

Vision into Practice

The first *New TSN* Annual Report

1999

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Preface by the Secretary of State

Last year the Partnership for Equality White Paper set out our vision for a vigorous and effective New Targeting Social Need policy. Like my predecessor, Mo Mowlam, I am firmly committed to New TSN. Together with my Ministers, I am determined to ensure that it is implemented successfully.

This first Annual Report summarises progress on New TSN since last year. It includes draft Action Plans showing how we propose to turn our vision into practice, improving the lives of people in Northern Ireland in practical ways. This means:

- increasing job opportunities where they are most needed
- helping people gain the knowledge and skills to make the best of their opportunities for employment
- regenerating disadvantaged communities
- helping disadvantaged children and young people so that they have the best possible start in life.



To be effective, New TSN must be informed by the views and experience of those who are disadvantaged and of the many organisations in Northern Ireland which defend their interests. The Plans will not be finalised until people and groups outside the Government have had a chance to comment on them. We want to know people's views on how effective the draft Plans would be in tackling disadvantage – and how they might be improved.

This report shows how future progress will be tracked to ensure that the actions and targets set out in the Plans are met. In implementing New TSN, there will be transparency and accountability.

I look forward to next year's Report which will show the advances made towards realising the New TSN vision.

A handwritten signature in black ink, which appears to read 'Peter Mandelson'. The signature is written in a cursive, flowing style.

RT HON PETER MANDELSON MP
SECRETARY OF STATE FOR NORTHERN IRELAND

Your Views on the Draft New TSN Action Plans

Every Northern Ireland Department and the Northern Ireland Office has provided a draft Action Plan showing how it will target its efforts and available resources on people, groups and areas objectively defined as being in greatest social need. The Plans will run for three years. We would welcome your views on the likely effectiveness of these Plans.

The draft Plans are provided in Annexes 1 to 7 of this Report. Guidance on how you can contribute your views is set out in Section 6.

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1. Introduction

- 1.1 Through New Targeting Social Need (New TSN) the Government aims to tackle social need and social exclusion in Northern Ireland by targeting its efforts and available resources on people, groups and areas in greatest social need. New TSN targets social need objectively, wherever it is found, and does not favour, or discriminate against, any section of the community.
- 1.2 New TSN was announced in the Partnership for Equality White Paper (Cm 3890), which was published in March 1998, as part of the Government's wider agenda for making Northern Ireland a more fair, just and prosperous society. It was identified in the Good Friday Agreement as one of the Government's key socio-economic commitments. The then Secretary of State, the Rt Hon Dr Marjorie Mowlam MP, formally launched New TSN on 28 July 1998.
- 1.3 The earlier Targeting Social Need policy had been introduced in 1991 with the intention of redirecting resources in Government programmes towards areas and people objectively defined as being in greatest social need. Dr Mowlam had reviewed the policy in the light of the Government's priorities. In so doing she considered comments and recommendations on Targeting Social Need arising from an extensive review of employment equality published by the Standing Advisory Commission on Human Rights (SACHR) in 1997.
- 1.4 The Partnership for Equality White Paper endorsed Targeting Social Need's rationale and general objectives, but concluded that a more vigorous approach was required. It recommended that the policy needed a stronger focus and that mechanisms should be put in place to ensure its effectiveness and transparency.
- 1.5 Partnership for Equality therefore indicated that New TSN would have a particular focus on combating the problems of unemployment and on increasing employability. It would also tackle inequalities in other areas such as health, education and housing and would include Promoting Social Inclusion (PSI), a co-ordinated approach to tackling the causes of social exclusion.

- 1.6 The White Paper allocated to the Secretary of State explicit responsibility for the political direction and oversight of New TSN, with individual Ministers driving it forward within their respective Departments. Every Northern Ireland Department and the Northern Ireland Office (NIO) would develop an Action Plan showing how it intended to implement New TSN over a 3 year period.
- 1.7 To ensure transparency and to enhance public accountability, Departments would consult on their New TSN Action Plans before adopting them and there would be consultation about the first issues to be tackled under PSI. Reports arising from PSI would be published and progress on all aspects of New TSN would be covered in Annual Reports.
- 1.8 This first New TSN Annual Report:
- sets out progress on all aspects of New TSN since publication of Partnership for Equality
 - sets out draft Action Plans, with challenging objectives, which show how each Department will implement New TSN over the next three years
 - invites views on the draft Action Plans and explains how these views should be submitted.
- 1.9 The finalised Action Plans will be published. Progress will be reported, and the Plans updated, in the second New TSN Annual Report which is due in September 2000.

