

Dublin Inner City Partnership

IMPLEMENTATION PLAN

2004-2006

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INTRODUCTION

This implementation plan sets out the Dublin Inner City Partnership strategy for the 2004-2006 period. It is informed by the six year strategic action plan that was agreed with Area Development Management in 2001, but also takes into account changes in the needs of inner city disadvantaged communities, policy and resource changes. The preparation of the implementation plan allowed the opportunity to review progress of activities over the 2001-2003 period and to re-focus the workload for the coming implementation period.

The main priorities identified by the Partnership for the 2004-2006 period are as follows:

- ? Developing the equality agenda;
- ? Developing a rights based approach to addressing socio-economic exclusion;
- ? Targeting of resources more effectively to flat complexes and communities of need;
- ? Developing the co-ordination role of the Partnership in response to social exclusion;
- ? Prioritising particular target groups including ex-prisoners, women returners, workless households, children and young people at risk and out of school, recovering drug users, long-term unemployed, foreign nationals, people with a disability;
- ? Engagement with the major social and economic public and private developments to ensure local community gain;
- ? Consolidating the community infrastructure in the face of reduced resources.

The primary focus for the investment by the Partnership will be to ensure that the local response is targeted at the most disadvantaged individuals, families and communities.

The three measures in this implementation plan are a) Services for the Unemployed, b) Community Development and c) Community-based Youth Initiatives - Reducing Educational Disadvantage. There are a number of strategies under each measure and these are further divided into specific actions.

The existing core infrastructure developed with support from the Partnership through previous action plans will provide the means to implement this plan for the period 2004-2006. This infrastructure is comprised of community-based organisations located in the different communities living in the inner city area. The interventions supported by Partnership investment will complement other area-based initiatives developed by the statutory sector which include the Docklands Authority, the City Council Integrated Area Plans, the RAPID initiative, the Digital Hub and the Department of Education Schools Completion Programme. The Partnership will work in conjunction with other local development organisations including the four community networks, the two local Drug Task Forces and the local Community Development Projects. In the wider development context the Partnership will maintain and develop links with the Dublin Employment Pact, the City Development Board and the Belfast Area Partnerships.

The strategies included in this plan were identified in the DICP Strategic Action plan 2001-2006 "*Achieving Equality, Overcoming Exclusion*". This six year plan set out a strategy to secure social and economic rights in the inner city. The plan was produced after wide consultation and based on experience gained in delivering three previous action plans for the ten years from 1991. The outcome for the first three years of the current plan was intensively reviewed and an analysis of the present needs and issues relevant to the Partnership brief was undertaken.

This analysis showed that:

- ? The inner city population increased by 20 per cent between 1996 and 2002;
- ? Educational attainment levels and employment rates have risen dramatically;
- ? Unemployment rate of 14% in 2002, much higher than the national average;
- ? Lone parent households account for 12.73% of all households;
- ? The scale of heroin abuse remains highest in the State with a recent dramatic rise in cocaine use;
- ? One fifth of the population of the inner city are of foreign nationality;
- ? In some inner city wards over thirty per cent of the population are foreign nationals;
- ? Three hundred Travellers living in the inner city;
- ? One third of the population has third level education;
- ? But an estimated 3% of inner city Local Authority tenants progress to third level;
- ? Literacy problems are widespread – 63% of second level students are behind the average reading age;
- ? Twenty per cent of primary school pupils qualify for special needs;
- ? There is a lack of recreational facilities for young people;
- ? Reductions in CE and JI resources are constricting the provision of services in disadvantaged inner city communities.

The strategies and actions included in this three year implementation plan are based on the most effective means to respond to these demands. The range of actions set out will ensure direct benefits for a significant number of inner city residents. They will increase the capacity of local residents to respond to the impact of urban renewal particularly in the public housing areas. They will target resources at the areas with the most acute levels of poverty and deprivation. They will secure a higher level of co-ordination between community-based agencies tackling social exclusion and they will complement and secure benefit from the activities of other area based developments from the statutory and private sectors.

A total of ten strategies and sixteen associated actions are included in this plan. The total projected cost including support and central costs for the three years 2004-2006 is €3,861,531. The DICP and other community-based organisations responding to poverty and social exclusion in the inner city have experienced severe reductions in funding over the past year. This has resulted in the reduction of local activity and the curtailment of vital services and initiatives.

Despite this, the inner city contains the largest scale and most acute levels of concentrated poverty and deprivation in Ireland. In addition, the location of the Dublin Inner City Partnership in the centre of the capital city presents greater demands and challenges. The intensive economic growth and investment in urban renewal that has occurred in the city centre over the past decade has exacerbated the divisions between wealth and poverty in the inner city. While the Partnership has managed to derive benefit for local residents and community gain from this investment in terms of employment and infrastructure, nevertheless there remains a significant challenge to alleviate the most acute poverty and to achieve the levels of social inclusion that a developed European city requires.

1. MISSION STATEMENT

Dublin Inner City Partnership is an independent local development company operating with a brief of responding to long term unemployment and socio-economic disadvantage in inner city Dublin. The Partnership opposes all forms of poverty, discrimination and exclusion, and promotes the participation of the resident community in the regeneration of their locality. It aims to enhance the quality of life for all inner city residents who are experiencing deprivation and disadvantage by reinforcing their individual rights to work, education and adequate income.

The Partnership agreed a set of operating principles at the outset of the strategic plan process and these were reviewed by the Board mid-way through 2003, and in detail by staff in November 2003 as part of the preparations for the implementation plan. The principles give a clear outline of the Partnership's overarching objectives and modus operandi, and help ensure that Partnership activity is correctly targeted, operates to an equality agenda at all times, and results in sustainable benefits to the inner city community. These principles promote transparency in decision making about the allocation of resources.

1. Any investment or programme supported by the Partnership must have direct benefit for those residents of the inner city who are without work, experiencing poverty or in low income households.
2. Our resources and efforts will be targeted at those of greatest need within the inner city and will aim to ensure sustainable benefit to local residents.
3. The underlying value of the Partnership approach is to achieve equality of treatment, access and opportunity for inner city residents who have experienced exclusion from social and economic local development.
4. The Partnership will encourage participation by residents in local programmes, organisational structures and activity and will oppose discrimination and compulsion.
5. The Partnership will provide the means for transparency in local decision-making by ensuring accountability in the allocation, use and deployment of resources and funding and by identifying the intended beneficiaries.

2. REVIEW & ANALYSIS OF 2001-2003

Principal Achievements

Digital Communities

One of the significant achievements during the 2001-2003 implementation phase is the establishment of the Digital Communities Initiatives, which is a major IT initiative that involves equipping disadvantaged communities with computer hardware and software and implementing appropriate training. The initiative is a collaboration between DICI, Dublin Institute of Technology, Hewlett Packard, Eircom, the National Centre for Technology in Education, Dublin City Council and The Digital Hub. To date, eleven local authority flat complexes have been equipped with state of the art PCs and peripherals. Local residents are undertaking training through the Microsoft IT Academy, starting with the IC3 qualification and with opportunities to advance to higher qualification levels. Job creation in computer training will ensue as local residents gain the appropriate accreditation that will enable them to act as tutors in their own communities. This initiative is managed under the DISC project.

Educational Networks

Achievements in the educational sector include the further development of the Primary Schools Initiative and establishment and launch of a Second-level Schools Network, including twelve of the inner city second level schools, to tackle educational disadvantage at post-primary level.

Primary Schools Initiative ? The PSI researched and submitted a detailed plan to the Department of Education & Science at the request of the Minister for Education & Science, Noel Dempsey TD, outlining the specific needs of inner city disadvantaged schools. This plan was developed by the Programme Manager based on data supplied by 36 inner city primary schools. Outcomes from the PSI over the three year period 2001-2003 include:

- ? Involving teachers and principals in the initiative through subgroups and interest groups (e.g. sports, drama, curriculum group, principals group);
- ? Involvement of parents through Parents Interest Group;
- ? Adult Literacy 'Read to Succeed' courses for parents (with Dublin Adult Learning Centre), and literacy awareness training for teaching staff;
- ? Teacher training in drama (Abbey Theatre), Positive Emotional Health, and 'Circle Time' which teaches children communication skills;
- ? Drugs awareness education for pupils (The Life Education Centre, mobile unit);
- ? School visits by the Science bus;
- ? Survey of teachers on issues of greatest concern. Research by the Adelaide Group;
- ? Art workshops for children delivered by National Gallery's outreach programme;
- ? Development of 'Friends of the PSI' fundraising strategy;
- ? Extra curricular activities for pupils including swimming gala, football blitz, dance classes, educational visits to the National Art Gallery and National Parks;
- ? Music project for pupils run in conjunction with the National Concert Hall;
- ? Cultural Awareness education through CRADLE and One World;
- ? Arts Council course for 9 teachers and 200 pupils.

A therapeutic counselling initiative called Suaimhneas was established in conjunction with the DICI and the two local Drugs Task Forces and is currently being evaluated for mainstreaming by the National Drugs Strategy Team. This provided intensive supports in nine primary schools for children presenting with a range of behavioural and emotional difficulties due to pressures in the home. A full-time social worker and clinical psychologist were employed. Sixty-four pupils and their families received support during the pilot phase.

Second-level Schools Network ? The SSN is a network of 12 inner city disadvantaged schools that wish to develop a means of improving the educational and working environment for pupils and teachers. Over the last three years, principals of the schools have been meeting with the DICP to progress the development of the schools. A Programme Manager was contracted to develop a strategy and objectives. An audit of resources in the vicinity of SSN schools was carried out and a database of these resources was developed. Sub-committees were formed around different issues, e.g. School Completion Programme, Finance, National Education Psychological Service, etc. Schools were supported to initiate a dialogue with the Department of Education & Science, and a number of meetings were held with the Secretary General in the Department. The Department requested that the network produce a plan outlining the issues the schools face and recommendations to address them. The process of developing this plan has included extensive consultation with teachers and principals, as well as primary research. Over 300 teachers attended a conference in March 2003, which provided an opportunity for them to contribute to the planning process. A news sheet publication was distributed containing research findings, aims of the network and progress to date.

Pre-employment Training

The pre-employment training programme for women provided by The Gateway Project has been presented by the NAPS Interdepartmental Group on Literacy for the Unemployed as a model of good practice. This committee, which consists of representatives of the Departments of Education & Science, Employment & Enterprise, Social Community & Family Affairs, CDVEC, NALA, DALC and DICP, has submitted the Gateway model to the Cabinet's Sub-Committee of Senior Officials to inform future integrated client support services financially supported by State resources. Gateway provides vocational and personal skills training for a group of twenty women from the north west inner city who have experienced social exclusion (e.g. some are lone parents, early school leavers, recovering drug users). Modules include ECDL, FETAC English, Maths, Childcare, Catering, Office Procedures, Pitman Keyboard Skills and Book-keeping.

Voter Education Initiative

An inner city voter education initiative was established by the South West Inner City Network. Representatives from each quadrant of the inner city received training in the delivery of voter education programmes from the Vincentian Partnership for Social Justice. Courses are being run throughout the inner city with the aim of increasing voter turnout in the 2004 local elections.

Support for Immigrant Communities

DICP has supported local networks to engage with immigrant communities as well as supporting specific organisations working with these target groups and piloting innovative ways of addressing and preventing racism, including through multicultural soccer festivals (Sports Against Racism in Ireland) and a primary school education programme (One World).

A network of twenty-five African representative organisations was developed to examine the needs of African communities living in Dublin and try to identify resources to develop appropriate support structures.

