing is visible and resourced to fully engage in those communities most vulnerable to criminal control.</b></p>	<p><b>The Executive, the Policing Board and the PSNI will review the resourcing and operation of policing in communities to ensure that policing is visible and resourced to fully engage in those communities most vulnerable to criminal control.</b></p> <p><b>Bespoke interventions and training designed to enhance confidence and trust between the police and communities will be developed.</b></p>	<p><b>646</b></p>
<p>This commitment contains two areas of work: (1) the review of resourcing and operation of policing in communities, being led by the NI Policing Board (NIPB); and (2) the roll-out of bespoke interventions and training designed to enhance confidence and trust between the police and communities which are still susceptible to paramilitary influence. This is being led by PSNI.</p> <p><b>Review of community policing</b></p> <p>The NI Policing Board and PSNI launched a consultation in August 2018 to seek views on the future delivery of local policing. The terms of reference for the review were informed by the Panel Report, Executive Action Plan and the HMICFRS<sup>3</sup> recommendation on the effectiveness of policing. The consultation closed in November 2018. There were over 4300 responses and 87 engagement events were attended where the views and opinions of a broad and diverse range of people were obtained. Independent analysis of the qualitative and quantitative data commenced immediately and the report has been shared with the PSNI and the Partnership Committee within the NI Policing Board. An Action Plan to enable delivery on the observations identified within the report was launched by the Chief Constable and Chair of NIPB on 05 November 2019 and an implementation plan has been prepared and submitted to NIPB in Feb 2020.</p> <p>The Neighbourhood Policing Delivery Programme was suspended on 19th March 2020 by Dep Chief Constable in order to prioritise resourcing</p>		

<sup>3</sup> HM Inspectorate of Constabulary and Fire and Rescue Services

in the organisation to the National Covid-19 response. The planned organisational change from the Programme was assessed as excessively disruptive during an emergency and would have negatively impacted on the ability of the organisation to provide the necessary resilience and services in a fast changing environment. The Programme resumed on 05 June 2020 and the majority of Neighbourhood officers reverted to normal duties from 22 June 2020.

### **Policing with the Community Project**

The PSNI is continuing delivery of a Policing with the Community Project (PWC); the additional bespoke work being taken forward in response to Commitment A5 links to this wider PWC programme.

The overall aim of the work to date (and going forward to 2021) is to address issues of visibility, engagement and problem-solving in those communities still susceptible to Paramilitarism. The project is focused on training; research into community issues; and local interventions to address the issues raised.

#### 'Gauging Community Voice'

In 2017/18, PSNI procured support to conduct research, community engagement and community awareness raising events within communities most affected by the 'Troubles' including the eight Communities in Transition project areas. The findings from this 'Gauging Community Voice' research have been made available to Senior Commanders and Officers, NIPB Officials and the PSCPs to help inform local policing and problem solving action plans. The replication of the work in 2020/21 will inform progress from the baseline of community sentiment captured in 2017/18.

#### Training

PSNI appointed the Open University in 2016/17 to prepare a training and development product on Collaborative Problem Solving for Community Safety. The training (available via the OU website) focuses on transformative skills for police officers, citizens and other partners in areas such as mediation, negotiation, facilitation, data interrogation and listening. Various modules have been developed to date and delivered to front-line officers in priority areas to embed problem solving and meaningful engagement with communities. The training is now a requirement for all new entrant officers. Various support resources are also being developed, and the uptake and reach of the on-line resources has already been extensive. To date nearly 3000 people have completed the course.

The Open University has now developed further modules which are due to be completed by March 2020 and include Community

Empowerment, Better Supporting Youth and Young People, Procedural Justice, Fairness and Mediation and Evidence-based and Professional Judgement. This training is being promoted to colleagues within PSNI, and to external stakeholders, as part of continuous personal development.

#### Targeted local interventions

The final element of the PWC work is targeted local interventions. This is in the context that visible, meaningful engagement and activity linked to problem solving is critical to the development of trust and confidence in policing within communities impacted by the threat of paramilitary activity, and should complement high-profile operational and investigative activity.

In practice, this is operating by way of a resource which District Commanders bid into, in order to deliver specific tailored interventions. This funding will facilitate additional activity beyond 'routine' policing activity centred on problem solving, visibility and community engagement in line with Policing with the Community project guidance.