2. New Targeting Social Need

2.1 Social Need and Social Exclusion

2.1.1 People who are in social need can be disadvantaged in various ways. They may for example be poorly skilled, unemployed, living on a low income or coping with difficult home circumstances. They might live in poor housing or in areas blighted by crime. Those living in rural areas may have difficulties in accessing the types of services that other people take for granted.

2.1.2 Some people are subject to combinations of problems. Sometimes these problems are so numerous and the effects are so severe that it is impossible for these individuals to lead what most people in Northern Ireland would consider to be normal everyday lives. The Government uses the term “social exclusion” to describe what can happen to people who are subject to the most severe problems. Social exclusion has to do with poverty and joblessness – but it is more than that. It is about being cut off from the social and economic life of our community.

2.2 Focus on Unemployment and Increasing Employability

2.2.1 For people of working age, joblessness is one of the most profound causes of poverty. Being out of work impacts directly on income, and the Government’s view is that, for many people, the best protection against poverty is a job with a decent wage. New TSN therefore has a particular focus on tackling the problems of unemployment and on increasing people’s knowledge and skills so that they are motivated and feel more confident in accessing whatever employment opportunities are available to them.

2.2.2 This element of New TSN is particularly relevant to the Department of Economic Development (DED) and to the Department of Education (DENI), and to their associated Agencies, Non Departmental Public Bodies (NDPBs) and service providers who are working to expand employment opportunities or to educate or train the workforce.

2.2.3 In 1995, as part of the earlier Targeting Social Need initiative, DED set targets for increasing employment opportunities and training activities in, or adjacent to, disadvantaged areas. These targets were met and further objectives are now being set. Through the Life Long Learning policy, DENI and the Training and Employment Agency (T&EA) are delivering a strategy which will increase employability through the development of basic skills and by linking education and training provision more closely to regional and local skill needs. The New Deals and Worktrack are helping people to get off benefits and back into work. DENI's School Improvement Programme, and the targeting of new places in pre-school education provision towards children from less well-off families, will help to raise standards among the next generation. New TSN will reinforce the benefits of these programmes for disadvantaged people.

2.2.4 Other Departments also make a contribution through, for example:

- programmes which provide employment or which regenerate disadvantaged areas and make them more attractive to investors
- community development and volunteering initiatives through which people of working age may develop skills which could help them to get a job in the future
- the expansion of childcare provision, which helps remove one of the major barriers to parents' participation in the workforce.

2.3 Tackling Social Need in Other Policy Areas

2.3.1 Unemployment and poverty tend to be associated with other types of need, such as poor health, low educational achievement and poor housing conditions. Departments which are implementing policies to address such problems are committed to concentrating more closely on the situation of people who are in greatest social need. Some services are delivered on a universal basis (eg health and statutory education). However, within these programmes, resources and efforts may need to be directed towards those who are most disadvantaged so that inequalities can be reduced.

2.3.2 Some areas and communities are subject to higher than average rates of unemployment and are more deprived than others. In Northern Ireland deprivation is most concentrated in areas of Belfast, and in the West and South of the Province. New TSN recognises this and commits Departments, where appropriate, to target such areas for special attention. Programmes such as Making Belfast Work, the Londonderry Initiative, the Rural Development Programme and other area-based interventions are particularly relevant in this regard.

2.4 Promoting Social Inclusion

2.4.1 The factors which cause social need and social exclusion do not always fit comfortably within the areas of responsibility of individual Government Departments. Furthermore, there are some groups within society whose members tend to be less well-off or more at risk of exclusion than others and whose needs must be tackled in a coherent way, eg Travellers and other minority ethnic people, young people with limited skills, those most affected by the Troubles and older people on low incomes.

2.4.2 PSI involves Departments working together and with their partners outside Government to identify and tackle factors which can contribute to exclusion and which are best dealt with in a co-ordinated way. This element of New TSN addresses a series of issues, concentrating on a small number at any one time. It emphasises prevention, co-ordination and evidence-based decision making.

2.4.3 PSI is unique to Northern Ireland and was designed to tackle the particular problems which arise here. In developing it, however, account was taken of the Prime Minister's new approach to tackling social exclusion in England and the establishment of a Social Exclusion Unit within the Cabinet Office.