The Pan African Organisation was supported to advocate on behalf of black and other ethnic minorities living in the city centre. The organisation provided computer training courses and crèche facilities to its target group, and was involved in research on the experience of racism and advocacy work for clients.

DICP has supported research and participated in local structures in different areas that are addressing the issues of racism and interculturalism. Small scale support

was provided to groups such as the Roma Support Group and Nigerian Support group for specific projects aimed at combating racism.

Dublin Inner-city Schools Computerisation Project

The DISC Project aims to bring all participating schools to high specification multi-media capacity over the duration of the project, to implement relevant teacher training and to integrate the use of computers into the teaching/learning process in all curricular areas. The project works with forty schools, nine of which are second level and thirty-one are national schools. The DISC project partners include DICP, Dublin Institute of Technology, Dept. of Education & Science (through the National Centre for Technology in Education), Hewlett Packard, and the Primary Schools Initiative. During 2003, 150 teachers received training through this initiative. The project also initiated the Digital Communities initiative and has recently expanded to include a new 'special projects' element, which will focus on innovative IT projects with pupils in a classroom setting.

ICON - RIPON Model

The Partnership has supported the ICON network in the north east inner city over a number of years to achieve significant outcomes in the development of new models of integration (e.g. Inter-agency Drugs Project, Integrated Services Process) for disadvantaged communities. Most recently, ICON has developed an innovative response to the challenge of integrating services for children at risk. The initiative, called RIPON, has obtained funding to employ a researcher and attracted European attention through the OECD, which is interested in seeing how the model develops to inform similar strategies in other EU countries.

Older Persons Council

The Partnership was involved in the development of an Older Persons Council in the north west inner city, which aims to ensure that adequate services to older people are delivered in a co-ordinated and effective manner. The council is piloting an approach it believes will have a positive impact on the quality of life and the well-being of vulnerable older people from the Dublin's north west inner city community. The community and voluntary sector have played a decisive role in providing a social safety net for those most vulnerable or stressed members of the community who have been unable to access State social services. The Council is a partnership of statutory, community and voluntary service providers.

Environment and Planning Service

DICP invests in Community Technical Aid to provide an inner-city wide community planning service to support local residents in disadvantaged communities to engage with issues of planning and development. This technical support is provided free of charge and enables communities to understand and manage urban change in and for their own localities. The service also provides accredited training in urban planning to local residents and staff in community based organisations. (A case study on this service was submitted to ADM in 2003.) The Community Planner has, for example, supported the development of childcare facilities in Blackhall Place, facilitated negotiations for community gain worth €1 million on the west side of Smithfield development, successfully supported the community of the south east inner city to challenge inappropriate high rise developments, and negotiated on health and safety issues with project management teams for construction sites near Liberty House in the north east inner city.

Adult Education Guidance Service

The inner city Adults Education Guidance Service is a collaborative initiative between the City of Dublin Vocational Education Committee, Dublin Inner City Partnership, and the Dublin Adult Learning Centre. The service, which is based in DALC,

provides outreach clinics in eleven community based education centres throughout the inner city. The purpose of the guidance service is to enhance the possibility for individual clients who are participating in basic education courses within the inner city to progress either in education or towards work. The Partnership is represented on the managing consortium, the focus of which is to ensure that 1) the service remains available to inner city residents, 2) that the service does not duplicate any similar service that may be available in the inner city and 3) to inform the strategic development and mainstreaming by the Department of Education & Science of the inner city Adult Education Guidance Service. Currently there is a staff team of three: a co-ordinator/guidance officer, a part-time guidance officer, and a service administrator. The initial two years of the pilot was independently evaluated during 2003 on behalf of the CDVEC which is the conduit of Department of Education & Science funding for the project.

Ex-prisoners Forum

One of the initiatives that took place during 2003 was for Partnership personnel to try to address the integration of ex-prisoners back into their local communities. The format for this research was the hosting of an inner city wide work seminar on the topic where participants were encouraged to detail their local operations in support of this target group. As a consequence of the workshop, the DICP held discussions with representatives of Community Technical Aid who themselves are completing local research on the topic under their EQUAL initiative. The re-integration of ex-prisoners into local community life demands a high degree of cross-sectoral integration that encapsulates the needs of the individual ex-prisoner while also respecting the needs of the community. Further work on this issue is planned for the forthcoming implementation period.

Targeted Regeneration Programmes in Local Authority Estates

O'Devaney Gardens ? Research carried out in 2001 in O'Devaney Gardens local authority flat complex showed high levels of deprivation among the population. The Partnership has responded to the needs of the community by supporting the employment of a Development Worker who is at present overseeing the implementation of a five year development plan for the complex. The work will ensure that resources are levered into the area for the benefit of the community, and will result in the establishment of childcare and youth facilities and opportunities for local residents. The O'Devaney Gardens Community Forum is collaboration between the residents, local agencies and community and voluntary groups in the area. To date, blocks committees have been established as a way of promoting the involvement of local people in the management of their own estates. Courses have been organised for young mothers who experience isolation, and planning is underway for the construction of a new youth centre.

St. Teresa's Gardens ? In St. Teresa's Gardens in the south west inner city, the Partnership has supported a multi-focused regeneration programme that encompasses job creation objectives, environmental improvements, education, training and youth activities. The project aims to increase the participation of local residents in the management of their estate. Local residents were supported to negotiate an estate management agreement with Dublin City Council which sets out the obligations of both tenants and local authority. A summer project is organised for local children annually, and after-school services have recently commenced. Local residents are engaged in maintenance and environmental improvements through participation on Community Employment and Jobs Initiative schemes. Research on the needs of older people living in the flats was undertaken. A range of training courses has been organised for the local community and people employed on the project, e.g. Back to Education courses, computer courses, Health & Hygiene module, Safe Pass course with FÁS.

Inner City Childcare Network

The Inner City Childcare Network has been developed as a forum for local childcare providers and other relevant agencies to promote quality standards locally. The network undertakes a range of activities every year, including training for childcare managers and staff, production of a local childcare newsletter, and policy development on health and good practice issues. Training has been organised for childcare workers on topics such as diversity in the childcare setting, child protection issues, management skills training, and presentations on relevant issues (e.g. meningitis, immunisations, staff recruitment and employment issues). Participating groups provide support for each other by pooling their expertise, and act as informal mentors for new services.

Inner City Employment Service

The Inner City Employment Service continues to provide an excellent local mediation, guidance and placement service to inner city long-term unemployed clients and key target groups such as women returners, early school-leavers, first time job seekers, ex-prisoners, recovering drug users, homeless people and members of immigrant communities with the right to work. During 2003 the service placed 326 people in full-time jobs and had a client throughput of 1,736 people. One hundred and ten people were placed on community based training courses and 97 on contracted training.

Enterprise Support Services

The Partnership has supported enterprise development services for long-term unemployed inner city clients, both at the pre-enterprise and commercial enterprise stages. The pre-enterprise services are provided through a locally based community infrastructure in different geographic areas of the inner city. The commercial enterprise development service is provided on an inner city wide basis. Both types of service provide advisory and technical support to clients. The commercial enterprise service also provides financial support to enable the establishment of new businesses, and assists clients to secure additional financial assistance from a range of agencies.

Partnership Approach

In implementing its strategic plans since 1991, the approach of Dublin Inner City Partnership has been: 1) to employ a small, specialised staff team and 2) to deliver targeted actions through a well developed independent community infrastructure. The approach has proven highly effective. A high level of local participation has been achieved on the partnership organisation structures. The local area partnership approach has been pioneered and successfully adapted to a range of new initiatives. It has been recognised and acknowledged by each of the sectors and central government that the Partnership has provided leadership on a range of serious social and economic issues in the inner city.

Partnership staff have been central to the initiation and introduction of new local development initiatives, including the establishment of large community and schools networks, the development and co-ordination of the Inner City Employment Service, the introduction of the local Drug Task Forces, the development of the Integrated Services Process and the introduction of the RAPID programme. In particular, Partnership staff have concentrated on the facilitation and support of community and resident representation on a wide range of new planning and development structures. These include the Docklands Development Authority, four City Council led Integrated Area Plans, RAPID AITs, and targeted initiatives located in the large public housing complexes. On a regional basis the Partnership staff and board members, together with the other Dublin Partnerships, have been to the forefront in initiating PLANET, the City Development Board, the Dublin Employment Pact, the EU EQUAL programme and links with the Belfast area partnerships.

Outcomes from 2001-2003

The main outcomes from the Partnership for the 2001-2003 implementation period are summarised in the following table:

2.1 Measure A Services for the Unemployed		
Action	Description	Principal Achievements
1. Inner City Employment Service	Achieving sustainable local job placements for inner city residents	Four local employment centres providing employment guidance, job placement and progression opportunities for inner city long-term unemployed clients. 1) Full-time job placements : 326 in 2003 and 317 in 2002 2) Specialist training for staff working with target groups
2. Employment Access – Skills Training for Women	Achieving sustainable local job placements for inner city women	1. Vocational skills training for 20 women (The Gateway Project) 2. Business skills course for 14 women (North Wall Women's Centre)
3. Enterprise Support	Training and financial assistance for new business	Inner City Enterprise – 116 jobs created (44 in 2001; 50 in 2002; 22 between Jan & Jun 2003) 8,000 hours of advisory support in 2001 6,500 hours of advisory support in 2002 3,000 hours in Jan-Jun 2003 period
4. Community Development Courses	Delivery of community development training	1. Cairde Skills Development course 2. UCD Certificate in Community Development 3. Intro. to Community Development Course 4. Participatory Appraisal courses x 3 5. Voter Education workshops
5. Community-based Regeneration Programmes	Establishment of four regeneration programmes	1. St. Catherine's Combined Communities Group 2. O'Devaney Gardens Development Centre 3. St. Teresa's Gardens Environmental & Employment Project 4. Support for regeneration programmes in Hardwicke Street / Smithfield / Blackhall Place /Oliver Bond House
6. Information Technology Service	Pilot initiative to develop the information technology capacity of local communities	1. Digital Community initiative established in eleven flat complexes 2. IT training course in south west inner city area

2.2 Measure B ? Community Development		
Action	Description	Principal Achievements
1. Development of Inner City Community-based Networks	Four community based networks in each quadrant of the inner city	ICON ? north east quadrant 1. Development of RIPON model 2. Multicultural Working Group events 3. Needs analysis of Hardwicke Street/Dominick Street area 4. Supporting community participation in RAPID 5. ICON Activities Group for the Elderly 6. Needs Analysis in St Agatha's Youth Development Group 7. Tenant Development Empowerment Programme