PSNI Districts have been continuing to develop plans to progress and implement engagement activity to follow on from last year's delivery.

Examples of work to date include:

- a scoping project on addressing the needs of youth at risk of paramilitary assault;
- additional operational activity focused on licensing checks and patrolling of hotspots for drugs, anti-social behaviour and PSAs;
- additional engagement activity with local youth and community groups and with businesses on the issue of extortion;
- a Restorative Practice Event December 2019;
- facilitating the showing of the Partisan Production of Time of your life in various locations across Northern Ireland;
- 140,000 Ending the Harm Leaflets were distributed to 22 specifically targeted areas at the start of 2020 to increase community awareness of the public campaign, promote a culture of lawfulness and undermine the narrative of paramilitaries;
- a meeting with Rangers Football Club took place in February to develop, plan and timeline delivery of activity in East Belfast and as a result an 8 week programme commenced in February with police engagement at the local level (although completion of this has been postponed due to Covid-19 restrictions);
- Community Planning Sergeants have also been engaging with the programme team on a project to prevent vulnerable young people from becoming involved in paramilitary activity; and
- a number of Crimestoppers awareness raising events were due to take place in the 8 B4 areas during January to mid-March 2020

however these had to be postponed due to Covid-19 restrictions.

The Tackling Paramilitarism Programme Team is working with PSNI to identify targeted local interventions as well as wider opportunities to further embed policing with the community across PSNI. Work is also ongoing between the Tackling Paramilitarism Programme Team and PSNI to explore the potential for better connection between commitments A5, A9, B13 and B4.

**A6/A7**

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p><b>A6: In setting the strategic objectives of PCSPs, the Department of Justice and Policing Board should ensure that the partnerships focus on building community confidence in the rule of law and embedding a culture of lawfulness.</b></p> <p><b>A7: The designated organisations should also ensure that their representatives are sufficiently senior and committed to building effective partnerships.</b></p>	<p><b>In setting new strategic objectives for the PCSPs the Department of Justice and the Policing Board will implement this recommendation.</b></p> <p><b>The designated organisations will ensure their representation at PCSPs is of a sufficiently senior level to facilitate effective partnerships.</b></p>	<p><b>18</b></p>

DoJ has worked with PCSPs and the Northern Ireland Policing Board (NIPB) to build a commitment to promoting lawfulness into the strategic objectives of all PCSPs. Links have also been made between the role of PCSPs and the Community Plans being rolled out across all District Council areas, and in this context formal linkages have been made between DfC, DoJ, PCSP and Community Planning Partnership personnel to capture and share best practice. As such, there is now a shared community of interest established including Council CEOs, PCSP Chairs and Vice Chairs, Community Planning Managers, PCSP Managers and DoJ, TEO and DfC colleagues. All 11 PCSPs have allocated funding towards initiatives aimed at embedding a Culture of Lawfulness for 2019/20 with a similar commitment in 2020/21.

Annual funding of £4.25m was secured in 2019/20 to support the delivery of the 11 PCSP action plans across NI with an additional £4.25m secured to support the work of the PCSPs in 2020/21. These plans link to the role of PCSPs in embedding a culture of lawfulness and

improving confidence in the rule of law (primarily in support of the existing PCSP Strategic Priority 3: 'To Support Confidence in Policing').

A working group has been established by DOJ to arrange a number of regional Culture of Lawfulness workshops. These were initially planned for March 2020 however these have been postponed due to Covid-19 restrictions.

As part of the quarterly governance arrangements, meetings are held with all PCSP Chairs and Vice Chairs during which the importance of linking work that has a bearing on challenging paramilitarism and organised criminality is emphasised.

PCSPs continue to report individual project-based initiatives. These include:

- the 'Think before you buy campaign' in local cinemas (Ards & North Down); and
- bespoke PCSP-facilitated engagement between the PSNI and local community representatives to explain police methods on dealing with drug dealers – this helps to counter a narrative whereby PSAs are deemed acceptable (Causeway Coast & Glens).