2.5 Targeting Resources

2.5.1 New TSN is not a spending programme. There is no special fund set aside for it – and it should not be assumed that extra money will be made available for it in the future. Rather, New TSN is a theme which runs through spending programmes. It involves giving greater priority to the needs of disadvantaged people within a programme's objectives so that a greater proportion of the available funding can be channelled towards people, groups and areas in greatest social need. This might be done by, for example:

- building New TSN principles into the formulae used for funding service provision to the statutory sector and the criteria for support to the voluntary and community sector
- taking appropriate account of New TSN in economic appraisals
- setting aside part of a programme budget to provide additional assistance to those in greatest need
- focusing the availability of grants or services more closely on those in greatest social need.

2.6 Targeting Efforts

2.6.1 New TSN is not just about money. It is also about targeting efforts. This means changing the way things are done so that policies, programmes and services are organised and delivered in ways which are more helpful to disadvantaged people. This can be possible even when there is no opportunity substantially to change the way in which resources are distributed. This type of targeting is important because, while disadvantaged people often have greater need for support from public services, they may have particular difficulty in accessing them.

- 2.6.2 Depending on the nature of the programme, ways of targeting efforts might include:
- making special efforts to ensure that public information, education and prevention campaigns are designed to communicate effectively with, and are targeted towards, disadvantaged people so that they are aware of the services and benefits available to them
 - making services more accessible, for example in terms of their location or opening hours, outreach in disadvantaged areas, or through inter-agency or one-stop shop approaches
 - making special efforts to ensure that disadvantaged people have opportunities to contribute to consultation exercises about the development and delivery of policies, programmes and services.

2.7 Identifying Those in Greatest Social Need

2.7.1 People, groups and areas in greatest social need are identified using objective criteria appropriate to a particular policy or programme and the level at which it is delivered. For example, DENI uses entitlement to free school meals to identify school pupils from deprived families to help it target additional resources. DED is using unemployment data to identify areas on which to target its job creation and training activities. The Department of the Environment for Northern Ireland (DOE) has used the Robson Indicators of multiple deprivation to identify disadvantaged urban areas.

2.8 Community Differentials

2.8.1 Evidence collected over a number of years shows that, compared with Protestants, Catholics in Northern Ireland are over-represented among the unemployed and that they fare less well than Protestants on a number of other socio-economic indicators. By consistently addressing the problems of people who are objectively shown to be in greatest social need, New TSN should, over time, contribute to the erosion of the differentials between these two communities.

2.9 The Wider Policy Agenda

2.9.1 Opportunity for All (Cm 4445) which was published in September 1999 set out Government's strategy for tackling poverty and its causes across the UK.

2.9.2 UK-wide policies can often have as great an impact on disadvantage in Northern Ireland as any regional initiative. This will be as true under devolution as under Direct Rule. Three key areas highlighted in Opportunity for All are the national minimum wage, taxation and pensions:

- the national minimum wage boosts the wage of the lowest paid workers to £3.60 per hour
- from October 1999 the Working Families Tax Credit will generate a minimum weekly income of £200 for working families with children
- the Green Paper, A New Contract for Welfare: Partnership in Pensions (Cm 4179), published in December 1998 set out proposals for a new insurance contract for pensioners, including stakeholder pension schemes and improvements in pensions for low earners, carers and people with disabilities through a new State Second Pension. Today's pensioners will benefit from the new minimum income guarantee which is paid through Income Support.

2.9.3 Section 75 of the Northern Ireland Act 1998 requires Government Departments and other Public Authorities to have due regard to the need to promote equality of opportunity between people in terms of their race, gender, religion, political opinion, disability, age, sexual orientation, marital status and whether they have dependants. There is no incompatibility between the principles of equality of opportunity and targeting on the basis of objective social need. Indeed, many of the actions which Departments will take in relation to New TSN will have resonance with their responsibilities under Section 75 of the Act.

3. Implementing New TSN

3.1 The Role of Ministers

3.1.1 The engine driving New TSN is the Northern Ireland Ministerial Team. The Secretary of State has direct political responsibility for the overall policy. Individual Ministers have active roles in promoting it and ensuring progress within their respective Departments.

