

*A More Inclusive
County:*
South Dublin
County
Integration
Strategy 2019-
2023

Contents

Foreword

Section A: South Dublin County: Integration Strategy 2019-2023

1. Introduction
2. Key Statistical Data

Section B: EU, National and Local Context

3. EU context
4. National context
5. Local context

Section C: Thematic Strategic Plans

Integration Theme 1: Inclusive Communities

Integration Theme 2: Lifelong Learning

Integration Theme 3: Enterprise and Employment

Integration Theme 4: Health and Wellbeing

Integration Theme 5: Inclusive Service Delivery

Foreword

BY CE AND MAYOR

TEXT TO BE AGREED AND INSERTED

DRAFT

Section A: South Dublin County: Integration Strategy 2019-2023



DRAFT

1. Introduction

“A More Inclusive County” is South Dublin County Council's second integration strategy which builds and further develops the Council's approach to the integration of its migrant population into Irish society through deliverable actions under the Council's remit with other partners over a 5 year period. South Dublin County have always welcomed people from diverse nations, ethnicities and religions and looks forward to continuing to do so. However, problems remain for people from migrant backgrounds as they try to access education, housing, health and employment. Increasing diversity presents real challenges to service providers as well and so the need for concentrated and integrated efforts is a reality. Furthermore, the situation of migrants is diverse, some families have arrived together; others have joined a family member already here or formed a family in Ireland, while others are single.

South Dublin County Council is acutely aware of the intersectionality of identities and the need to mainstream migrant needs throughout our work. For example, migrants can also be people with disabilities, older people or children. Some have arrived in Ireland, not through choice but because they have faced persecution in their home countries. This Strategy is also for asylum seekers and refugees. The needs of children whether they be first or second generation migrants or asylum seekers or refugees need attention and actions. The Council remains committed to working to ensure that the experience of migrants living and working in South Dublin County is a positive one and that services, advice and assistance are available and accessible to all.

In Ireland, integration is defined as “the ability to participate to the extent that a person needs and wishes in all major components of society without having to relinquish his or her own cultural identity”.¹ The European Union (EU) defines integration as “a dynamic two-way process of mutual accommodation by migrants and by the societies that receive them”.² This Strategy draws on both these definitions which are complementary and at their heart are about enabling all in society to respect one another.

This Strategy is cognisant of the pathways and barriers to integration. Research shows that immigrants continue to face barriers in the education system, in the labour

¹ Department of Justice, Equality and Law Reform, 1999 in Department of Justice and Equality, 2017

²EU's Common Basic Principles of Integration, 2004

market, and in accessing housing. They are more at risk of poverty or social exclusion compared to host-country nationals, even when they are in employment. Children are exposed to a particularly high risk of poverty.

Many migrants may also experience racism and xenophobia in Ireland. Legislation that promotes human rights and equality must be accompanied by action and practice at the local level that is targeted at breaking down the barriers that prevent or hinder migrants from accessing education, employment and training opportunities, and protection. While the differentials in the 'at risk of poverty' rates between third country nationals and Irish citizens have been reported as the lowest in any EU country, much work needs to be done to raise the quality of life for all. Poverty rates and homelessness and risk of homelessness remain serious problems in South Dublin County.

This Strategy has been developed drawing on international best practice, using sources from the EU, Council of Europe, United Nations (UN), Organisation for Security and Co-Operation in Europe (OSCE) and a range of non-governmental organisations and individual experts specialising in the field of integration.

In February 2017, Ireland's first national integration strategy 'A Blueprint for the Future' was launched. The Strategy includes a number of actions which specifically mention Local Authorities. The introduction of the Equality and Human Rights Public Sector Duty has also been an important development in progressing toward equality and inclusion for all. The Duty requires all public bodies to have due regard to human rights and equality in their work and to conduct their business in a manner that is consistent with individual human rights.

As with the previous Strategy, the following EU guidance has played an important role in identifying the areas for action in this Strategy: The EU's Common Principles for Immigrant Integration Policy and the Zaragoza Declaration adopted by EU Ministers responsible for integration and approved by the Justice and Home Affairs Council in 2010.

In devising this Strategy South Dublin County Council has engaged widely with the public and key stakeholders by drawing on its existing networks and fora including the

³ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS
Action Plan on the integration of third country nationals (2016)

South Dublin Public Participation Network, South Dublin Migrant Integration Forum, Local Community Development Committee and internal consultation with Council officials. The Council has taken into consideration “Keeping It Local – Discussion Paper for Local Authorities on Developing Local Migrant Integration Strategies”⁴ which was produced by the Immigrant Council of Ireland. The Council has also conducted an internal review of the previous Strategy in order to ensure that previous efforts are not lost and any gaps from that Strategy are filled.