<p>1. Development of Inner City Community-based Networks (continued)</p>		<p>NWICAN ? north west quadrant</p> <ol style="list-style-type: none"> 1. Intercultural Work 2. Publicity campaign re CE cuts 3. Council of Services to Older Persons 4. Co-ordination of community involvement in French fair 5. Negotiation of gain from west side of Smithfield development <p>SWICN ? south west quadrant</p> <ol style="list-style-type: none"> 1. Voter Education Task Force 2. Monitoring of IAP developments 3. Research on social housing 4. Needs analysis of minority communities <p>SEN ? south east quadrant (in process)</p> <p>Partnership staff have been meeting with relevant organisations to try to progress the re-establishment of the network. A number of facilitated planning days were held. Further work is planned for the 2004-06 period.</p>
<p>2. Environmental Planning Advice Service</p>	<p>Employment of Environment and Planning Officer</p>	<ol style="list-style-type: none"> 1. Community gain worth €1 million negotiated with Smithfield developers. 2. Accredited training in planning and development issues (10 participants) 3. Development of local childcare and play facilities (e.g. Blackhall Place) 4. Ensuring appropriate development in each quadrant
<p>3. Formation of a Community Arts and Cultural Initiative</p>	<p>Establishment of arts and cultural scene in inner city Dublin</p>	<ol style="list-style-type: none"> 1. One organisation developed 2. Three jobs created 3. Community arts & cultural strategy developed 4. Action plan produced 5. Technical support sessions for inner city community arts projects 6. Five strategic partnerships formed 7. Three community arts and culture training courses developed and delivered
<p>4. Estate Management Programmes</p>	<p>The delivery of customised and appropriate estate management training programmes targeted at disadvantaged communities</p>	<ol style="list-style-type: none"> 1. Tenant Development Empowerment programme. Estate management training delivered by ICON tenant worker targeting 23 flat complexes 2. Estate management training delivered by CTA community planner.
<p>5. North West Inner City Women's Network</p>	<p>Co-ordination of NWIC Women's Network</p>	<ol style="list-style-type: none"> 1. Research on violence against women and local supports available 2. Awareness raising of violence against women through Women's Aid's 16 Days of Action campaign and fundraising 3. Training for local women and working group members 4. Development of folklore book 5. Targeting excluded women through intercultural work; research on the needs of African women; submissions to the Government Action Plan Against Racism

2.3 Measure C ? Community based Youth Initiatives – reducing educational disadvantage		
Action	Description	Principal Achievements
1. Primary Schools Initiative	Tackling educational disadvantage through a network of inner city primary schools	<ul style="list-style-type: none"> 1. Extra curricular activities for children (drama, art, music, sport, study visits) 2. Training opportunities for teachers 3. Involvement of parents in the school system and adult education for parents 4. Plan for primary schools submitted to Department of Education & Science
2. Establishment of Secondary Schools Initiative	Tackling educational disadvantage through a network of inner city secondary schools	<ul style="list-style-type: none"> 1. Contracted Programme Manager to develop a strategy and objectives 2. An audit of resources in the vicinity of SSN schools was carried out 3. Database of local resources was developed 4. Primary research with Principals and Teachers 5. Publication of news-sheet with research findings 6. Sub-committees formed around key issues 7. Meetings were held with Department 8. Consultation process with teachers and principals for development of strategic plan 9. Conference in March 2003 re planning
3. Dublin Inner-city Schools Computerisation Project	Upgrading a network of schools with high spec IT, training for teachers	<ul style="list-style-type: none"> 1. Expansion of DISC to 40 schools 2. Upgrading of schools with HP equipment 3. 150 teachers trained in 2003; 200 trained in 2002 4. Community links developed through Digital Communities Initiative
4. Establishment of a Therapeutic Counselling Service	Support pupils' psychological needs, increase attainment potential, reduce burden on teachers	<ul style="list-style-type: none"> 1. A therapeutic counselling service available to 12 primary schools 2. A full-time clinical psychologist and full-time social worker service available to schools 3. Twenty-one children and their families supported by social worker; 16 supported by clinical psychologist during pilot phase 4. Initiative established as a pilot, currently being evaluated by National Drugs Strategy Team
5. Childcare Providers Support Service	Support for a network of inner city childcare providers	<ul style="list-style-type: none"> 1. Quarterly Newsletter 2. Workshops on relevant issues 3. Policy development on good practice issues (recruitment, staff vaccinations) 4. Training for childcare managers and staff (management skills, diversity awareness, child protection, Children First)

Significant Challenges

The reduction in investment to the Partnership during 2003 presented a major challenge to the inner city community infrastructure. Partnership staff met with contracted organisations in the first quarter of the year and informed them of budgetary constraints. This resulted in significant reductions in direct funding to many of the community-based activities supported by the DICP and the cessation of some of the projects. However, the priority was to maintain the core local development infrastructure with key staff contracted by the DICP. Some elements of the core infrastructure (e.g. community networks) were able to source alternative emergency funding to maintain their staffing levels to the end of 2003.

The community sector has also been affected during this implementation phase by reductions in the Community Employment and Jobs Initiative Programmes. Campaigns were launched to try to minimise the cutbacks in the inner city, the impact on JI workers and loss of community services, with the result that the number of planned JI cuts was reduced from 106 to only 20 redundancies.

The Inner City Employment Service experienced a challenge due to alterations over the last number of years in the client caseload (specifically referrals under the National Employment Action Plan) The issues that are being identified by the Partnership and its infrastructure include:

- ? Dealing with levels of early school leaving and associated literacy and numeracy issues;
- ? Health (physical and mental);
- ? Trying to discover the best methodology to support ex-prisoners;
- ? Trying to sustain support services for refugees and asylum seekers who do not have the right to work.

In June 2003, the Partnership commenced direct intervention work with individual clients from the Department of Social & Family Affairs, under the NEAP. These individuals are not using the services of their own volition and therefore the support structure needed to encourage their progression demands, in some instances, staff to be re-trained, particularly in the area of dealing with reluctant clients.

The Employment & Enterprise Co-ordinator has been working with co-ordinators in other Partnership areas to try to source funds from the National Training Fund. These funds would be used to support a comprehensive range of training and education initiatives that would be suitable for the above client groups and that are currently not provided for in the manner that is now required by the State. The outcome of this application is anticipated in early 2004.

Partnership staff and community representatives invested a great deal of time and energy when the RAPID programme was announced in preparing plans and participating in consultation. Results have been very slow to materialise from this process, which has been demoralising for the community sector that had hoped it would have a very innovative and targeted function. DICP helped to initiate the RAPID programme by convening and chairing the inaugural meetings of the Area Implementation Teams (AITS), engaging the community sector and providing support for community involvement in the AITs.

The significant expansion over the recent period of new community located structures has increased demands for participation on Partnership staff and local community representatives. These structures include the City Council IAPs and CDB Task Forces, the Docklands Authority, the Schools Completion Programme, RAPID and the Digital Hub. It has been more difficult recently than in previous years to

sustain participation in groups, due to increasing demands on the time of community representatives and workers in community-based organisations. The Partnership has responded to this issue by modifying its organisational structures and working groups on occasion to accommodate the changing environment.

There are difficulties associated with mainstreaming initiatives, and a dearth of formal structures to facilitate this. There are a number of examples in the inner city where this has been successfully achieved. However, in many activities it has proved impossible to secure long-term support through mainstreaming. This results in the Partnership trying to maintain key activities from reduced budget allocations.

More acute issues are emerging for local groups. As mentioned above, the Inner City Employment Service is increasingly working with 'hard to place' clients many of whom experience extreme and multiple disadvantages. Unemployment figures are again on the increase. One fifth of the inner city population is of foreign nationality, and while this new multiculturalism is welcome, it can potentially put a strain on existing resources and services.

The new public housing policies are imposing a severe strain on existing tenants and the increased "gentrification" resulting from urban renewal is crowding out and diluting the statutory response to meeting the needs of the indigenous population.

3. CHANGES IN OPERATIONAL LANDSCAPE

Changing Socio-economic and Demographic Characteristics

Small area statistics from the 2002 Census of Population have been used to identify the changing socio-economic and demographic patterns in the inner city population. In summary, the population of the inner city has increased by almost 20% since the previous Census, from 91,998 in 1996 to 109,734 in 2002.

Educational attainment levels and employment rates have risen dramatically in the last seven years.

However, the unemployment rate still averages 14 per cent for the catchment area, which is much higher than the national average rate of 4.3 per cent in 2002. In 2002, 20% of the population aged 15 and over who had completed their education had no formal education or primary education only.

Lone parent households account for 12.73% of all households. This is a small decrease on the corresponding 1996 figure of 13.7%.¹

The scale of heroin abuse remains highest in the State with a recent dramatic rise in cocaine use.

One fifth of the population of the inner city are not of Irish nationality (whereas non-Irish nationals account for 5.8 per cent of persons usually resident in the State).

¹ The Census data does not give the total number of lone parents, only households that are headed by a lone parent. Many lone parents may still live in the family home, or with other friends or relatives, and it is not possible to extract these from the Census data provided by the Central Statistics Office.

Population

In 2002 there was a total population of 109,734 living in the inner city, an increase of 17,736 people or 19.27% since the 1996 Census of Population.

The inner city features the single biggest concentration of RAPID areas, with four RAPID areas located within the DICP boundary. These cover nineteen wards with a population of 54,400, almost half of the total inner city population.

Drug Abuse

There are two Drugs Task Forces located in the same geographic region, reflecting the very high rates of opiate use problems in the locality. There are an estimated 13,000 to 15,000 heroin users in Ireland. Ireland has one of the highest levels of drug related deaths in Europe, rising from 7 in 1990 to 90 in 1999. Over 10,000 heroin users have used Merchants Quay Project services since 1997. Since 1996 the number of Methadone treatment places has increased from 1,800 to 6,000. However, more drug users are currently outside of treatment than on treatment programmes of one type or another.²

Gender

There are 54,356 males living in the inner city and 55,377 females, corresponding to 50.44% and 50.46% respectively.

Nationality / Immigrants

Almost three quarters of the population (73.18%) stated they were of Irish nationality, while 2.74% were UK nationals (3,008 people).

One fifth of the inner city population comprises people of foreign nationality. 22,645 people or 20.64% stated they were of UK or Other foreign nationality.

17.97% of people living in the inner city were foreign nationals of non-Irish and non-UK nationality (19,637 people).

The ward with the highest percentage of foreign nationals was North City, with 39.55%, followed by Mountjoy B with 35.74%, and Rotunda A with 34.23%. All of these wards are based in the north east inner city. The lowest percentage of foreign nationals was found in Ballybough A (7.93%) and Drumcondra South B (8.86%).

These figures reflect the recent trend of immigration to the city, which is a sea-change from Ireland's emigration history.

Although there is a high percentage of people from other countries living in the city centre, it is important to remember that not all of these are socially or economically excluded individuals. While the percentage of refugees and asylum seekers is estimated to be high, the overall figure would also include EU nationals working in Ireland, foreign students studying here, etc. They may not be suffering economic deprivation, but may experience social exclusion and racism.

Studies have shown that migration affects people's health. Research by Gavin et al (2001) indicated that immigrants to different countries have higher rates of illnesses including cardiovascular disease, stomach cancer, melanoma, infectious disease, and mental health problems including schizophrenia than non-immigrant populations. Adverse social conditions, such as social isolation, overcrowding or unemployment, are strongly associated with the development of schizophrenia following migration. (Source: Irish Medical Journal, September 2001 Volume 94 No 8)

² Source: Merchants Quay Project

Travellers

There are 313 Travellers living in the inner city. This accounts for .03% of the total inner city population.

Out of a population of 24,000 Travellers in Ireland, 1.3% reside in inner city Dublin.

The main organisations supporting the Travelling Community locally are Pavee Point, Exchange House and the Irish Traveller Movement.

DICP has not directly targeted the Travelling community in light of the low numbers residing in the inner city and the fact that existing support services are already available to this group. However, in proofing its actions, DICP takes into account the accessibility and cultural appropriateness of its interventions to members of the Travelling Community.

Education

The percentage of people who completed their education by the age of 15 was halved between 1996 and 2002. In 2002, 19.56% of people stated they completed their education at or before 15 years of age, while the corresponding figure for 1996 was 43.8%.

In 2002, 20% of the population aged 15 and over who had completed their education had no formal education or primary education only. This compares with 36.6% in the 1996 Census. Lower secondary education was the highest level achieved by 13.42%, while 12.7% reached upper secondary level in 2002. Nearly one tenth of the population have a primary degree qualification, and nearly four per cent have a postgraduate certificate or diploma, with 4.61% holding a postgraduate degree. 3.31% have a technical or vocational qualification.