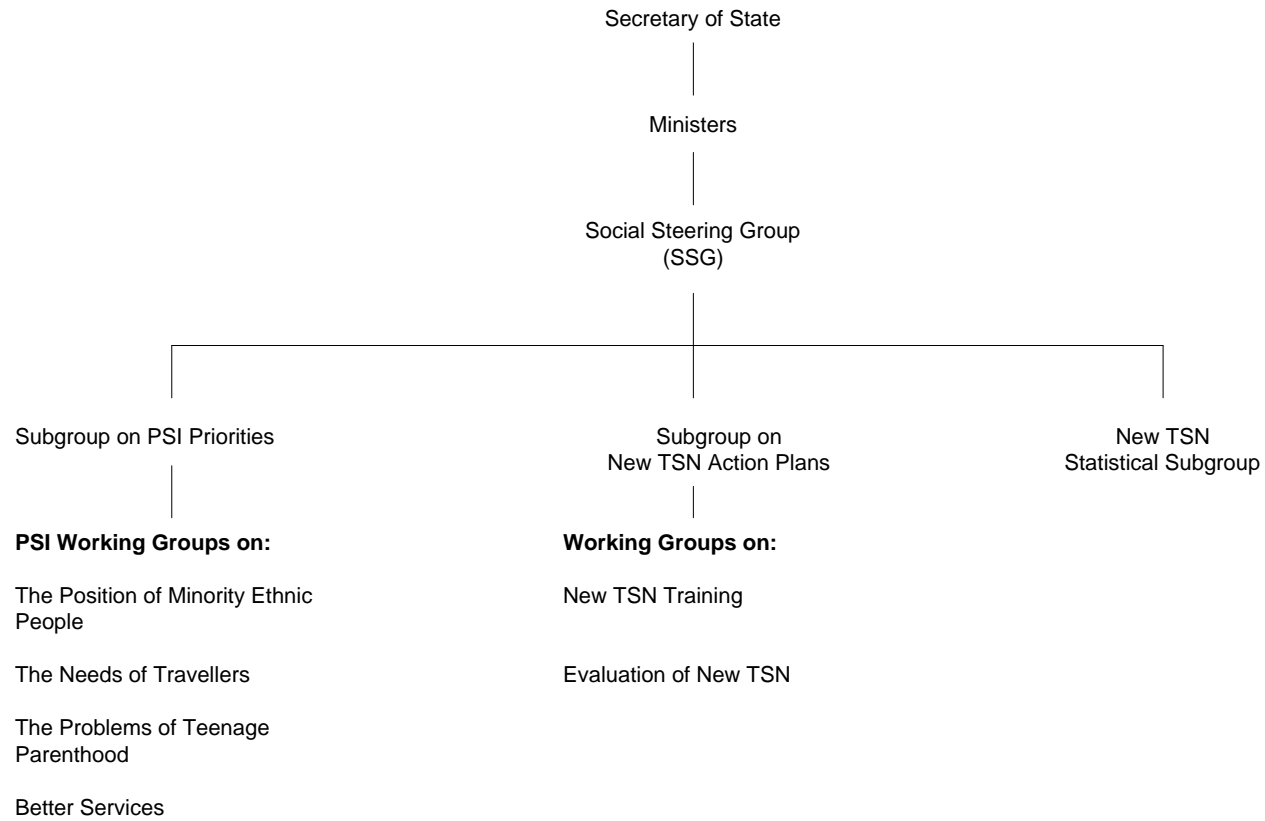
3.2 Central Structures

3.2.1 Partnership for Equality made it clear that much of New TSN's success would depend on the vigour with which Departments pursued their New TSN responsibilities. However, it would also be essential to have a strong central drive at official level and for Departments to work together in a co-ordinated way.

3.2.2 The cross-Departmental Social Steering Group (SSG), which is chaired by the Permanent Secretary of the Department of Health and Social Services (DHSS) and has as members Senior Civil Servants (Grade 3) from every Northern Ireland Department and the NIO, is charged with promoting and co-ordinating New TSN across Departments. It established cross-Departmental Subgroups to take forward specific elements of the work and to ensure that opportunities for joint working were maximised. There are Subgroups on New TSN Action Plans, PSI Priorities, and New TSN Statistics. A diagram showing these and other relevant structures and the relationships between them is provided overleaf.

3.2.3 Central policy and executive functions are the responsibility of the Central Community Relations Unit (CCRU) which is part of Central Secretariat. In October 1998 CCRU established a New TSN Unit to take forward many of these responsibilities. CCRU's Research Branch assumed an expanded role in relation to the statistical, monitoring and research aspects of the policy.

Central New TSN Structures



3.2.4 CCRU translated the broad commitments in the White Paper into an agenda of action for itself, SSG and Departments; this was issued as Central Secretariat Circular 2/98 in July 1998. CCRU also published *New TSN: an agenda for Targeting Social Need and Promoting Social Inclusion* to accompany the Secretary of State's launch of New TSN on 28 July 1998. This publication attracted considerable attention and about 5,000 copies have been distributed.

3.3 Departmental Commitments

3.3.1 For Departments successfully to implement New TSN, it must feature in their planning and be firmly embedded in their cultures. At official level, Top Management must demonstrate their commitment to it, convince staff in relevant Business Units of its importance, and ensure that these staff have the knowledge and understanding to apply New TSN within their respective spheres of responsibility. This process has already started but more remains to be done.