The foundation of any strategy must be the lived experience of those it is intended to serve, South Dublin County Council has drawn heavily on the experiences and voices of migrants living in the Local Authority area to draft this strategy. The Strategy is divided into 5 themes:

Theme 1: Inclusive Communities

Theme 2: Lifelong Learning

Theme 3: Enterprise and Employment

Theme 4: Health and Wellbeing

Theme 5: Inclusive Service Delivery

⁴ Immigrant Council of Ireland. Keeping it local – Discussion Paper for Local Authorities on developing local migrant integration strategies (2018) ICI (available at: <https://www.immigrantcouncil.ie/sites/default/files/2018-07/Keeping%20it%20local%20Report%20WEB%20version.pdf>)

2. Statistical Data

SOUTH DUBLIN COUNTY COUNCIL

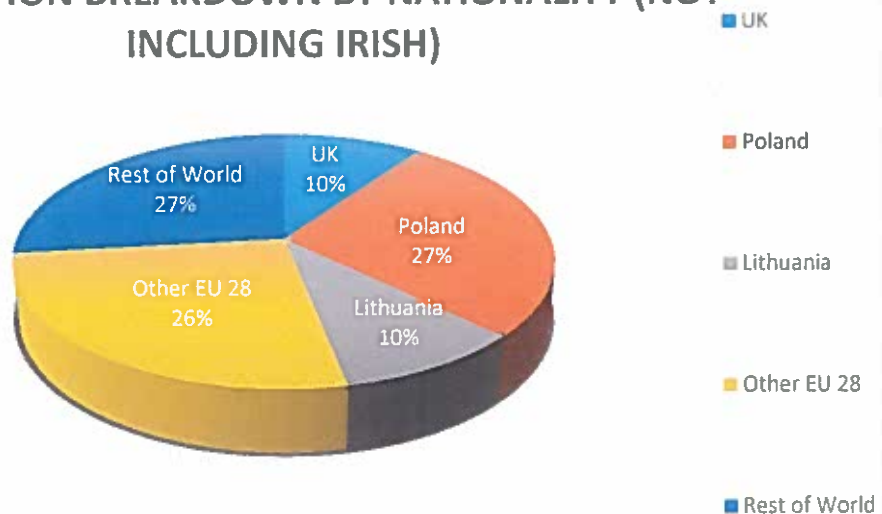
South Dublin County Council came into existence on the 1st January 1994. The Council covers an area of 222.74 square kilometres. South Dublin County has a population of 278,749 living in 92,363 homes, according to the 2016 census, a 5.1% population increase from the previous census in 2011.

The average age for the county is 35.5 years, lower than the average for Leinster (36.6), Dublin City (37.9) and the State (37.4).

POPULATION BREAKDOWN BY NATIONALITY

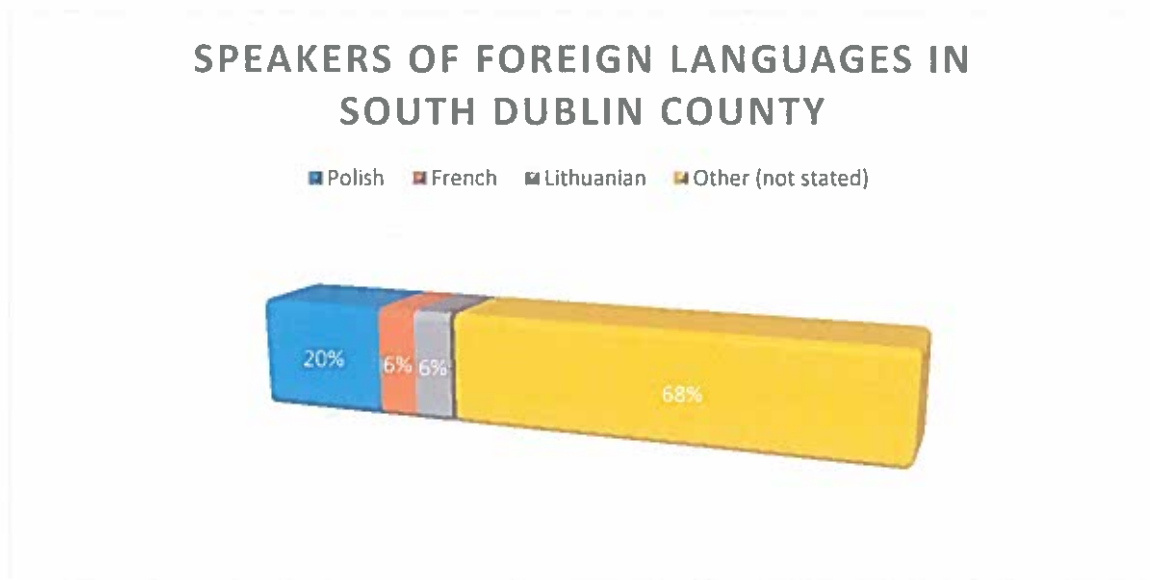
Of the usually resident population in South Dublin County Council, 87% indicated Irish nationality, 3% Polish, 2% UK, 1% Lithuanian, 3% Other EU 28 and 3% rest of world. 1% did not state their nationality, including those with no nationality.