**Other progress includes:**

- Causeway Coast and Glens PCSP has developed a new Partnership initiative reacting instantly to any anti-social behaviour in the Borough. It also aims to work on early intervention initiatives, especially with young people, to divert them away from future criminal activity. This initiative has reported resolving 3 reported incidents and have facilitated 40 meetings to help influence the community to embrace a culture of lawfulness.
- In the first 6 months of 2019/20 Derry and Strabane PCSP issued 14 press releases and 61 social media posts supporting policing and encouraging reporting to the PSNI. Since April 2019 they have issued 12 press statements condemning paramilitary attacks/shootings/pipe bombs and murder and shared these statements on social media.
- Ards & North Down PCSP are conducting a review of their interventions to assess those offering greatest impact in terms of discouraging teenagers from coming into contact with paramilitary-linked criminality in the borough. They have allocated £55,669 drug and alcohol initiatives, tackling anti-social behaviour and youth engagement, tackling domestic and sexual violence, tackling burglary and fear of crime, rural security, and road safety.
- Over £220k has been awarded to community projects under tackling anti-social behaviour, youth engagement, tackling domestic violence and sexual violence and tackling drugs and alcohol misuse themes contributing towards embedding a Culture of Lawfulness in Derry and Strabane. In addition to this, Community Safety Wardens delivered 2,915 hotspot patrols and dealt with 318 referrals during



#### April & May 2020

- Lisburn and Castlereagh have been delivering programmes in areas across the City to promote a culture of lawfulness. In Causeway Coast and Glens, an initiative has commenced to disrupt the 'criminals communication board' which involves removing graffiti containing threats, intimidation and sectarian slogans this has resulted in 9 items of sectarian and hate graffiti being removed within 48 hours of notification.
- Armagh, Banbridge and Craigavon PCSP using the film 'Recruited' to hold events in schools to raise awareness of the dangers of recruitment to paramilitary crime gangs.
- The West Belfast PCSP has established a working group to review, develop and deliver the Community Safety Strategy for West Belfast. The Strategy will aim to incorporate various elements of work which has been supported over previous years taking cognisance of the changing landscape in terms of Peace 4, Culture of Lawfulness, Tackling Paramilitaries and Organised Crime.
- 13 RAPID drug bins have been installed across the city and district in Derry City and Strabane with over 20,000 pills/capsules removed since April 2019.
- Derry & Strabane PCSP amalgamated the two proposed performances of the 'Time of your Life' play into one that was delivered in Long Tower Youth Club, Brandywell; one of the B4 areas. The play was performed on 12th March and dealt with issues linked to bonfire culture, Paramilitarism, Domestic Violence and mental health issues.
- In Lisburn and Castlereagh the PCSP held 6 area / issue specific public meetings with a reported 98% increase in confidence in the police following the events.
- In the first quarter of 2020/2021 North Belfast DPCSP's Feet on the Street project started service delivery post lockdown on the 26 and 27 June. Four street workers were deployed in areas of North Belfast and engaged with young people to address any issues or concerns they come across. The team links with Council, PSNI and EA to build confidence in policing and embed a culture of lawfulness. Approximately 33 young people were engaged with over the two days.
- In Newry, Mourne & Down, the PCSP Small Grants Scheme is currently open and they have committed funding £20,000 to a number of local projects supporting diversionary work with young people across the Council District. They are also working with the PSNI to determine if there is potential for direct diversionary activity work with young people across the District.

<b>A10</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Department of Justice should bring forward draft legislation to further reform committal proceedings to remove the need for oral evidence before trial</b>	<b>Committal proceedings will be further reformed. The Department of Justice will bring forward draft legislation in relation to this recommendation.</b>	<b>0</b>
<p>A change in legislation is required to proceed with A10. This requirement has been drafted and forms part of the Committal Reform Bill. While the Assembly was suspended, a letter was issued on behalf of the Criminal Justice Board to the Secretary of State in December 2018 seeking assistance with the passage of the legislation. The Secretary of State responded in February 2019 indicating that, with the ongoing constraints on parliamentary time as a result of the EU exit, it was not possible to secure a slot in the Westminster legislative programme at this stage to progress the Draft Bill.</p> <p>The Department are presently considering final elements of the draft Bill with a view to preparing the Bill for introduction. It is hoped that the Bill will be introduced in the Autumn.</p> <p>The Committal Project Board continues to meet regularly to review progress against all elements of the committal reform project including the abolition of oral evidence.</p>		
<b>A11</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Department of Justice should also use the measures already available to it to abolish committal proceedings in respect of those offences most frequently linked to paramilitary groups, including terrorist offences and offences which tend to be committed by organised crime groups.</b>	<p><b>Committal proceedings in respect of those offences most frequently linked to paramilitary groups will be abolished.</b></p> <p><b>The Department of Justice will work closely with justice organisations to identify suitable offences to be added to the list of offences which can be directly transferred to the Crown Court.</b></p>	<b>332</b>

The NIAO Review of Avoidable Delay in the Criminal Justice System was published on 27 March 2018 and made six recommendations, one of which is the development of an action plan and timetable for the eradication of committal.