Highest Level of Education	2002	2002	1996	1996
No formal or primary education only	15,454	20.02%	22,210	36.6%
Population lower secondary	10,360	13.42%	10,467	17.2%
Population upper secondary	9804	12.7%	13,338	22.0%
Population third level	26769	34.67%	14,725	24.2%

This profile has changed somewhat from the 1996 Census, as educational levels in the population appear to be improving. The greatest change was in the percentage of the population with no formal or primary education only, which decreased by 16% in the six year period. There was a four per cent decrease in the percentage of people with lower secondary education only. And a ten per cent increase in the population who have third level education, where third level includes non-degree qualification, primary degree, professional qualification (of degree status), postgraduate qualification and doctorate. These increases in educational attainment levels would be due largely to the introduction of free second level education during the 1970s and free third level fees during the 1990s.

However, this apparent improvement could also be skewed by the movement of professionals into new private apartment complexes in the inner city. Progression to third level education in certain local communities is almost negligible, according to development workers based in Local Authority flat complexes.

Returns for newly registered clients attending the Inner City Employment Service during 2003 showed that 17% had primary certificate only, 18% had Junior Certificate or Intermediate, 22% had Group or Leaving Certificate and only 1% had third level education. Forty per cent of clients did not wish to state their educational levels; in many cases this indicates a reluctance to disclose early school leaving.

A survey of flat complexes in the Hardwicke Street area in 2002 showed that only 3% of the young people progressed to third level.

Patrick Clancy's (2000) analysis of higher level education entrants showed that less than nine per cent of college entrants had fathers who were unemployed. The vast majority of third level students (83%) come from families where their fathers' principal economic status was classified as being in employment. One of the main findings was that students with unemployed fathers were under-represented.

In terms of geographical area, his study found that the Dublin 1 postal area, corresponding to the north inner city, had an admission rate of 9% to third level, compared to a county admission rate of 50%. In other words, "...the pattern of admission to higher education reflects the socio-economic patterning of the population..." (Clancy, 2001:123)

Clancy also compared data longitudinally, and showed that the two districts with the lowest higher education admission rates in 1978 (Dublin 1 and Dublin 10) were amongst the three lowest districts in 1998. Similarly districts such as Dublin 4 and Dublin 6 which had the highest rates of admission in 1978, continued to have high rates of admission in 1998.

It is difficult to estimate literacy levels in the population. About 600 clients attend the Dublin Adult Learning Centre which provides support for people with reading and writing difficulties.

Research findings from the inner city Second-level Schools Network in 2003 highlighted the extent of educational disadvantage in local schools:

- ? High level of early school leaving in SSN schools ? 41% of students leaving school without completing the Leaving Certificate
- ? Low level of educational attainment ? 63% of students are behind average reading age
- ? The increasing number of students presenting with disruptive behaviour
- ? Inadequate resources to meet students' needs
- ? Four schools excluded from the School Completion Programme
- ? High turnover of teaching staff
- ? Large number of students from immigrant communities with language difficulties.

Educational disadvantage is also very evident at Primary level. The majority of pupils in the forty-one primary schools located in or around Dublin city centre come from the most educationally disadvantaged communities in the country. Up to twenty per cent qualify for Special Needs, and an even larger number qualify for Learning Support. Seventy to eighty per cent are below the national average in reading and mathematics. A substantial number display poor attendance, a disinterest in education, inappropriate behaviour and low self-esteem. Many drop out of the system at an early age.

There is a great need for psychological assessment in inner city schools but the service provided by the National Educational Psychological Service is insufficient to meet demand and the cost of private assessment is prohibitive to disadvantaged schools. Over ninety children out of one hundred assessed in ten inner city schools in 2001-2002 qualified for special help.

Teachers recognise the value of Department of Education & Science interventions but are critical of the dispersal of initiatives between schools and the lack of

continuity in particular initiatives. Principals complain that they were not consulted in advance of their implementation.

There is a high turnover of staff and schools are regularly losing teachers who have received specialist training. In some cases the Home School Community Liaison service is inadequate with teacher/school ratios of 1:3 and 1:5.

Inner city schools at both primary and secondary level report falling pupil numbers, which results in decreased capitation funds and can lead to financial crises for schools with buildings in need of maintenance and repair.

Employment

The DICP area had a labour force participation rate of 63.5% in 2002 versus 58.4% in 1996. There was a total of 52,481 people at work in the inner city.

The unemployment rate³ was halved between 1996 and 2002. While in 1996 it averaged 27.1% for the entire inner city, this had fallen dramatically to 13.97% by 2002. This corresponds with the 'Celtic Tiger' period of economic growth, and can also be read in the context of successes in the Inner City Employment Service and FÁS in supporting unemployed people into jobs.

However, the figure is three times higher than the national average unemployment rate that reached as low as 4.3% in 2002.

The highest unemployment rate in the inner city in 2002 was found in Mountjoy A (27.43%). The highest labour force participation rate in the inner city in 2002 was in North City (76.78%).

Community Employment

Figures from FÁS at end of 2003 showed that 1,240 workers were employed in 97 inner city CE sponsoring bodies. These groups also employed 105 CE Supervisors and 26 Assistant Supervisors. This total figure of 1,372 supported positions in the inner city community infrastructure at the end of 2003 was a dramatic reduction from over 2,000 places at the beginning of 2003.

Quantitative returns for the Inner City Employment Service at the end of December 2003 showed a rollover figures of 708 for Community Employment scheme workers during the year. A rollover figure of 146 was recorded for the Jobs Initiative Programme and 28 for placements on the JI during 2003.

³ Unemployment rate is calculated as the total unemployed population (Unemployed and first time job seekers) expressed as a percentage of the total active labour force (Those at work, unemployed and first time job seekers).

Social Class

Between 1996 and 2002, there was a decrease in the percentage of unskilled and semi-skilled workers in the population, and an increase in the percentage of professional workers and managerial/technical workers. This may indicate a movement of people from higher social classes to residences in the inner city (new private apartment dwellers, for example).

		2002		1996	
		No. of People	% of Population	No. of People	% of Population
Social Class 1	Professional workers	7,224	6.58%	4,018	4.4%
Social Class 2	Managerial and technical	20,825	18.97%	13,040	14.2%
Social Class 3	Non-manual	13,431	12.23%	12,884	14.0%
Social Class 4	Skilled manual	11,683	10.64%	13,802	15.0%
Social Class 5	Semi-skilled	9,766	8.89%	11,773	12.8%
Social Class 6	Unskilled	7,039	6.41%	9,724	10.6%
Social Class 7	All others gainfully occupied	39,792	36.26%	26,757	29.1%

Total population 2002 = 109,734

Total population 1996 = 91,998

Lone Parents

There were a total of 42,529 households in the inner city. Of these 5,416 were lone parent households, and almost five thousand of these are headed by a woman.

Lone parent households account for 12.73% of all households. The corresponding figure in 1996 was 13.7%.

The highest percentage of lone parent households was found in Mountjoy A, where 28.84% of all households were headed by a lone parent. This was followed by Ushers C (28.71) and Merchants Quay F (26.17%).

Older People

There are 11,074 people aged 65 and over living in the inner city, comprising about ten percent of the total population. This has decreased from 13.3% in 1996.

There are 3,786 people aged 65+ living on alone. This comprises 8.9% of all households. Of these, two thirds (66%) are women. (The corresponding figure for 1996 was 11.5% of all households).

Children

In 1996 there were 5,530 children aged 0-4 living in the inner city, accounting for 6.0% of the population. In 2002 this figure had increased to 5,828, accounting for 5.31% of people. Thus there was an increase in the actual number of pre-school children but a decrease in the percentage relative to the population.

One third of the population (33.9%) is aged 24 and under.

2002		
Age Group	Number	Percentage of Population
0-4 years	5,828	5.31%
5-9 years	3894	3.54%
10-14 years	4067	3.70%
15-20 years	6171	5.62%
20-24 years	17,262	15.73%
Total	37,222	33.90%

Persons with a Disability

There is a total of 10,785 persons with a disability resident in the inner city area – this comprises 9.82% of the population. The percentage of people with a disability increases with age. For instance, in the 0-14 age group, only 2.67% of the population has a disability, while in the 65+ age group 37.24% of people have a disability.

Housing Tenure

There are 42,529 households in the inner city. Of these, 7,765 are rented from the Local Authority (18.26%). 18,917 individuals occupy these Local Authority dwellings.

13,602 of inner city households are owner occupied (31.98%)

Over one third (15,307 households) are rented privately either furnished or unfurnished (35.99%). The housing crisis of the late 1990s and early 2000s meant that many of these tenants faced severe deprivation as rents escalated. However, as previous research commissioned by DICP has shown, disadvantage in this target group remains largely hidden. Recently announced changes in the eligibility criteria for rent allowance through the Supplementary Welfare Allowance system will increase hardship in this group.

Local Authority Tenants

A profile of Dublin City Council tenants by The Housing Unit in 2001 showed that the local authority had a higher than average percentage of female tenants. 58.6% of Dublin City Council households are headed by a woman (whereas in the general population this figure is 50.6%).

Over a fifth (22.4%) of households are single parent households and there is also a high percentage of single adult households.

One Parent Family Payment is the second most frequent income after earnings from employment or self-employment. In 2001, 17 per cent of people accommodated by Dublin City Council were in receipt of Unemployment Assistance.

“The level of unemployment among members of tenant households is very high compared to the general population – in the fourth quarter of 2001 the national employment rate stood at 4.0 per cent, falling to 3.1 per cent in Dublin city and county.” (The Housing Unit, 2001: 32)

Among local authority tenants, about forty per cent of adult men are dependent on Unemployment Assistance for their income, while about 40 per cent of adult women are dependent on the One Parent Family Payment.

Sources of income of all individuals aged 18 years and over accommodated by Dublin City Council, 2001	
Source of Income	% of cases
Employment – self employment	28.3
Unemployment assistance (long-term)	17.0
Unemployment benefit (short-term)	2.5
Disability Payment	10.1
One Parent Family Payment	20.0
Community Employment Scheme	3.3
Contributory and/or Private Pension	10.4
Non-contributory Pension	3.8
No Income	15.2
Other	5.0
Total	115.6

“...16.3 per cent of all members of tenant households earned employment income. In contrast, the national labour force participation rate of individuals aged between 15 and 65 stood at 61.8 per cent in the fourth quarter of 2001.” (The Housing Unit, 2001: 37)

Women in all age groups had a lower income than men: “...in all age groups male members of households earned more than women, but that the differential between male and female earnings increased steadily with age, to the extent that men between 48 and 65 years earned €135.65 per week more than women of the same age in 2001...” (2001: 35)

Local authority households at high risk of poverty include lone parent households, single adult households and households with large families. Child poverty is higher in Dublin City Council tenant households than the national average.

Level of poverty among Dublin City Council tenant households compared to the general Irish population.			
	General Irish population	Dublin City Council tenant households 2001	DCC tenants households North East Inner City 2001
% less than 40% of average income	9.1	39.2	41.0
% less than 50% of average income	20.4	62.5	65.6
% less than 60% of average income	27.2	73.1	77.5
Note: Figures on poverty among the general population were calculated by the Combat Poverty Agency using ESRI methodology.			

(Source: The Housing Unit, 2001: 41)

Data from Dublin City Council tenants profiling study indicate that Local Authority tenants have become poorer relative to the general Irish population, since the mid-1990s (2001:57). The tenant population also tends to experience multiple disadvantages. In addition to high rates of unemployment and lone parent families, 9.1% of heads of tenant households claimed a State disability payment in 2001.