POPULATION BREAKDOWN BY NATIONALITY (NOT INCLUDING IRISH)



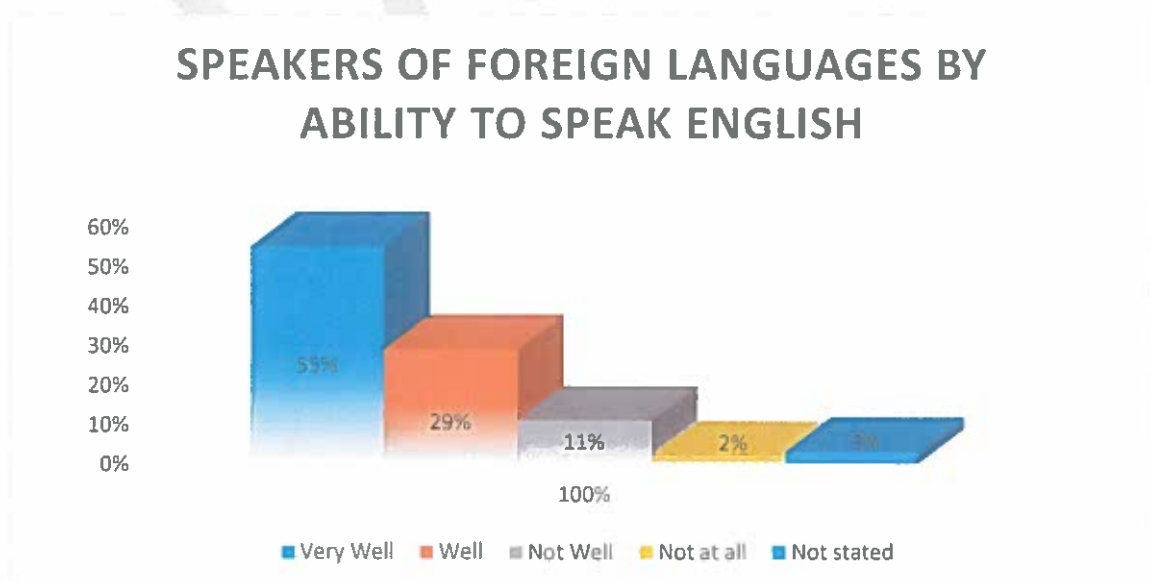
SPEAKERS OF FOREIGN LANGUAGE

The graph below sets out the main languages (other than English) spoken by migrants residing in South Dublin County. According to the Census 2016 data 48,156 people stated that they speak foreign languages. Of those who speak foreign languages, the single language spoken by the highest proportion of the population is Polish (20%), followed by French and Lithuanian (6% each).



SPEAKERS OF FOREIGN LANGUAGES BY ABILITY TO SPEAK ENGLISH

This chart shows Census 2016 data in relation to the ability to speak English among speakers of foreign languages in South Dublin County, 55% stated they can speak English very well and 29% can speak English well, while 11% indicated they don't speak English well and 2% don't speak English at all. This equates to 1,079 people who cannot communicate through English.



Section B: EU, National and Local Context

The following outlines the key EU, national and local policies & guidelines which inform this strategy.



3. EU context

EU Common Basic Principles for Immigrant Integration (2004)

This Strategy continues to be informed and guided by the EU Common Basic Principles for Immigrant Integration. These Principles address:

- Integration as a dynamic two-way process of mutual accommodation
- Respect for the values of the EU
- Knowledge of host society, language, history and institutions
- Emphasis on access to employment, education, goods and services (public and private)
- Dialogue and interaction between EU Member State citizens and immigrants
- Participation of immigrants in the democratic process
- Guaranteed respect for diverse cultures and religions
- Developing clear goals, indicators and evaluation mechanisms to evaluate integration processes and to exchange information

European Ministerial Conference on Integration: Zaragoza Declaration (2010)

The Zaragoza Declaration outlines a number of indicators for monitoring migrant integration. These indicators are:

- Employment
- Education
- Social Inclusion
- Active Citizenship

Under the Zaragoza Declaration integration strategies should focus on ensuring that public services are provided on an equitable basis within a mainstreamed system.