A multi-agency group agreed the six principles on which to base the decisions regarding additional offence types to be added to the list of specified offences, and a plan was developed.

Officials are presently preparing advice for the Minister in respect of committal reform. Further primary legislation is required in order to implement the direct committal provisions of the Justice Act (NI) 2015.

A Bill is presently being drafted which will, inter alia, deliver a number of small, but essential, enhancements to the direct committal provisions in the Justice Act (NI) 2015 to provide clarity regarding the arrangements for handling more complex cases. A draft Committal Reform Bill is at an advanced stage and it is hoped this will be introduced in the Autumn.

There is a significant amount of other IT development work planned across the criminal justice system over the coming months which will impact on a revised go-live date. Testing of the systems to facilitate the new committal processes has been deferred until a revised go-live date has been agreed. Training of operational staff has also been deferred to coincide with a revised go-live date.

In the meantime criminal justice organisations will work towards sequencing all necessary supporting arrangements to ensure readiness for a new go-live date and will continue to develop IT solutions, testing scenarios, benefits realisation plans, and operational business processes required to support direct committal. On present planning assumptions, implementation of the initial phase of direct committal is planned for Autumn 2021. However, delays may occur due to the current Covid-19 pandemic and DoJ are working to see what this will mean for implementation.

A12		
Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p><b>The Department of Justice, the Courts Service and the Public Prosecution Service should implement the case management improvements piloted in the Ards area throughout Northern Ireland, particularly in respect of those offences linked to terrorism or serious organised crime groups.</b></p>	<p><b>The Department of Justice and criminal justice partners will assess how best to implement the case management improvements in the Ards Indictable Cases Pilot (ICP)<sup>4</sup> and will also explore other offence types which may be suitable for ICP type processing.</b></p>	<p><b>1190</b></p>
<p>This is a development deriving from an inter-agency 'Indictable Cases Pilot' (ICP) which operated in the Ards County Court Division during 2015, aimed at addressing avoidable delay through early engagement in a case.</p> <p>ICP rolled out in a single phased implementation on 2 May 2017 for four particular offence types: section 18 and 20 assault cases; serious drugs cases; attempted murder cases; and conveying a list 'A' Article into or out of prison. ICP has applied to murder and manslaughter cases since the initial pilot in 2015.</p> <p>Following efforts to increase awareness, and a more focused approach across the PPS and PSNI, the number of cases in which the principles have been applied has increased. PPS and PSNI have also implemented a number of internal measures, including Quality Assurance processes, to ensure ICP cases are identified early and taken forward accordingly</p> <p>Court business has been affected by the changes required due to the lockdown and there have been a number of other effects of the virus which have had an impact on ICP such as a significant reduction in crime reported to police during the lockdown period. Plans for a 3rd round of Crown Court Cases Performance Groups, which bring together key stakeholders under the chair of a Crown Court Judge to address issues at a Regional level, including monitoring progress of ICP, were postponed due to the pandemic. ICP figures are also therefore unavailable at present for Q4 2019/20 and Q1 2020/21. The latest available management information figures (Q3 2019/20) indicate that at the end of December 2019, 282 Crown Court cases had completed through the ICP process in an average (median) time of 394 days.</p> <p>The Department recently conducted an interim evaluation of ICP examining the process more broadly. The report, which focussed on ICP</p>		

cases completed prior to March 2019, found that the 123 cases completed through the ICP process at that point, completed in an average time of 374 days. This was a 26.4% improvement on the average (median) case processing time for all Crown Court cases completed in the baseline year (2014/15).