(The Housing Unit, *Profile of Households Accommodated by Dublin City Council: Analysis of Socio-Demographic Income and Spatial Patterns*, 2001)

Local Studies

A door-to-door survey of flat complexes in Hardwicke Street, Dorset Street and Dominick Street carried out by local people in 2002 revealed major deprivation and highlighted the lack of facilities and amenities for the tenant population. Over five hundred surveys were completed, resulting in the following data:

- ? 70% of the respondents were women
- ? 23% were dependent on lone parent allowance
- ? 60% were dependent on a social welfare payment
- ? In George's Place, 58% of people were over 56 years of age
- ? There was a total of 538 children under 18 years of age
- ? Only 1% of young people were involved in apprenticeships
- ? 3% of young people were attending college or third level courses

The survey found that problems such as poverty, isolation and mental health difficulties affect in particular the elderly population. Some elderly tenants are frightened by anti-social behaviour. Weaknesses in the community infrastructure in some complexes need to be addressed.

A survey of Drumalee estate, situated on the North Circular Road showed that 44 per cent of the population have resided in the estate for more than 18 years. Many adult children remain living in the family home, and there is a lack of recreational facilities for children under 18 years of age.

A survey of O'Devaney Gardens flat complex in Dublin 7, to which 92% of households responded, showed that the most typical type of household was occupied by a single parent with either two or three children. An estimated 50.4% of all households are headed by a single parent. Out of all the households with children, 60.5% are headed by a single parent. There were relatively low numbers of large families, with only 17% of the flats being occupied by five people or more. Over half of the children in the flats (52%) are aged 7 or under and there are 400 people under the age of nineteen. The large youth population and high percentage of single parent households underscore the need to develop childcare, youth and afterschool facilities in the complex, as well opportunities for single parents to progress to training or work. It was partly in response to these findings that DICP commenced investment in the O'Devaney Gardens Development Forum towards the end of 2002.

Policy Changes and Provision / Resource Changes

There have been a number of policy changes in education, labour market provision, social welfare, local government and local development over the recent period, many arising from the election of the new Government in June 2002. These changes have had both positive and negative impacts at a community level. In many cases, they have resulted in reductions of funding and resources. However there has been some increased funding.

Education

The introduction of the School Completion Programme has been received favourably by the principals in the participating primary and secondary schools. Schools are now working in four clusters in the inner city, based on the Partnership quadrants, to tackle issues of educational disadvantage. Some additional resources have been targeted at preventing early school leaving. The Partnership-supported Primary Schools Initiative is being reviewed by the principals in light of the energy and time they are now investing in the SCP.

The Education Welfare Board has been recently established with a brief to tackle low school attendance. It is acknowledged that school attendance is at the root of many

of the other problems facing the educational sector, particularly in the inner city. In twelve inner city schools, 106 (86%) second year students were absent for five full or more in one month. The figure for first years was 60% (Source: Second-level Schools Network research, 2003).

The appointment of two Community Education Facilitators in the CDVEC is an indication of a higher priority being attached to community education. Community education is defined as a tool of empowerment for local communities or communities of interest. It would be locally designed and locally provided to meet needs identified by the target group.

The huge increase in provision for children with special needs has presented an enormous opportunity for schools to embrace inclusion. (Education for Persons with Disabilities Bill, 2003; Education Act, 1998; Education (Welfare) Act, 2000) However, this provision was introduced in a rushed and ad hoc manner with little planning, awareness raising among teachers or consultation among parents.

The Millennium Partnership Fund is supporting local low-income individuals to access and remain in third level education.

The Partnership is concerned with developing ways of promoting a parental contribution to the School Completion Programme and community involvement in the education sector. Mainstreaming of schools initiatives remains problematic, notably the Primary Schools Initiative.

Employment

As mentioned in Section 2 above, the roll-out of the National Employment Action Plan is impacting on the client group now presenting to the Inner City Employment Service. It has resulted in reluctant clients presenting to the service, and clients who would be described as 'hard to place'. This has necessitated new training for employment service staff.

Childcare

The establishment of County Childcare Committees is a welcome development. In Dublin City, the committee is linking with the local childcare infrastructure. Funding has come on stream for the opening of childcare 'One Stop Shops', which will provide an information resource to parents and childcare providers. The committee is also involved in the delivery of practical supports to service providers, such as training workshops and the development of resource guides.

The Equal Opportunities Childcare Programme continues to play a vital role in the further development and expansion of childcare facilities serving disadvantaged communities.

The Children First Guidelines (National Guidelines for the Protection and Welfare of Children) were launched in 1999. Health Boards have commenced the roll-out of Keeping Safe training which is based on the guidelines. This is targeted at the community and voluntary sector, at childcare and youth groups and other service providers who have contact with young people. In the inner city, the SWAHB has provided two courses for childcare groups linked to the Inner City Childcare Network and the NAHB has been approached to deliver training to groups in its area in 2004.

Recent policy changes are impacting on the accessibility of childcare places by low-income parents. Many parents have in the past accessed Supplementary Welfare Allowance in order to pay for a crèche place for their child, based on the developmental needs of the child. This will no longer be possible. In one local

childcare facility, the Manager estimates that 95% of places are in receipt of support through SWA. Many parents will not be able to continue with this valuable early education opportunity for their children.

Cuts in VTOS and FÁS Childcare allowances are affecting parents in training.

Housing

The change in Supplementary Welfare Allowance policy in relation to rent subsidies, whereby applicants must now be six months in residence in an accommodation unit before they are eligible for rent allowance, is likely to have a negative effect on low-income individuals and families. It will impact in particular on foreign nationals and young people wishing to move out of home, lone parents, and people wishing to access third level education, and will contribute to overcrowding and homelessness.

Proposals for public-private partnerships will impact on social and affordable housing and regeneration programmes (e.g. proposed redevelopment of O'Devaney). These partnerships pose a threat to established local communities and risk of fragmentation of the social fabric in disadvantaged localities.

Local Development

The rationalisation proposals introduced by the Minister of Community, Rural & Gaeltacht Affairs will have some impact on the operation of the local area partnerships. Government estimates for local development have reduced in 2002 and 2003. However, increased resources will be directed into the area in the coming implementation phase through the Dormant Accounts fund, the Youth Facilities Fund and the RAPID Programme.

Anti-racism

The National Anti-racism Programme ? Know Racism ? is being wound down and the annual grants scheme for anti-racism and intercultural work concluded during 2003.

Labour Market

Reductions in the numbers of Community Employment and Jobs Initiative places are impacting on local service provision and have restricted the options available to unemployed target groups seeking progression. The significant reduction in supports for self employment and small enterprise has presented a serious challenge to local organisations promoting this activity in response to increased demand as unemployment rises.

Local Government Structures

The formation of the Dublin City Development Board under Dublin City Council has resulted in the production of a twelve year strategy for the social, economic and cultural development of the city. Arising from this plan there was an attempt to shift away from targeting areas of cumulative disadvantage (i.e. Partnership and Drug Task Force areas), towards targeting 'blackspots' and to place the response to social inclusion exclusively under City Council area committees. However this issue has been addressed with the agreement of the CDB and the Dublin city area partnership companies retain the primary role of co-ordinating and providing the response to social exclusion in the government designated disadvantaged areas. Within this context the RAPID areas will also remain a priority for targeting.

In addition, the Equal Status Act of 2000, the Freedom of Information Act and the Data Protection Act all impact on the operation of the Partnership.

4. ANALYSIS OF KEY ISSUES & IDENTIFICATION OF PRIORITIES

This section presents key priority issues identified by the Partnership in reference to the area profile and the changing local development environment.

Key issues identified in the above socio-economic profile of the area include:

- ? An increase in population of the inner city by 20,000 people between 1996 and 2002
- ? High rates of immigration ? one fifth of the population is of foreign nationality
- ? High rate of unemployment in the inner city (14% cent compared to 4% nationally). Increasing unemployment rates.
- ? Continuing high rate of heroin use problems – but difficulties quantifying this target group as many users are not in treatment
- ? High percentage of lone parent households, particularly in some wards.
- ? Increase in the number of pre-school children living in the inner city
- ? One tenth of the population is aged 65 and over
- ? Nearly 4,000 people aged 65 and over who live alone
- ? Ten per cent of people living in the inner city have a disability
- ? 19,000 Local Authority tenants in the catchment area, who have high rates of dependency on social welfare
- ? 15,000 privately rented households – many also experience disadvantage
- ? Extremely low rates of third level access among indigenous communities

- ? Decrease in percentage of population in lower social classes
- ? Increase in percentage of the population in higher social classes
- ? Increases in educational attainment levels

At a staff review day in autumn 2003, DICP staff used the opportunity to review objectives of the 2001-2006 strategic action plan.

Target groups identified in the strategic plan remain the same in the forthcoming implementation period, but with greater emphasis on the need to engage with disability groups, and further the work that has commenced with immigrant and ex-prisoner target groups.

The main priorities identified by the Partnership for the 2004-2006 period are as follows:

- ? Developing the equality agenda
- ? Developing a rights based approach to addressing socio-economic exclusion
- ? Targeting of resources more effectively to flat complexes and communities of need
- ? Developing the co-ordination role of the Partnership in response to social exclusion
- ? Prioritising particular target groups including ex-prisoners, women returners, workless households, children and young people at risk and out of school, recovering drug users, long-term unemployed, foreign nationals
- ? Engagement with the major social and economic public and private developments to ensure local community gain
- ? Consolidating the community infrastructure in the face of reduced resources

Renewed, New and Additional Priority Issues

In light of changing resource levels and changing needs, certain actions will not be going forward to the 2004-2006 implementation plan. These include the further development of an arts and cultural strategy for the inner city, the proposed reorganisation of the schools inspectorate system, the introduction of traineeships, and the development of four environmental and recycling programmes.

Certain other actions will continue to be supported indirectly. For example, progress on the action to increase the number of social and public housing units is being achieved through the community planning service, but it is beyond the capacity and remit of the Partnership to directly invest in the development of social housing units.

DICP also proposed an action in its six year strategic plan to establish a sustainable Community Trust as an independent source of finance to support innovative and creative projects in the community sector. This need has been addressed in part by the establishment of a Community Gain fund by Dublin City Council and is under consideration by the Docklands Authority.

The review undertaken by the DICP resulted in a number of changes and renewed emphasis under the three measures as follows:

Measure A, Services for the Unemployed

Renewed emphasis on supporting the integration of ex-prisoners into the workforce.

Measure B, Community Development

Greater emphasis on targeting local residents to promote their participation in decision-making structures.

Measure C, Community-based Youth Initiatives: Reducing Educational Disadvantage

Over the 2001-2003 implementation phase, the educational activity of the Partnership concentrated largely on schools based initiatives and the development of psychological services. This approach will be altered for the 2004-06 period, with decreased funding for schools initiatives and increased funding directed at youth target groups, particularly youth activities in community-based projects and Local Authority flat complexes.

This modification is a result of changing needs. The Primary Schools Initiative operated successfully over a period of seven years, acting as a preventative measure for early school leaving by introducing extra curricular activities for pupils and training for teachers. Schools involved in the initiative now report that the School Completion Programme is addressing early school leaving. Consequently Partnership funding to the PSI will be reduced over the coming period as the schools are now engaging through SCP structures.

5. STRATEGIES, LIST OF ASSOCIATED ACTIONS & TARGETS

Section 5 presents the Partnership's agreed strategies and actions for the 2004-2006 period under each measure. Targets set in Section 5 will be revised on an annual basis.