Human Rights

Ireland is a party to a number of international human rights treaties including the International Convention on the Elimination of All Forms of Racial Discrimination and the Council of Europe Framework Convention for the Protection of National Minorities as well as the European Convention for the Protection of Human Rights and Fundamental Freedoms. Human rights also form a core part of Ireland's Constitution.

South Dublin County Council is committed to upholding these international treaty obligations in all the areas that fall within our competence. South Dublin County Council will do all that it can to ensure that these commitments are mainstreamed throughout our work and our service provision.

The International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)

Ireland ratified this United Nations Treaty in 2000. By doing so it agreed to adopt all measures necessary to eliminate racial discrimination in all its forms and manifestations. Under the ICERD racial discrimination is defined as “any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life”.

The ICERD places a duty on countries to protect people from black and minority ethnic backgrounds from discrimination in the fields of education, employment, healthcare, elections as well as social and cultural life. South Dublin County Council will do all that it can to ensure that it fulfils its obligations in respect of our service delivery.

4. National context

Migrant Integration Strategy 'A Blueprint for the Future'

Ireland has a nation-wide integration strategy, 'A Blueprint for the Future' which identifies specific roles for Local Authorities.

- Initiatives will be undertaken aimed at increasing the number of migrant representatives in local authority fora, like Public Participation Networks (PPNs) and other representative fora
- Integration strategies will be updated
- A Migrant Integration Forum will be established in every local authority area, ideally through existing Public Participation Network (PPN) structures, and will meet regularly
- Multi-lingual materials on voter registration and on elections will be made accessible and available
- Local Authorities will take action to have migrant representation on all Joint-Policing Committees
- Local Authorities will develop and publish their policy on the early removal of racist graffiti in their respective areas

This Strategy plays an important role in contributing to the aims and objectives of Blueprint for the Future and Local Authorities are represented on the Committee that is tasked to oversee implementation of the National Strategy. The Committee was established under the Minister of State at the Department of Justice and Equality with responsibility for Equality, Immigration and Integration.

Sector Integration Strategies

Intercultural Education Strategy 2010-2015

This Intercultural Education Strategy aims to ensure that:

1. all students experience an education that "respects the diversity of values, beliefs, languages and traditions in Irish society and is conducted in a spirit of partnership" (Education Act, 1998).
2. all education providers are assisted with ensuring that inclusion and integration within an intercultural learning environment become the norm.

The Intercultural Education Strategy was developed in recognition of the recent significant demographic changes in Irish society, which are reflected in the education system. The Strategy builds on existing work in this area and seeks to be of relevance for all sectors of education, in line with the high level goal of the Department of Education and Skills to “support and improve the quality, relevance and inclusiveness of education for every learner in our schools”.

Second National Intercultural Health Strategy (2018-2023)

Ireland’s second National Intercultural Health Strategy outlines five goals:

- Enhance accessibility of services to service users from diverse ethnic, cultural and religious backgrounds
- Address health issues experienced by service users from diverse ethnic, cultural and religious backgrounds
- Ensure provision of high quality, culturally responsive services to service users from diverse ethnic, cultural and religious backgrounds
- Build an evidence base
- Strengthen partnership working to enhance intercultural health

5. Local context

South Dublin County Council Corporate Plan 2015-2019

This Strategy is founded upon the core values of South Dublin County Council:

- Value for Money
- Accountability and Transparency
- Quality Service
- Sustainability
- Inclusiveness, Equality and Accessibility

The cross cutting themes, set out below, in our Corporate Plan are reflected in the Strategy

Economic Development

Economic development is at the heart of everything we do. It embraces community development, employment creation, equality of opportunity, social equality and all that contributes to our quality of life.

Quality of Life - Health and Wellbeing

The health and wellbeing of the people of South Dublin County are a measure of our success as a society. As a local authority, we can influence physical and mental wellbeing in terms of social inclusion, recreation activities, library services, employment creation, housing supply, community infrastructure and financial supports.

Social Inclusion

Equality of opportunity and access to opportunities are central to any just society. Social inclusion and integration programmes for Travellers, older people, immigrants, people with special needs and the less well-off will remain central to all policy decisions.

Citizen Engagement

For local government to be successful, local people must get involved in developing a shared vision for our future. We will continue to consult and engage with local people, organisations and businesses in relation to all our projects and programmes.

Collaboration with Others

We cannot deliver this plan on our own. We will look for help from the community and voluntary sector, business, government and beyond to deliver the best outcomes for everyone.