**A13**

<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<p><b>Law enforcement agencies and others involved in the process of bringing prosecution cases to court should ensure that they have appropriate systems and procedures in place to enable cases to progress as expeditiously as possible.</b></p>	<p><b>The PSNI is seeking to appoint an experienced Detective Superintendent to work with partners in developing more effective criminal justice processes to manage prosecutions in respect to paramilitary activity and organised criminality.</b></p> <p><b>The overall strategy for speeding up justice includes all of the measures described in the preceding recommendations, as well as other measures contained in the Justice Act 2015 including: measures concerning Early Guilty Pleas, the reform of the Summons process; and the introduction of Statutory Case Management.</b></p>	<p><b>0</b></p>

The purpose of this commitment is to identify and implement the actions required to secure the best possible outcomes in terrorism cases in Northern Ireland, focusing particularly on eliminating delay and tackling the specific problems which arise. The first phase of the project's work has focused on undertaking research to establish the facts on bail, sentencing and disclosure in order to lay the groundwork for actions to be taken to improve outcomes in those areas.

An experienced Detective Superintendent has been in place since 2016 as part of the Better Criminal Justice Outcomes team to ensure that PSNI has a representative for the expected lifetime of the project. This officer retains oversight of the PSNI's involvement, however, the day-to-day representation is now at D/Inspector level (as agreed by the Chief Constable).

Justice partners have introduced a number of measures to facilitate the operation of the system coming out of lock down, some of which over the longer term will help to contribute towards the efficiency and effectiveness of the justice system such as the introduction of telephone

statements, extension of live links in courts and the use of penalty notice for disorder.

Other progress includes:

**Legislative reform** – Measures around encouraging Early Guilty Pleas (s.88) and enabling Prosecutors to issue summons without first requiring approval from a Lay Magistrate (s.93) have been implemented. The Department are presently considering final elements of the draft Committal Reform Bill with a view to preparing it for introduction. It is hoped that the Bill will be introduced in the Autumn. The Office of the Lord Chief Justice (OLCJ) has implemented a new case management practice direction in Autumn 2019 and the Department is presently planning to keep under review the impact of the practice direction, along with other key speeding up justice initiatives, with a view to informing the future direction on Statutory Case Management (SCM) Regulations, subject to the views of the Minister. Also to help inform the process, the Department and criminal justice partners are in the process of developing a criminal justice end to end case management framework.

**Procedural reform** - ICP has rolled out (from 2 May 2017) and efforts are continuing across PPS and PSNI to further promote and raise awareness. The number of concluded ICP cases continues to increase. All PSNI District ECrime Support Units (DESUs) have now been rationalized into 4 regional Cyber Support Units (CSU). Cyber Support Units now have an establishment of 60 technical officers. PSNI Cyber Crime Centre has an establishment of 21 technical officers. All staff produce reports using the PFR1 Digital format.

**Performance focus** – An interim evaluation of ICP examining the process more broadly found that the 123 cases completed through the ICP process at that point, completed in an average time of 374 days. This was a 26.4% improvement on the average (median) case processing time for all Crown Court cases completed in the baseline year (2014/15).

**A14**

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p>The Department of Justice, working with the judiciary and with counterparts in the UK and Irish Governments, should review the position regarding bail in respect of serious offences to determine the facts about its availability and, if required, bring forward measures to improve the situation.</p>	<p>The Department of Justice will lead work, drawing on assistance from colleagues in UK and Ireland, initially to establish facts about bail decisions. Should that review and the analysis of its findings demonstrate any gaps in the law, phase two of this work will consider whether further measures are needed.</p>	<p>0</p>

The key issue at the core of this commitment is determining if bail is more readily available, or less readily available, in NI than in the rest of the United Kingdom. Preliminary statistical analysis was conducted into this.

In 2017 DOJ held a workshop with operational partners to look at general concerns about bail decisions and the reasons for these. The fundamental conclusion was that bail is sometimes granted in serious cases, including those connected with terrorism and serious and organised crime, due to the length of time the suspect has spent on remand. The workshop agreed that the primary task was, therefore, to improve the speed of the justice system and updates are provided under A13. Updates under A10 and A11 detail progress in relation to committal reform.