Measure A Services for the Unemployed

The measure is operating a re-integration model which takes account of the established economic base, existing statutory services and a well developed community infrastructure operating in the area (ADM Planning Guide).

Strategy 1	Training, Mediation & Guidance for Employment Actions
Reference to relevant issues from Area Profile	Continuing high rates of unemployment in relation to county or national average; Increasing rates of unemployment; Particular disadvantage experienced by women (e.g. lone parents); Early school leaving and low progression / attainment levels mean that the local population is not adequately prepared for work and require specific skills development.
Reference to Analysis & Prioritisation	This strategy has been developed in recognition of the strong correlation between unemployment and poverty.
Strategic Objective	To support the reintegration of unemployed and low-skill groups into the workforce
Targets	60 women from disadvantaged backgrounds 66 Local Authority residents 11 Local Authority flat complexes 4 employment centres (specific placement targets to be set by Local Employment Service)
Link with CDB Strategy	Linked to CDB themes of: A learning city A connected and informed city A diverse and inclusive city
List of Associated Actions	A03 Pre-employment training for women A03 Information technology training for local residents A15 Inner City Employment Service

Strategy 2	Social Economic Development
Reference to relevant issues from Area Profile	Long-term unemployment and high rates of social welfare dependency in south west inner city area. Under-developed community infrastructure in some locations.
Reference to Analysis & Prioritisation	There is a need to both create employment opportunities and develop community services in the area.
Strategic Objective	This strategy seeks to consolidate social employment and community services in the south west inner city
Targets	120 groups (40 p.a.) in SWIC 300 individuals (100 p.a.) in SWIC 30 groups (10 p.a.) 48 individuals (16 p.a.) in St Teresa's Gardens 3 networks in St Teresa's Gardens
Link with CDB Strategy	A community friendly city – promoting local

	participation, developing support structures for the community An enterprising city ? sustainable economic development
List of Associated Actions	A11 Targeted regeneration programmes

Strategy 3	Enterprise Support
Reference to relevant issues from Area Profile	Long-term unemployment; Early school-leaving; Low income family units.
Reference to Analysis & Prioritisation	The analysis points to the need to create sustainable economic development opportunities in the local area and to support long-term unemployed to develop business ideas.
Strategic Objective	To support the development of new locally-based enterprises and job creation for unemployed people
Targets	Pre-enterprise Support Advice/ guidance 450 Training 390 Registrations 200 Business Plans 90 2 groups New Enterprise Development 360 LTU individuals 30 new business start-ups 90 full-time jobs created 1 group
Link with CDB Strategy	An enterprising city – sustainable economic development
List of Associated Actions	A05 Pre-start up Enterprise Support A06 New Enterprise Support

Measure B Community Development

Strategy 1	Promoting Social Integration
Reference to relevant issues from Area Profile	Traditional low levels of tenant participation in local development structures; 19,000 local authority tenants in the inner city who experience high rates of social welfare dependency; Fragmentation of supports available to community organisations.
Reference to Analysis & Prioritisation	Analysis points to the need to facilitate the participation of tenants in local regeneration programmes, to support the development of new tenants groups, and to facilitate productive interaction between residents, C&V sector and the State.
Strategic Objective	To support local tenants to participate effectively and productively in the decision-making structures of local development and regeneration programmes in the north east inner city
Targets	Tenant Worker, north east inner: 69 groups (23 p.a.) 1 network O'Devaney Gardens Development Forum:

	<p>11 groups 1 network Tenant Worker, north west inner city 13 groups 1 network</p>
Link with CDB Strategy	<p>A Democratic and Participative City – encouraging local participation in decision making A Community Friendly City – developing community supports and infrastructure A City of Homes – developing socially inclusive neighbourhoods A Diverse and Inclusive City – encouraging participation from new communities</p>
List of Associated Actions	B03 Facilitating the participation of low-income local authority tenants in local regeneration programmes

Strategy 2	Supporting the co-ordination of a community-based social inclusion infrastructure
Reference to relevant issues from Area Profile	<p>Nearly 19,000 local authority tenants in the inner city who experience high rates of social welfare dependency; Prevalence of low-income families; Over 5,400 lone parent families in inner city; High percentage of lone parent families experiencing poverty; Child poverty; One tenth of population has a disability; Over 4,000 people aged 65+ living alone; Scale of drug problems in inner city. One fifth of population is of foreign nationality.</p>
Reference to Analysis & Prioritisation	This strategy targets different geographic areas of the inner city that experience high rates of disadvantage and social exclusion.
Strategic Objective	To co-ordinate the integrated delivery of community based services to socially excluded individuals and families
Targets	<p>Social Inclusion Projects Co-ordinator – north east inner city (Ballybough, Sean MacDermott Street) 105 groups 10 network Social Inclusion Projects Co-ordinator – south west inner city (Liberties, Coombe, Pimlico) 55 groups 1 network Social Inclusion Projects Co-ordinator – north west inner city (Stoneybatter, Markets) 50 groups 1 network Social Inclusion Projects Co-ordinator – south east inner city (Pearse St, Ringsend) 50 groups 1 network</p>
Link with CDB Strategy	<p>A City of Neighbourhoods A Community Friendly City A Democratic and Participative City A Diverse and Inclusive City</p>

List of Associated Actions	B04 Maintaining a community-based infrastructure to support the implementation of effective measures to combat poverty and social exclusion (This includes a separate allocation of €15,000 per annum for work on immigrant integration issues)
Strategy 3	Capacity development, technical assistance and training
Reference to relevant issues from Area Profile	Construction boom period resulting in large scale private and new public developments; Difficulties experienced by local community in participating in planning processes; Lower skill levels of local community preventing engagement with planning decisions.
Reference to Analysis & Prioritisation	Demands from community sector for technical support to enable their participation; Absence of this type of support from other groups/sectors.
Strategic Objective	To assist disadvantaged communities in managing urban change and urban renewal
Targets	Planning & Environment Officer: 54 groups (18 p.a.) Capacity Training: 250 individuals (83 p.a.) 12 groups 3 networks
Link with CDB Strategy	A Democratic and Participative City – local participation in decision making A City of Neighbourhoods – creating sustainable neighbourhoods
List of Associated Actions	B06 The provision of technical advice and support to local authority tenants and other social inclusion community-based organisations B07 Delivery of capacity training to local tenants to enhance their participation in the management of their estates

Strategy 4	Research and policy development to support the sustainable regeneration of disadvantaged communities
Reference to relevant issues from Area Profile	Social exclusion including high numbers of lone parents, immigrants, early school leavers, long-term unemployed, older people living alone. Insufficient public investment; Lack of articulation of the needs of the south west inner city; Fragmentation of smaller communities.
Reference to Analysis & Prioritisation	The needs of the south west inner city have in the past been poorly researched, understood and articulated. This strategy aims to address this, with the long-term aim of supporting the community to advocate on their own behalf for increased resources and services.
Strategic Objective	To enhance the critical, analytical, research and development capacity of the community.
Targets	55 groups 10 initiatives/networks

Link with CDB Strategy	A Community Friendly City – support for community-based organisations A Diverse and Inclusive City – development of anti-racism strategy A Participative and Democratic City – encouraging participation through voter education initiatives
List of Associated Actions	B05 Developing knowledge based social development proposals as a means to lobby for increased public social investment (This includes a €5,000 allocation per annum for specific initiatives targeting people with a disability)

Measure C Community-based Youth Initiatives

Strategy 1	Integration and Developing Local Educational Services
Reference to relevant issues from Area Profile	High rates of absenteeism in schools; High rates of early school leaving in inner city schools; Falling pupil numbers leading to further disadvantage in the schools; Isolation and lack of motivation among teachers; An increase in the number of pre-school age children living in the area;
Reference to Analysis & Prioritisation	The extent of educational disadvantage at pre-school and primary school level. Emphasis on supporting children to remain within the school system.
Strategic Objective	The objective is to tackle educational disadvantage by supporting retention in the formal school system and early education opportunities.
Targets	Primary level: 600 pupils (200 p.a.) 150 teachers (50 p.a.) 10 groups (schools) Childcare Network: 60 adults (training) (30 p.a.) 15 groups (network)
Link with CDB Strategy	A Learning City – promoting lifelong learning and maximising participation
List of Associated Actions	C07 Primary Level Integration C07 Childcare Network

Strategy 2	Preventing Early School Leaving and Promoting Education Development
Reference to relevant issues from Area Profile	41% of secondary school pupils leaving without completing the Leaving Certificate; 63% of pupils are behind the average reading age; Increasing number of pupils with disruptive behaviour; Students from immigrant communities with language difficulties.

Reference to Analysis & Prioritisation	Educational disadvantage at secondary level, supporting children to remain in the school system by introducing new methodologies such as use of ICTs.
Strategic Objective	To support the cohesion and co-ordination of services to second level schools and to promote the educational development of pupils
Targets	Second level: 600 adults (200 p.a.) 11 groups 1 network Computers in Schools: 2, 250 pupils (750 p.a.) 360 teachers (120 p.a.) 10 groups
Link with CDB Strategy	A Learning City – promoting lifelong learning and maximising participation A Connected and Informed City – harnessing ICTs to promote learning
List of Associated Actions	C02 Second level Retention Programme C02 Skills Enhancement through IT

Strategy 3	Promoting Developmental Youth Work
Reference to relevant issues from Area Profile	One third of inner city population is aged 24 and under; Lack of facilities and amenities for young people locally; High rates of early school leaving; Very poor progression to third level; Problem drug use.
Reference to Analysis & Prioritisation	The large youth population and dearth of services for this target group point to the need for increased investment in this area, targeting young people and adults who work with them.
Strategic Objective	To support the more effective delivery of youth services in the inner city targeting young people at risk
Targets	45 groups 180 young people (80 p.a.) 75 adults (25 p.a.)
Link with CDB Strategy	A Learning City A Community Friendly City A Family Friendly City
List of Associated Actions	C05 Targeting Youth at Risk

Strategy 4	Promoting Equality and Rights-based Approaches to Education
Reference to relevant issues from Area Profile	Early school leaving Number of disadvantaged schools in the inner city Low levels of educational attainment from the mainstream education sector The need to strengthen community based provision as a way of improving accessibility
Reference to Analysis & Prioritisation	This measure is directly addressing the fact that many actions targeted at disadvantaged groups on a geographical basis exclude certain subgroups which suffer from a double

	disadvantage. It acknowledges the fact that awareness and rights training is essential if educational services are to lead to equality of outcome for such subgroups.
Strategic Objective	To promote rights-based, equality approaches to educational provision which will generate equality of participation and outcome for the most excluded subgroups of disadvantaged children.
Targets	<p>Capacity Building: 5 groups 180 adults (60 p.a.) 1 network</p> <p>Strengthening of community educ. sector: 21 adults (7 p.a.) 7 groups 1 network</p>
Link with CDB Strategy	A Learning City A Diverse and Inclusive City
List of Associated Actions	(i) Capacity building in developing equality and rights-based approaches to education (ii) Strengthening of Community education sector in the Inner City

6. LINKAGE WITH CDB STRATEGY

Organisational Level

Dublin Inner City Partnership, along with six other Partnerships, is currently represented on the Dublin City Development Board by four members. The Partnerships are also represented on the SIM group, which will review all plans and make recommendations to the CDB in relation to the endorsement of the plans.