The Local Economic and Community Plan 2016-2021

The Local Government Reform Act 2014 requires each local authority to produce a 6 year Local Economic and Community Plan. Our Plan was produced following a year of consultation with stakeholders and economic development sectors in the County. The Plan sets goals in the following seven different areas:

- Infrastructure
- Enterprise and Employment
- Health and Wellbeing
- Environment
- Poverty and Inclusion
- Education and Training
- Citizenship and Participation

Customer Service Action Plan and Citizen's Charter

The Customer Service Action Plan and Citizen's Charter promises to comply with a number of Quality Service Standards:

- Equality/Diversity
- Physical Access
- Provision of Information
- Timeliness and Courtesy
- Customer Care Complaints
- Consultation and Evaluation
- Choice
- Official Languages and Equality
- Better Coordination

Section C: Thematic Strategic Plans

Based on the internal and external consultation process and research into best practice, South Dublin County Council has identified a series of actions to progress migrant integration in the Council in the next 5 years. These actions are clustered into 5 strategic areas:

Theme 1: Inclusive Communities

Theme 2: Lifelong Learning

Theme 3: Enterprise and Employment

Theme 4: Health and Wellbeing

Theme 5: Inclusive Service Delivery

They focus on areas that are within the remit of the Local Authority, while identifying partner organisations where appropriate



Theme 1: Inclusive Communities

Respect between all communities in the County is essential to meeting the goal of integration. This Strategy is aimed at facilitating interaction between migrants and the indigenous population. The Actions identified in the Strategy are intended to encourage the participation of migrants at fora, partnerships and committees hosted by the Council. Through this encouragement South Dublin County Council aims to ensure that migrants are supported to express their views and that their voices are heard and represented throughout all our activities at a community level which actively look for migrant inclusion and participation from inception to planning and execution.



Action	Section	SDCC/ Outside Agency Partner	Success Indicators
Provide advice and assistance to ensure local community committees provide opportunities for people from diverse backgrounds to become involved in local community events such as village festivals, family days, and summer projects.	1. Community Development Team	1. Multicultural Groups 2. Event Organisers 3. South Dublin County Partnership (SDCP)	1. Assistance provided to community committees
Support the establishment of Residents Associations in new estates and Strategic Development Zones, with particular consideration given to the need to ensure opportunities for representation from those different ethnic backgrounds	1. Community Development Team	1. South Dublin Migrant Integration Forum (SDMIF) 2. Estate Management Committees 3. Clúid Residents Association 4. Neighbourhood Watch Committees 5. Local Schools PTAs	1. Support provided to Resident Associations being set up in new estates and Strategic Development Zones
Continue to promote the involvement of people from migrant backgrounds in youth focused activities in South Dublin County in particular Comhairle na nÓg	1. Community Development Team 2. Social Inclusion Unit	1. An Pobal	1. Increased participation of younger migrants and younger people from a migrant background engaged in youth focused activities
Promote the portrayal of positive contribution made by migrant communities in SDCC	1. Social Inclusion Unit	1. SDMIF 2. Intercultural Centres	1. Positive awareness of migrant communities and the benefits of diversity promoted 2. Awards at intercultural Food and Craft Festival and Social Inclusion Week

To measure migrant volunteerism in local sports organisations and investigate how to increase numbers if necessary	<ol style="list-style-type: none"> 1. Sports and Recreation Section 2. South Dublin Sports Partnership 3. Social Inclusion Unit 	<ol style="list-style-type: none"> 1. SDCC Leisure Services 2. Sports Development Officers 3. Community Centres 4. SDMIF 5. South Dublin Volunteer Centre 	<ol style="list-style-type: none"> 1. Data gather on adult migrant volunteerism 2. Measures identified to increase adult migrant volunteerism, if necessary
Facilitate communication between South Dublin Migrant Integration Forum (SDMIF) and new communities in the County (Open forums held at least annually)	<ol style="list-style-type: none"> 1. Social Inclusion Unit 	<ol style="list-style-type: none"> 1. South Dublin County Partnership 2. Intercultural Centres 3. The Towers Residents Association 4. Community Centres/ Family Resource Centres 5. New Communities Partnership 	<ol style="list-style-type: none"> 1. Increased membership of SDMIF 2. SDMIF hold an open night during Social Inclusion Week
Continue to facilitate the reporting of racist incidents within council housing estates	<ol style="list-style-type: none"> 1. Estate Management 2. Allocations Support Unit 	<ol style="list-style-type: none"> 1. Local Policing Fora 2. Estate Management Committees 3. Residents Associations 4. Intercultural Liaison Volunteers 	<ol style="list-style-type: none"> 1. Public confidence in the reporting of racism increased 2. Safety in residential levels increased
Include information on diversity and anti-racism in all pre-tenancy courses for new tenants in Council Housing	<ol style="list-style-type: none"> 1. Housing Department 		<ol style="list-style-type: none"> 1. Development of an information leaflet for inclusion in the new tenant handout
Develop improved representation and participation from minority ethnic communities in Local Policing Forums to ensure comprehensive representations of and communication with all community groups and issues of concern as they	<ol style="list-style-type: none"> 1. Local Policing Forums 	<ol style="list-style-type: none"> 1. Garda Síochána 2. Local Drugs Task Force 3. SDCC 4. JPC 	<ol style="list-style-type: none"> 1. Diverse representation to fully reflect the demographics and issues of concern amongst communities within SDCC increased