**A15**

<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<p><b>The Department of Justice should ensure that an appropriate mechanism is in place to enable the Director of Public Prosecutions to refer sentences he believes to be unduly lenient, particularly to include offences linked to terrorism and organised crime groups.</b></p>	<p><b>The Department of Justice will consider this recommendation within the scope of the recently announced Sentencing Policy Review. The Department will prioritise this element of the review and seek to bring proposals for consultation as soon as possible, including the possibility, in the shorter term, of adding further ‘linked’ offences to the statutory list by secondary legislation.</b></p>	<p><b>0</b></p>

This commitment required the DoJ to consider this issue within the scope of the Sentencing Policy Review. As a response, a public consultation paper prepared by the Department was published in August 2018. The paper sought views on the proposal to add a comprehensive list of hybrid offences linked to terrorism, paramilitary activity and organised crime to the statutory list of offences that can be referred by the DPP on the grounds of undue leniency.

The consultation closed on 2 October 2018. Five responses were received, four of which were substantive. Of these, three were in favour of the inclusion of all identified offences.

A Statutory Order was laid in the Assembly on 9 July, coming into effect on 1 August 2019. The Order brings hybrid offences linked to terrorism, paramilitary activity and organised crime groups within the scope of the unduly lenient sentence provisions.

**A16**

Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<p><b>The Judiciary may also wish to review the use of sentences and other punitive measures, including confiscation powers, to establish whether they are deployed to best effect in respect of terrorism and organised crime offences, including environmental crime.</b></p>	<p><b>Taking into account the Department of Justice’s review of sentencing policy, the Lord Chief Justice’s Sentencing Group will consider the guidance available to the judiciary in respect of relevant offences.</b></p> <p><b>The Department of Justice will work with justice organisations to develop proposals on other sentencing measures, such as confiscation orders.</b></p>	<p><b>0</b></p>

**Guidance for the judiciary**

The LCJ's Sentencing Group considered a paper on the issue of guidance available to the judiciary issue in March 2017. It concluded that existing guidance available to the judiciary is sufficient but it raised policy issues for consideration by DOJ.

The DOJ review of sentencing policy will explore the issue of media reporting raised by the Sentencing Group in the context of securing public confidence in sentencing. Significant research and information gathering has been completed on the main strands of the review, and an expert reference group has been established comprising academics, victims groups and other stakeholders to inform and critically challenge the related development work.

**Proposals on other sentencing measures**

Work under C2 to develop specific organised crime legislation has also considered with law enforcement partners how other sentencing



measures, such as Serious Crime Prevention Orders might be used, as appropriate, to reduce the risk of harm posed by organised criminals. The Department also continues to engage with the Home Office on a wide programme of economic crime reform. This involves engagement on the Economic Crime Delivery Board at senior level and includes work with the Home Office on improving the confiscation recovery of criminal assets. DOJ has also worked with the NCA's Proceeds of Crime Centre to highlight and promote training for law enforcement on the application of POCA powers to partners in Northern Ireland. An Organised Crime Task Force Financial Investigators Conference was held in October 2019 with relevant agencies in attendance to share best practice in financial investigation.

With the return of the NI Assembly work to prepare to seek agreement for the commencement of the Criminal Finances Act 2017 was prioritised. The Department engaged with the Justice Committee in May 2020 and has the aim to commence the provisions by the end of the year although this may move to early 2021 depending on the availability of Parliamentary time. Once fully implemented this legislation will enhance powers in Northern Ireland to tackle terrorist and organised crime groups, including through the availability of wider confiscation and civil recovery powers, such as Unexplained Wealth Orders (UWOs) and Account Freezing Orders which are not yet available to law enforcement in Northern Ireland. Officials have continued work on drafting work on four associated Proceeds of Crime Act 2002 Codes of Practice for consultation in the Autumn.

A Review of the NI Asset Recovery Incentivisation Scheme (ARIS) was initiated to explore the possibility of securing the full value of civil recovery receipts and cash forfeitures to be directed for distribution for appropriate purposes in Northern Ireland. On civil recovery receipts, currently 50% is returned to the UK ARIS pot; 25% is returned to the enforcement agency (NCA); and 25% to the referring agency (e.g. PSNI). Further work was commenced to scope legal gateways or gaps/barriers and potential administration arrangements. A meeting with Home Office to discuss the NI ARIS review took place in February 2020 and it was agreed that the priority for both parties would continue to be the commencement of the Criminal Finances Act 2017. In addition, the Home Office has advised that a wide ranging review of the UK ARIS funding arrangements is currently underway, the outcomes of which the Department will consider when resuming the joint NI ARIS review later in 2020.