Operational Level

The City Development Board agreed to an amendment to their overall implementation plan highlighted below, which is the key strategy for which the Partnerships are the lead agency. This clearly outlines that our strategies and actions targeting social exclusion and poverty are linked to the theme of Diverse and Inclusive City in the strategic plan of the Dublin City Development Board "*Dublin a City of Possibilities*".

In May 2003, the Dublin City Development Board agreed that Partnerships would be the lead agency on the following action: "Provide a dedicated targeted and co-ordinated response to tackling poverty, low income and social exclusion in the Government designated areas of disadvantage."

The details of this action are set out below:

DUBLIN CITY DEVELOPMENT BOARD PLAN				
Implementation Plan				
Theme: Diverse and Inclusive City				
<p>Additional action approved by CDB May 2003</p> <hr/> <p>Provide a dedicated, targeted and co-ordinated response to tackling poverty, low income and social exclusion in the Government designated areas of disadvantage in Dublin city.</p>	<p>Long Term Objectives: Ensure that the local development response to tackling acute poverty and social exclusion is targeted at the individuals, families and communities most in need.</p>	<p>Outcomes:</p> <ol style="list-style-type: none"> 1. Co-ordinated approach to setting targets and outcomes between Dublin city area partnerships. 2. Identification of cross-cutting actions between individual partnerships and with specific statutory and community agencies. 3. Identification of joint actions between area partnerships and other local development interests 	<p>Lead Agency: Dublin City designated area Partnership Companies.</p>	<p>Statutory, community and voluntary agencies represented on partnerships. Elected representatives, trade union, employer, community and statutory sectors represented on Partnership boards. Social Inclusion Measures Sub - Committee. In co-operation with local Drug Task Forces and other local development interests.</p>

All of our strategies will have a link to this action with cross-cutting measures to other themes and strategies within the Dublin City Development Plan. Where relevant, these links are included in the section above on measures, strategies and actions

Endorsement Process

It was agreed between the Partnerships and the Director of Community & Enterprise that our Implementation Plan as submitted to ADM Ltd will be forwarded to the Dublin City Development Board to be endorsed by the SIM Group.

After meetings with the Partnerships and the CDB we also agreed on templates that would be more closely linked with the ADM templates for our POA 2004. These templates would be similar to the summary sheets in our POA 2004, but would show the actions linked to the CDB strategy, along with budgets and targets. These summary sheets would also be sent to the SIM group for endorsement.

We were also given a clear indication that details of actions would not be sought for the endorsement process, and that the endorsement process would not lead to actions not being accepted.

7. INFORMATION ABOUT THE GROUP

This section will include information on structures, procedures and capacity.

Board Members

DICP Board Members December 2003			
Sector	Name	Organisation	Gender
Independent Chair	Joyce O'Connor		Female
Statutory	Fergus McCabe	National Drugs Strategy Team/EHRA	Male
	Nessan Vaughan	FÁS	Male
	Peter Coyne	Dublin Docklands Development Authority	Male
	Marie Dooley	Probation & Welfare Service	Female
	Paul Maloney	Dublin City Council	Male
Employer	Evelyn Fitzpatrick	Focus Ireland	Female
Community	Pauline Kane	Inner City Organisations Network (North East Inner City)	Female
	Seanie Lambe	Inner City Organisations Network (North East Inner City)	Male
	Ava Stapleton	South West Inner City Network	Female
	James Boylan	South West Inner City Network	Male
	Gabrielle Weafer	South East Network	Female
	Maureen Blake	South East Network	Female
	Carmel Brien	North West Inner City Network	Female
	Danny Pender	North West Inner City Network	Male
Trade Union	Des Bonass	Dublin Trades Council	Male
	Maria Tyrrell	The Larkin Unemployed Centre (ICTU)	Female
	Joan Aust	ICTU	Female
Councillors	Emer Costello	Elected Representative – Dublin City Council	Female
	Royston Brady	Elected Representative – Dublin City Council, Lord Mayor.	Male

Subcommittees and Working Groups

DICP Executive Subcommittee December 2003			
Sector	Name	Organisation	Gender
Statutory	Nessan Vaughan	FÁS	Male
	Marie Dooley	Probation & Welfare Service	Female
	Paul Maloney	Dublin City Council	Male
Employer	Evelyn Fitzpatrick	Focus Ireland	Female
Community	Pauline Kane	Inner City Organisations Network (North East Inner City)	Female
	Seanie Lambe	Inner City Organisations Network (North East Inner City)	Male
	James Boylan	South West Inner City Network	Male
	Carmel Brien	North West Inner City Network	Female
Trade Union	Des Bonass	Dublin Trades Council	Male
	Maria Tyrrell	The Larkin Unemployed Centre (ICTU)	Female
Councillors	Emer Costello	Elected Representative	Female
	Royston Brady	Elected Representative	Male

Measure A Services for the Unemployed

Employment and Enterprise Service Level Agreement Monitoring Sub-committee December 2003			
Sector	Name	Organisation	Gender
Statutory	Peter Coyne	Dublin Docklands Development Authority	Male
Employer	Evelyn Fitzpatrick	Focus Ireland	Female
Community	Pauline Kane	Inner City Organisations Network	Female
	Andrew O'Connell	South West Inner City Network	Male
Trade Union	Des Bonass	Dublin Trades Council	Male
	David Connolly	Dublin Inner City Partnership	Male
	Peter Nolan	Dublin Inner City Partnership	Male

Services for the Unemployed

Employment Access Working Group

During 2003 the agenda of the Employment Access Working Group was predominated by the need to address the lack of progression opportunities for long-term unemployed inner city residents. Progression opportunities in and around the area of literacy support, education and training, particularly for clients who had a history of early school leaving, are not readily accessed by Partnership target groups due to a range of eligibility criteria.

FÁS, Department of Social & Family Affairs and the CDVEC were encouraged by the Partnership to explore the possible methods by which practical progression options could be furnished. It is anticipated that this will continue into the new implementation plan period. Regular meetings were held with the above groups and representatives of Dublin Adult Learning Centre, Francis Street Community Education Centre, the North Wall Women's Centre, Gateway Women's Project, and Pathways.

Enterprise Working Group

It was decided by the Partnership not to hold regular meetings of this group during 2003, due to two key issues: 1) the withdrawal by FÁS of the local Community Enterprise Programme and 2) the eligibility alterations for clients accessing the Back to Work (Enterprise) allowance that were introduced by the Department of Social Welfare on 17 January 2003. These alterations resulted in a major decrease in numbers of inner city disadvantaged people commencing on an enterprise development route.

Measure B Community Development

Social Economy Monitoring Sub-Committee December 2003			
Sector	Name	Organisation	Gender
Statutory	Fergus McCabe	National Drugs Strategy Team/EHRA	Male
	Fionnuala Anderson	FAS	Female
	Paul Maloney	Dublin City Council	Male
Community	Maureen Blake	South East Network	Female
Trade Union	Des Bonass	Dublin Trades Council	Male
	Maria Tyrrell	The Larkin Unemployed Centre (ICTU)	Female
Councillors	Emer Costello	Elected Representative	Female

Community Development

During 2003 meetings of the formal Social Economy and Community Regeneration Working Groups became less regular in favour of convening special meetings of core infrastructure groups in response to particular issues or themes. This has resulted in regular meetings with the community representatives on the RAPID AITs, with the local community, with the four community networks and with key community development staff in the core infrastructure and Community Development Projects.

Measure C Community-based Youth Initiatives: Reducing Educational Disadvantage.

Inner City Childcare Network Steering Group December 2003			
Name	Facility	Gender	Sector
Sr Anthony	Tir na nOg Pre-school	Female	C&V
Connie Blakemore	Hill Street Family Centre	Female	C&V
Fidelma Bonass	NAHB Benburb Street Health Centre	Female	Statutory
Patricia Brannick	SWAHB Childminders Advisory Service	Female	Statutory
Liz Butler	NAHB Childminders Advisory Service	Female	Statutory
Emer Coveney	Dublin Inner City Partnership	Female	

Sinead Donohue	St Joseph's Pre-school, First Steps Trust	Female	C&V
Margaret Vaughan	Community After Schools Project	Female	C&V
Anne Heffernan	Youthreach Transition Centre	Female	Statutory
Melisa Nellis	National Children's Nurseries Association	Female	National voluntary
Catherine O'Reilly	Little Learners Crèche, Dublin Adult Learning Centre	Female	C&V
Brigid Ruane	Whitefriar Street Community Centre (Sallywags Crèche)	Female	C&V
Therese Storey	Stoneybatter Pre-school Federation	Female	C&V
Caroline Tierney	St. Mary's SVP Crèche	Female	C&V
Dara Kavanagh	YMCA Childcare Facility	Female	C&V
Noeleen Monaghan	St Mary's Nursery, St Vincent's Trust	Female	C&V

In March 2004 the Partnership Board will be revising its working group structure to reflect emerging needs and issues in local development and to support the continued implementation of the action plan for the period 2004-2006.

Target group participation on the Board and other structures

Each of four network areas based in each quadrant of the inner city nominates community representatives to the DICP board on an annual basis. The networks are representative of the diverse range of community and voluntary organisations operating in each locality, serving key target groups.

Gender balance on the Board and other structures

The Partnership is careful about collating data on levels of participation by men and women in all associated structures. Monitoring reports from contracted organisations must provide this information on a regular basis.

There are 11 women and 10 men on the DICP board (including the DICP Director). Since a gender balance on the DICP Board has been achieved organically, the Partnership has not developed a formal (written) strategy to promote gender balance.

Other structures including working groups tend to have a fairly even representation of women and men. Monitoring of gender participation will continue throughout the implementation phase.

Rotation policies

The four community networks nominate two representatives each to the Board of the DICP. These elections are held on an annual basis, at the AGM of each network. There is generally some rotation of community representatives, while there tends to be greater continuity of representatives from the other sectors (statutory, social partners, etc.)

Staff Positions

David Connolly	Director
Bernadette Berry	Administrator
Cecilia Connolly	Receptionist
Emer Coveney	Partnership Development Worker
Peter Nolan	Employment & Enterprise Co-ordinator
Patrick Gates	Community Regeneration Worker
Molly O'Duffy	Education Co-ordinator

Performance Monitoring

All investments are monitored by the staff member responsible for that measure. This entails regular liaison with the contracted organisation, review meetings, and the participation by the contracted organisation in Partnership structures.

Six month and annual reports are required on all investments, with quarterly reports being required on certain actions.

External evaluations are commissioned on occasion.

Staff review days are held to monitor progress of the Programme of Activities and Implementation Plan.

Core infrastructure days are held to identify changing needs, emerging issues, resource changes, and to promote mainstreaming of models of good practice.

Performance monitoring for the Inner City Employment Service is as follows:

- ? Client through-put measured on a two monthly basis against targets
- ? Half yearly and annual reports detailing all service delivery and development actions
- ? DICI joint meetings with ICES Manager
- ? DICI bi-monthly meetings with individual ICES Managers and Employer Liaison Officer
- ? Quarterly meetings of DICI SLA Sub-committee
- ? Annual DICI appraisal process, review of SLA and meeting with local Boards of Service Providers.
- ? Commission external evaluation.

Financial Procedures Employed to Monitor Expenditure

DICI operates financial and reporting procedures that were developed in reference to the ADM Accounting and Reporting Manual and guidelines.

Information on Strengthening Management and Organisational Capacity

The Partnership tries to ensure that there is adequate support for any new Board members, particularly community representatives who are nominated annually. This is achieved by ongoing liaison with staff members and support through the network structure.

Staff may undertake training in relevant areas to support their work.

Legal Status

DICI is an independent company limited by guarantee.