arise. Joint Policing Committee (JPC) work plan to support strategy actions			
Ensure that South Dublin County Council public offices display anti-racism information	<ol style="list-style-type: none"> 1. Corporate Services 2. Community Development Team 3. Libraries 4. Social Inclusion Unit 	<ol style="list-style-type: none"> 1. Council Community Centres 	<ol style="list-style-type: none"> 1. Anti-racism information displayed in public offices, libraries and community centres
Compile an accredited list of interpretation and translation services available within SDCC to ensure information is accessible by migrants	<ol style="list-style-type: none"> 1. Customer Services 2. Housing department 		<ol style="list-style-type: none"> 1. List of interpretation and translation services available online
Initiatives will be undertaken aimed at increasing the number of migrant representatives in local authority fora, like Public Participation Networks (PPNs), and other representative fora	<ol style="list-style-type: none"> 1. Social Inclusion Unit 	<ol style="list-style-type: none"> 1. PPN 2. SDMIF 3. JPC 4. Sports Partnership 	<ol style="list-style-type: none"> 1. Increased number of migrant groups registered with the PPN 2. Number of migrant representatives elected to decision making structures
Encourage new community groups to participate in the annual Social Inclusion Week	<ol style="list-style-type: none"> 1. Social Inclusion Unit 		<ol style="list-style-type: none"> 1. Increased number of new migrant communities participating
Continued support and engagement with the South Dublin Migrant Integration Forum and develop annual programme of works	<ol style="list-style-type: none"> 1. Social Inclusion Unit 	<ol style="list-style-type: none"> 1. SDMIF 	<ol style="list-style-type: none"> 1. Increased membership 2. Work programme in place 3. PPN
Communicate Community Funding Schemes to migrant communities to support cultural events	<ol style="list-style-type: none"> 1. Social Inclusion Unit 2. Community Development Team 	<ol style="list-style-type: none"> 1. SDMIF 2. PPN 	<ol style="list-style-type: none"> 1. Increased number of migrant groups receiving funding

Work with Council-led community centres to monitor and strengthen uptake of services by migrant communities	1. Community Development Team	1. Community Centres	1. Increased uptake of services by migrant communities
To develop a policy on the removal of racist graffiti	1. Public Realm 2. Estate Management		1. Policy developed 2. Removal of graffiti within timeframe contained in the policy
Record and collate data on ethnicity and nationality of social housing applications including unsuccessful applications and those presenting as homeless	1. Allocations		1. Data recorded
Record data on ethnicity and nationality of people currently in social housing stock.	1. Allocations		1. Data recorded
To support Residents Associations to engage with migrants in their catchment area	1. Estate Management 2. Community Development Team		1. Support given to resident associations and migrants engaged in the process
Communicate supportive public messages on key dates reflecting important cultural celebrations for migrant groups	1. Communications Unit 2. Social Inclusion Unit		1. Key dates recognised on Council internet and social media
Delivery of an Intercultural Food and Craft Festival	1. Social Inclusion Unit		1. Festival organised
Multi-lingual materials on voter registration and on elections that are produced nationally will be made accessible and available	1. Register of Electors 2. Libraries	1. PPN 2. Resident Associations	1. Multi-lingual materials on voters registration and on elections made available and accessible

Theme 2: Lifelong Learning

South Dublin County Council is committed to ensuring that opportunities for education and learning go beyond school-age years. The theme of 'Lifelong Learning' is intended to capture South Dublin County Council's commitment to supporting learning opportunities to adults as well as children and young people and actively include people from migrant backgrounds. Proficiency in the English language is one of the key drivers in education and so this Strategy places an emphasis on encouraging migrants to take up English language courses. The Council also wants to educate young people about the benefits of immigration to Ireland and the importance of seeing migrant integration as a process the host population must also be involved in. The development of a Migrant Awareness Programme in schools is therefore an action in this Strategy.