<b>B8</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Department of Justice should revisit the framework related to the separated regime and arrange for an independent review to be undertaken examining the operation of the separated regime, evidencing the need for any changes and providing useful information for stakeholders to take forward.</b>	<b>The Northern Ireland Prison Service remains committed to finding ways to address the challenging issues associated with the operation of the separated regime. The Department of Justice will engage with stakeholders, develop terms of reference, and identify individuals to lead an independent review. The Review will deliver a report and make recommendations required in respect of the framework for separation.</b>	<b>81</b>
<p>Commencement of the review requires Ministerial consideration and approval. Preparatory steps have been taken, including the development of draft Terms of Reference and an estimate of the potential funding required. This estimate has been submitted to the Cross Departmental Programme Board. Unfortunately progressing this work is more difficult at a time when the prison service is responding to the COVID-19 outbreak.</p> <p>In the interim, NIPS continues to engage with key stakeholders on issues relating to the operation of separation; and Commitment B9, detailed below, is being progressed as a 'pathfinder' for engagement in separation, and to inform the approach to this commitment.</p>		
<b>B9</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>Whilst ensuring that all prisoners are treated fairly, the Department of Justice should ensure that appropriate education and training opportunities are provided to prisoners in the separated regime.</b>	<b>Recognising that there are operational challenges involved in managing the separated regimes, the current provision of constructive activity in separation is commonly identified as an issue of concern by prisoners being held there. NIPS' aspiration is to deliver well matched interventions to everyone in custody.</b>	<b>341</b>

	<b>The Department of Justice will commission a consultative evaluation of constructive activity in separated prison accommodation leading to the development and delivery of a new model of constructive activity for separated prisoners focused upon positive educational and wellbeing outcomes.</b>	
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The work programme for this initiative has been centred on a consultative review of constructive activity in the separated prison accommodation, and the development and design of a new model, focussed upon positive educational and wellbeing outcomes.

In February 2018 the Northern Ireland Prison Service commissioned three researchers with specific experience and expertise in education and prisoner engagement to develop and deliver a consultative evaluation which would seek to engage with all prisoners in separated accommodation. The B9 review team provided opportunities for all prisoners in separated accommodation to engage with this review and also spoke with NIPS staff and a range of stakeholders in the wider educational field. Information was reviewed in relation to the educational attainment of prisoners and current learning and skills provision to assist in the formulation of the B9 Review Team's report.

The B9 Review Team's report was received by NIPS and published in March 2019. See: <https://www.justice-ni.gov.uk/publications/b9-report-education-and-training-prisoners-separated-regime-northern-ireland> Detailed planning was undertaken in consultation with delivery partners (Belfast Metropolitan College and voluntary and community sector organisations), and new arrangements in response to the B9 report recommendations have commenced.

- Belfast Met have delivered classes in Irish, Numeracy, Literacy and Enterprise and Employability
- Prisoner Arts have delivered art and creative writing classes
- GAA sessions and IFA football sessions have taken place however these sessions have now been delayed due to the impact of Covid-19
- Virtual sessions have now commenced offering classes in Business Admin, Employability, Irish and Numeracy

A Distance Learning Review Team has been set up to carry out a review of Distance Learning to create a long-term approach to the provision of effective education for individuals within prison establishments, including within separated, high-security accommodation. The team completed an interim report in March 2020 however review of this has been delayed due to the current situation with Covid-19.

<b>B11</b>		
<b>Panel Recommendation</b>	<b>Summary of Executive Action Plan Commitment</b>	<b>Budget allocated from 2016-17 to 2020-21 (£k)</b>
<b>The Department of Justice should also work with law enforcement agencies and the Probation Board to improve the monitoring arrangements for 'paramilitary' offenders when on license.</b>	<b>The Department of Justice will develop and implement a plan for improving monitoring arrangements.</b>	<b>40</b>
<p>DoJ has been reviewing options with statutory agencies to ensure a suitable mechanism for collective risk management. The development of a risk assessment tool is considered critical to inform that risk management.</p> <p>Contractual arrangements have now been finalised in relation to appointment of a provider to lead a project to take forward work to develop a risk assessment tool to inform risk management and monitoring arrangements. The methodology has been agreed and key stakeholders have been identified who will inform and contribute to the design (and evaluation) of the risk assessment tool. Stakeholders have agreed to participate in a reference group which will provide organisational views and expertise and provide a quality assurance role during the various phases of the project.</p> <p>Phase 1 (Engagement and Research) included in-depth interviews with relevant staff to identify key issues and workshops with stakeholders to consider the key challenges facing Northern Ireland in this area, as well as existing relevant risk assessment frameworks and practices. These discussions established the need to benchmark the use of risk assessment tools and delivery models in other jurisdictions. Phase 2 (Developing a Potential Risk Assessment Framework) involved the construction of a trial risk assessment framework designed for the Northern Ireland context and drew on available risk assessment models. This work was informed by the output of the phase one interviews and workshops. Further phases will see the development and review of the final risk assessment toolkit.</p>		