Properties and subsidiary companies

None

List of Programmes managed by the Company

DICI is involved on a range of management committees but is not the sole managing agent of any particular programme.

For example, the Partnership is represented by DICI staff on management committees for:

- Dublin Inner-city Computerisation Project
- Digital Communities Initiative
- EU Equal at Work projects ? Dublin Employment Pact and Community Technical Aid
- St. Vincent's Trust Nursery Management Committee

Dublin Employment Pact ? Management committee, policy committee and LTU committee
Dublin City Development Board
SIMS Sub-Committee
O'Connell Street Integrated Area Plan
HARP Integrated Area Plan
RAPID ? Four AITs
Adult Education Guidance Service
Dublin Adult Learning Centre
Participation and Practice of Rights Group
RIPON – ICON integration model for children at risk

8. CONSULTATION PROCESSES FOR PLAN'S PREPARATION

Existing Mechanisms for Consultation

The primary means for regular consultation is through participation of community and voluntary organisations and target group representative organisations in DICP Board, sub-group and working group structures.

The operation of the DICP working group system is reviewed on a regular basis to maximise participation and maintain a focus to the work.

Consultation is also achieved by the participation of Partnership staff in the committee structures of other agencies and organisations.

Consultation Undertaken in Preparation of Plan

When developing the six year strategic plan, the Partnership undertook extensive consultation with the local community, with elected representatives and with the statutory agencies and trade union and employers represented on the Board. The plan was informed by local area action plans produced in each quadrant of the inner city, by strategies produced by the Drugs Task Forces, Integrated Area Plans, and specific needs analyses in local areas, as well as by convening core infrastructure groups to have input into the strategy.

This 2004-2006 Implementation Plan was produced as part of review process that started with a consultation day with the community infrastructure in April 2003. The purpose was to look at the changing local development environment and identify priority issues for the inner city. One hundred and ten community based organisations and agencies participated in the forum in the National College of Ireland. These included residents associations elected representatives, Community Development Projects, Drugs Task Forces, school principals and teachers, educational groups at primary, secondary and tertiary levels and community-based education providers, senior citizens groups, homeless support services, enterprise development organisations and agencies including FÁS, Health Board, Dept of Education & Science, CDVEC, Probation & Welfare Service, and Dublin City Council. Thematic working groups enabled participants to have input to the discussions under headings linked to the three measures.

Throughout 2003, individual staff members held formal review meetings with contracted organisations and community networks, as a way of reviewing their aims, progress to date, and supporting the development of targets for the next phase.

A staff review day was held in October 2003, at which the 2001-2003 plan was reviewed in reference to the strategic plan. Beneficiary target groups were reviewed, and actions going forward for the 2004-2006 period were agreed. The partnership sub-

committees and working / task groups and representatives of the other local development organisations such as the local Drug Task Forces and Community Development Projects were also involved in reviewing activities and priorities for action.

The Director carried out staff appraisals in November and December 2003 to review performance, support staff in their work, identify priorities for 2004 and to discuss any changes in workloads and responsibilities.

The review process also included:

- ? ADM audit and review in 2003
- ? Board review
- ? Updating of local area profile and assessment of changing needs
- ? Discussion of policy and budget issues at Board meetings in September and November 2003

In early 2004, the draft Implementation Plan was circulated to the Board, and following approval, to the core infrastructure. A consultation day will be held with the full infrastructure in February 2004 to present the implementation plan.

9. PROOFING STRATEGY

The Partnership's *Operating Principles* incorporate statements that help to ensure that activities are proofed along poverty, equality and gender lines on a continuous basis:

1. Any investment or programme supported by the Partnership must have direct benefit for those residents of the inner city who are without work, experiencing poverty or in low income households.
3. The underlying value of the partnership approach is to achieve equality of treatment, access and opportunity for inner city residents who have experienced exclusion from social and economic local development.

The participation of target groups in the development and implementation of the plan is supported by the DICP strategy of linking with quadrant based community networks. The area networks that are represented on the Partnership Board comprise a diverse membership of organisations working with key target groups in each quadrant of the inner city. This mechanism ensures that representative organisations of target groups have a means of linking directly with the Partnership strategy.

Key target groups and their representative organisations participate in Partnership working group structures and core infrastructure meetings, or are otherwise working with the Partnership on specific projects and initiatives. These organisations include Focus Ireland, The Gateway Project, the North West Inner City Women's Network, Exchange House travellers support group, Dublin Adult Learning Centre, North and South Inner City Drugs Task Forces, Inner City Employment Service, NWIC Older Person's Council, FÁS, Merchants Quay Project, as well as local residents and tenants associations, ethnic minority representative organisations, community-based childcare providers, local youth services, and ex-prisoners support groups.

Poverty

DICP activity takes place in line with an agreed set of operating principles that specifically state our commitment to tackling poverty by targeting the most disadvantaged individuals and communities in the inner city.

For example, educational activities in the school sector target schools with designated disadvantaged status. Regeneration programmes target local communities in Local Authority flat complexes that experience very high rates of social welfare dependency, unemployment, anti-social behaviour and other forms of socio-economic exclusion.

Services delivered through the community infrastructure with Partnership support are free of charge to the local community, which helps to ensure accessibility of services by low income groups. These services include training courses, technical support, facilitation, use of meeting rooms, etc.

Gender

“Gender proofing is the means by which it is ensured that all policies and practices within organisations have equally beneficial effects on men and women.”
(Crawley & O’Meara, 2002:16)

The Partnership encourages an equal participation from women and men in the Board and sub-committee structures.

All Partnership investments are proofed along gender lines. Investment proposals to the Board must state specifically how they take account of the impact of the activity on gender. Our reporting requirements of contracted organisations request detailed information on gender, including participation and outcome rates.

Certain services and organisations have noted a gender imbalance. For example, enterprise support services provided on behalf of the Partnership by Inner City Enterprise have traditionally attracted a majority of male clients. ICE has attempted to address this by organising specific campaigns to try to encourage more women into enterprise development.

The Environmental and Planning service provided through Community Technical Aid has also noted that meetings on planning and construction issues tend to attract a higher level of male participation. The Planner is careful to organise meetings at differing times, and in local venues, in order to accommodate the needs of both women and men. In her experience, more women prefer morning or day time meetings, due to caring responsibilities, while evening meetings are often more suitable for men.

The accredited planning course being delivered by the Community Planner was specifically designed to have a 50:50 balance of men and women.

Childcare is another area of gender imbalance. Although the Inner City Childcare Network is open to both women and men, the steering group for the Network is currently solely comprised of women, reflecting the huge majority of women employed in the childcare services. The lack of male role models in childcare has been identified as an issue by many local childcare facilities involved in the network.

Where possible, crèche services are provided to enable women’s participation in DICP supported projects and initiatives. The Suaimhneas Project (therapeutic counselling for children at risk in primary schools) was able to provide crèche

facilities to enable parents to attend a Parent Plus Programme that was delivered in two schools. The Skills Analysis training for minority ethnic women that was delivered by Cairde also facilitated women's involvement by organising a crèche during course hours.

The Inner City Employment Service uses local community groups and women's networks to outreach the service. Data is collated on the gender of clients using the ICES service. The high number of lone parents using the service is reflected in the gender breakdown which shows a majority of female clients.

The Partnership operates closely with the seven managing agents for the Whole Times Job Initiative. These organisations employ 280 full time workers. In addition 1,500 workers are employed in the Community Employment programme. The DICEP monitors and advises on the targeting of these programmes to ensure that they remain accessible and targeted on an equal basis.

Travellers

In proofing its actions, DICEP takes into account the accessibility and cultural appropriateness of its interventions to members of the Travelling Community. DICEP has not directly targeted the Travelling community in light of the low numbers residing in the inner city and the fact that existing support services are already available to this group.

Disability

"People with disabilities represent at least 10% of the population, yet many still experience barriers in accessing the built environment and information and communications systems. Underlying these barriers are community attitudes that are often based on prejudice and lack of knowledge." (Ask Me: Guidelines 2002:8)

Initial meetings were held with disability representative groups (e.g. People with Disability in Ireland) to gain insight into how Partnership supported activity can remain cognisant of the range of issues facing people with a disability who live in the inner city.

The Inner City Employment Service, Job Initiative and Community Employment Programmes are influenced by the DICEP to ensure that the needs of disability organisations in the city are met in relation to staffing and access to jobs.

When organising training and events, efforts are made to ensure that premises are accessible. The Partnership offices at Equity House were recently made accessible to wheelchair users by the addition of a wheelchair lift in the lobby.

The consultation day with the community infrastructure in 2003 was held in the National College of Ireland, which is an accessible venue.

The Partnership acknowledges however that access for people with disability encompasses far more than physical access but also access to information in a suitable format and the need to make reasonable accommodation to enable people with disabilities to participate on an equal footing. DICEP will work with the disability movement and its partner organisations to begin to develop a discussion as to how the services provided by them and us can become accessible to inner city residents with a physical, sensory, learning or mental or invisible disability (for example, a person with a kidney transplant).

The Partnership will work with the Equality Authority to further develop its strategy to equality proof all DICP actions and to develop appropriate systems to ensure equality of participation and outcome for all members of the community.

The Education Co-ordinator who commenced employment with the Partnership in December 2003 has experience of working with disability groups and conducting research on the topic. It is hoped that her expertise will inform the Partnership strategy on this issue over the coming implementation period.

DICP staff have participated in equality training in relation to gender mainstreaming, employment equality, the Equal Status Act, anti-racism training and improving accessibility of services.

At the DICP Board meeting in January 2004, the Board expressed an interest in undertaking specific seminars on proofing, to assist with the development of this strategy.

10. INDICATIVE BUDGETS

Project Expenditure 2004-2006

A. SERVICES TO THE UNEMPLOYED

	€
1. Training Mediation & Guidance for Employment Access	
a) Pre Employment Training Programmes for Women	118,620
b) Information Technology Training for Local Residents	60,464
c) Inner City Employment Service	79,500
Total	258,584
2. Social Economic Development	
a) Targeted Regeneration Programmes	157,827
Total	157,827
3. Enterprise Support	
a) Pre-start Up Enterprise Support	31,200
b) New Enterprise Support	249,700
Total	280,900
TOTALS	697,311

B. COMMUNITY DEVELOPMENT

	€
1 Promoting Social Integration	
a) Participating of Local Authority Tenants in Regeneration and Development Programmes	428,283
2 Co-ordination of Community-based Social Inclusion Infrastructure	
a) Maintaining a Community Based Infrastructure	498,533
3 Capacity Development, Technical Assistance and Training	
a) Provision of Technical Advice	155,484
b) Delivery of Capacity Training	41,037
Total	196,521
4 Research and Policy Development	155,565
a) Social development Proposals	
TOTALS	1,278,902

C. COMMUNITY BASED YOUTH INITIATIVES & EDUCATIONAL DISADVANTAGE

	€
1 Integration and Developing Local Educational Services	
a) Primary Level Integration	30,600
b) Childcare Network	27,480
Total	58,080
2 Preventing Early School Leaving & Promoting Education Development	
a) Second Level Retention Programme	30,600
b) Skills Enhancement Through IT	114,680
Total	145,280
3 Promoting Development Youth Work	
a) Targeting Youth at Risk Programme	278,258
4 Promoting Equality and Rights Based Approaches to Education	
a) Capacity Training and Training of Trainers	15,600
b) Strengthening of community education sector in the inner city	15,600
Total	31,200

TOTALS	512,818
Total Projected Activities Costs	2,489,031
Administration/Central Costs	967,000
Support Costs	405,500
Overall Total Projected Costs	3,861,531

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