Action	Section	SDCC/ Outside Agency Partner	Success Indicators
Development of Migrant Awareness Programme in Schools	1. Social Inclusion Unit	1. Department of Justice	1. Number of schools participating in programme
Promote community led English programmes and classes	1. Libraries	1. Fáilte Isteach 2. South Dublin Volunteer Centre 3. ETB 4. South Dublin County Partnership (SDCP)	1. Language learning capacity increased locally 2. Number of classes and participants recorded
Research the provision of a range of specialist English for Speakers of Other Languages (ESOL) modules such as ESOL for older people	1. Libraries		1. Research carried out
Promote the informal adult education programmes delivered locally amongst migrant communities	1. Libraries 2. Social Inclusion Unit	1. Aontas 2. SDCP 3. ETB	1. Increase in number of migrants communities participating
Ensure inclusion of migrant communities in Council Arts activities (Rua Red, Civic Theatre) through culturally appropriate outreach, active audience diversification, engagement of a cultural diversity co-ordinator, funding opportunities and evaluation methods to measure impact and learn	1. Arts Office	1. Tallaght Community Arts 2. Arts Council	1. Active participation of migrant communities in arts activities and development/delivery of culturally diverse programmes and projects

Record and collate data on ethnicity and nationality of current and new library members - new application forms to be developed if necessary	1. Libraries		1. Data record 2. New application form developed if identified as being necessary
Stock take of materials available in languages of key migrant groups in the local area (based on available CSO data). Improve collection of materials as necessary in consultation with local migrant groups	1. Libraries		1. Stock take complete 2. Additional material available
Stock take of materials available for ESOL (English for Speakers of Other Languages) students	1. Libraries		1. Stock take complete
Write to all primary and secondary schools in the area asking how the library service can assist and support English language and mother tongue needs of students	1. Libraries		1. Number of schools receiving correspondence 2. Feedback recorded and actions taken if required

Theme 3: Enterprise and Employment

Employment serves as a gateway to financial independence and can protect migrants from the risk of poverty and social exclusion. This Strategy recognises the importance of helping migrants become economically active and also recognises that conventional employment is not the only pathway to this. As well as raising awareness amongst migrants of training and support programmes available, the theme of Enterprise and Employment addresses the fact that a number of migrants have significant entrepreneurial skills but need further support and assistance to develop these to the point of launching a successful business.



Action	Section	SDCC/ Outside Agency Partner	Success Indicators
Increase awareness amongst migrants of employment and enterprise opportunities and develop a referral pathways into formal and informal, training education and employment supports	1. Local Enterprise Office 2. Social Inclusion Unit	1. ETB 2. LESN 3. SDCP	1. Knowledge and use of employment support and training opportunities increased 2. Understanding of career opportunities promoted 3. Collaboration and referral system among organisations increased
Research the possible provision of an "English for Business" language course to improve the linguistic proficiency of migrants	1. Local Enterprise Office 2. Libraries		1. Research piece undertaken
Promote the "Start and Grow your own Business" programme and other training programmes amongst migrant communities	1. Local Enterprise Office 2. Social Inclusion Unit		1. Increase of migrant uptake of "Start and Grow your own Business" programme
Promote the Entrepreneurs Network and Mentoring Programme among migrant communities	1. Local Enterprise Office 2. Social Inclusion Unit	1. SDMIF	1. Increase of migrant participation of Entrepreneurs Network and Mentoring Programme
Actively include migrant communities in Local Enterprise Week	1. Local Enterprise Office	1. DEASP 2. SDCP 3. Training Providers	1. Migrant communities participation in Local Enterprise Week
Explore the development and implementation of specific courses and training for ethnic entrepreneurs to address specific needs as identified	1. Local Enterprise Office		1. Research piece undertaken 2. Specific courses and training developed if a need is identified

Theme 4: Health and Wellbeing

Good health and wellbeing are often essential to individuals enjoying other rights and entitlements. They are a key factor to promoting migrant integration and are included in the Zaragoza Declaration. Language barriers and social isolation can often act as barriers to migrants accessing healthcare. This Strategy recognises that good health and wellbeing require more than access to healthcare but also includes access to and uptake of preventative and lifestyle interventions. It therefore proposes a number of actions that are aimed at encouraging migrants to take part in sporting and recreational initiatives. South Dublin County Council recognises the opportunities that physical activity and sport can play in the progression of migrant integration into Irish society therefore included under this theme is an action to hold a dedicated event during Health and Wellbeing Week for migrant integration.



Action	Section	SDCC/ Outside Agency Partner	Success Indicators
Hold a dedicated event during Health and Wellbeing Week for migrant integration	1. Social Inclusion Unit 2. Sports & Recreation Section 3. South Dublin Sports Partnership	1. Sports Development Officers 2. National Governing Bodies 3. Health Service Executive (HSE) 4. SDMIF	1. Integration event held
Promote and increase awareness and encourage applications of existing categories of Community Endeavour Awards such as Sports & Recreation; Social Inclusion; Health & Wellbeing	1. Community Development Team 2. Social Inclusion Unit		1. Increase in number and quality of applications received 2. More migrant groups achieving an award
Continue to support migrant communities in the inclusion of health actions such as walks, community games, Operation Transformation	1. Sports & Recreation Section 2. Sports Partnership 3. Communications Unit		1. Number of migrants participating in health actions
Explore the need to establish a Health & Wellbeing group as part of the South Dublin Migrant Integration Forum or include it in the work programme	1. Social Inclusion Unit		1. Sub group established 2. Migrant specific health and wellbeing programme identified
Inclusion of migrant voice in Sports Partnership	1. Sports Partnership	1. PPN	1. Work of the Sports Partnership includes a migrant need where identified
Migrant voice to be raised through the Healthy County process	1. Interagency Section	1. PPN 2. SDCP	1. The healthy County process includes migrant need where identified