C7		
Panel Recommendation	Summary of Executive Action Plan Commitment	Budget allocated from 2016-17 to 2020-21 (£k)
<b>The Executive, the UK Government and the Irish Government should consider whether there is merit in allowing some of the assets recovered from criminal activity to be used for the benefit of victims, communities and the environment.</b>	<b>The Department of Justice will take forward a review of the Assets Recovery Community Scheme (ARCS) to consider whether current arrangements can be improved upon for further benefit to victims, communities and the environment.</b>	<b>0</b>
<p>From 2012 to date the ARCS scheme has provided significant funding for the benefit of victims and communities to prevent crime and reduce the fear of crime. In keeping with this commitment a review was completed with the aim of building on, and improving, existing practice. The resultant recommendations for improvement to the scheme received approval within DoJ on an interim basis (They will be submitted for Ministerial approval at an appropriate time, subject to evaluation of the operation of the new arrangements). The revised scheme has seen the introduction of a number of changes to improve its effectiveness, including proactive communication regarding projects addressing crime in relation to environmental issues and the eligibility to apply for funding; introducing sub criteria to the Scheme that requires projects to demonstrate how they would benefit victims, communities and/or the environment; and taking a three year strategic view to the allocation of funding. This has facilitated financial support to a number of projects spanning two to three years.</p> <p>The amended ARCS scheme launched in August 2018. The ARCS panel completed assessment of the 187 applications, and 50 projects received an initial recommendation of funding, totalling £1.8 million, up to March 2021. A further 12 projects (from the top section of the merit list after the initial awards) were funded to deliver short-term initiatives from December 2019 to March 2020. This funding was possible due to ARCS receipts being greater than the 2019/2020 funding commitment. £107,868 ARCS funding was allocated to these 12 projects. Three of the projects had an environmental focus. DoJ made payments totalling £924,268 to community-based ARCS projects from April 2019 – March 2020 and has since made further payments totalling £92,392 from March onwards to the 23 projects remaining on the scheme.</p> <p>Examples of funding include:</p> <p>“Positive Action for Communities and Environment” (PACE) Project” - Royal Society for the Protection of Birds (RSPB) - was allocated ARCS</p>		

funding of £6,600 for a four month period in 2019/2020. Through the provision of an active programme of first-hand, positive experiences of nature and the environment, the PACE project taught young people the basic practical skills needed to maintain and enhance the environment. The project provided diversionary, outdoor environmental experiences to those involved in, or at risk of involvement in, anti-social behaviours or more serious crime. The activities benefit the environment but the added value is that young people develop an understanding of how to work as part of a team, develop their listening skills and learn how to follow instructions. In many cases they feel a sense of achievement and self-worth; this positive experience can help divert young people away from further offending behaviour.

“Mugshots - the Impact Project” - The Advantage Foundation - was awarded ARCS funding totalling £10,860 for this short-term project in 2019/2020. The project created opportunities for young people in the justice system to interact with business owners and senior management from companies from across Northern Ireland. The objective was for young people to showcase skills they have gained in order to look towards future employment. Hydebank Wood College is a key partner in this project and the support of the staff there helped to reinforce the message to employers that young people in custody can pursue positive outcomes on release, given the opportunity and guidance. Business in the Community (BITC) is also a key partner in the delivery of the project. BITC is piloting “Ban the Box” campaign in Northern Ireland calling on employers to give ex-offenders a fair chance to compete for jobs by removing the tick box from application forms and asking about criminal convictions later in the recruitment process.

A new review of the ARCS scheme will be taken forward in 2020/21 which will look at the duration and the operation of the scheme including alternative arrangements for administering the funding.

**Total budget allocated from 2016-17 to 2020-21 for Building Confidence in the Justice System**

**£2,648k**