<p>Research into encouraging Health & Wellbeing programmes for those placed in direct provision</p>	<p>1. Social Inclusion Unit 2. Interagency Section 3. Sports & Recreation Section 4. Sports Partnership</p>		<p>1. Research piece carried out</p>
---	---	--	--------------------------------------

DRAFT

Theme 5: Inclusive Service Delivery

South Dublin County Council understands that it must be an exemplary model to others in the way that it engages with migrants. The theme of Inclusive Service Delivery ensures that the Council itself is accountable for its actions towards migrants. A commitment to diversity training of Council staff is an important part of this approach, as is a transparent, accessible and timely process of dealing with complaints of racism against Council staff through the customer care charter.



Action	Section	SDCC/ Outside Agency Partner	Success Indicators
Diversity awareness training for all Council staff	1. HR Training		1. Number of Council staff completed training
Continued development and promotion of an organisation-wide "Plain English" approach	1. Communications Unit 2. Equality Officer 3. Social Inclusion Unit 4. Community Development Team 5. Libraries	1. National Adult Literacy Agency (NALA)	1. Council publications/correspondence/documentation are produced using the "Plain English Approach"
Further develop the project identifying language skills of Council staff	1. Customer Care Section 2. Learning & Development Unit		1. List of Council staff available to deal with non-English speaking customers
Explore the use of translation bots for South Dublin County Council website	1. IT Department		1. Research piece undertaken and translation bots available, if feasible
Registration/Political Awareness Programme in migrant communities (voters registration, Council Chamber tour etc.)	1. Corporate Services 2. Social Inclusion Unit 3. Community Development Team 4. Libraries	1. SDMIF 2. SDCP 3. Immigrant Council of Ireland	1. Increased participation by eligible and future migrant in democratic processes
Examine recruitment processes with a view to ensuring that	1. HR recruitment	1. Local Government Management Agency (LGMA)	1. Processes examined in line with national policy

migrants have equal opportunities to access public jobs in line with national policy		2. PAS	
Investigate a migrant integration proofing tool across South Dublin County Council services	1. Social Inclusion Unit 2. Communication Unit	1. Immigrant Council of Ireland	1. Consultation with Immigrant Council of Ireland to establish best practice for developing a migrant integration proofing tool 2. Migrant integration proofing tool developed if appropriate
Formation of a co-ordination group among the Dublin Local Authorities	1. Social Inclusion Unit	1. Dublin City Council; Fingal County Council, Dun Laoghaire - Rathdown County Council	1. Group formed and meeting on a quarterly basis
To ensure that reports of racist complaints are dealt with in line with the Council's existing customer care charter	1. Corporate Services 2. Human Resources		1. Racist complaints are dealt with in line with customer care charter
Explore the development of a South Dublin County Integration Working Group through the LCDC to facilitate inter-agency collaboration on migrant integration.	1. LCDC 2. CYPSC 3. Social Inclusion Unit	1. SDCP	1. Establishment of a sub-group, if appropriate
Establish a monitoring group comprised of relevant Council	1. Social Inclusion Unit	1. South Dublin Council Departments	1. Monitoring Group set up and regular meetings held 2. Progress on delivery of actions updated regularly

Officials to
update the
progress on
strategies
actions

--

--

--

DRAFT

LIST OF ABBREVIATIONS

CSO	Central Statistics Office
CYPSC	Children and Young People's Services Committees
DEASP	Department of Employment Affairs and Social Protection
ECHR	European Convention on Human Rights
ESOL	English for Speakers of other languages
ETB	Education and Training Board
EU	European Union
HR	Human Resources
HSE	Health Service Executive
ICERD	International Convention on the Elimination of All Forms of Racial Discrimination
JPC	Joint Policing Committee
LCDC	Local Community Development Committee
LEO	Local Enterprise Office
LESN	Local Employment Service Network
LGMA	Local Government Management Agency
NALA	National Adult Literacy Agency
OSCE	Organisation for Security and Co-Operation in Europe
PPN	Public Participation Network
PTA	Parent Teacher Association
SDCC	South Dublin County Council
SDCP	South Dublin County Partnership
SDMIF	South Dublin Migrant Integration Strategy
UN	United Nations