3.3.2 Departments are building New TSN into their aims and strategic plans. They have established structures for co-ordinating its implementation and for monitoring progress. New TSN training will be provided for staff directly involved in the implementation of the policy. Departments will disseminate information about progress and good practice to staff as appropriate. They will work with relevant NDPBs to ensure that these Public Bodies have the information and guidance they need to finalise their own Action Plans by 1 January 2001.

3.4 Progress

3.4.1 Since New TSN was launched in July 1998, there has been progress across a range of New TSN-relevant policy and programme areas. For example:

- 4,600 young people have found employment through New Deal for 18-24 year olds, and New Deal for 25+ was piloted in Northern Ireland as part of the Chancellor's initiative from November 1998
- an additional £39m has been made available to the further education sector for Lifelong Learning. New initiatives under Lifelong Learning include an Access Initiative to increase participation of previously excluded groups, funds to encourage colleges to recruit students to vocational courses in skills shortage areas and new funding formulae to help students in receipt of certain benefits
- under the Pre-School Expansion Programme, places have been provided for 70% of children in their pre-school year; new places are targeted at children from disadvantaged backgrounds
- the first 2 Health Action Zones have been set up, involving partnerships between statutory, private, voluntary and community sectors in addressing public health issues in deprived areas; each received £150,000 funding from DHSS
- a policy document on Traveller Accommodation was launched on 11 August 1999 and the Northern Ireland Housing Executive (NIHE) now has the lead role in assessing Travellers' accommodation needs and managing Traveller accommodation.

4. Progress on Promoting Social Inclusion

4.1 The PSI Model

4.1.1 New TSN: an agenda for Targeting Social Need and Promoting Social Inclusion indicated that PSI would be flexible. It would tackle a rolling agenda of issues concentrating on a small number at any one time. Each would be progressed by a Working Group comprising representatives of relevant Departments and involving people from outside Government as appropriate. The Working Groups have time-bounded Terms of Reference which emphasise PSI's commitment to the principles of co-ordination, prevention and evidence-based decision making.

4.2 The PSI Consultation Exercise

4.2.1 The same publication initiated consultation on PSI. It invited views on the PSI model, the groups most at risk of social exclusion, the causes of exclusion and organisations' experience of working together in a co-ordinated way. Eighty six submissions were received from voluntary and community organisations, District Councils, and other interested bodies.

4.2.2 Those who responded to the consultation generally welcomed PSI's approach of dealing with a series of issues, concentrating on a small number at a time. They argued that it was crucial to involve organisations outside Government which had a contribution to make and stressed the importance of engaging with people who were themselves subject to the problems of poverty and exclusion.

4.2.3 They identified a number of groups as being at risk of social exclusion. Most frequently mentioned were: minority ethnic people, Travellers, people with disabilities, young people at risk, older people and people living in isolated rural areas. They also identified a range of factors which could cause exclusion, including lack of education and basic skills; policies and service delivery which were not sensitive to the needs of minority groups (eg people with particular disabilities); and lack of access to, and information about, services.

4.2.4 SSG established a small cross-Departmental Subgroup to consider the responses to the consultation and to suggest what the first PSI priorities might be. Chaired by CCRU, this Subgroup comprises senior members of Departments and the Northern Ireland Statistics and Research Agency (NISRA). In view of his particular understanding of social policy issues and his extensive experience of the voluntary sector, Quintin Oliver, the former Director of Northern Ireland Council for Voluntary Action, is also a member of the Subgroup.

4.2.5 The Subgroup was asked to identify areas which cut across administrative boundaries and in which work could be done to prevent or reduce social exclusion – rather than just to treat its symptoms. In doing this, the Subgroup avoided areas covered by existing cross-Departmental bodies – and where the initiation of further cross-Departmental work could result in less, rather than more, co-ordination. The Subgroup subsequently proposed Terms of Reference, membership and work plans for each PSI Working Group and considered effective ways of involving external partners in the work without placing undue burdens on the organisations or individuals concerned.

4.3 The First PSI Priorities

4.3.1 On 16 June 1999 Mr John McFall MP, Parliamentary Under Secretary of State at the Northern Ireland Office informed Parliament that the first PSI Priorities would be:

- a strategic approach to the needs of minority ethnic people
- action to alleviate the needs of Travellers
- the problems of teenage parenthood
- strategies for making services more accessible to minority groups and others at risk of social exclusion – focusing firstly on how information can be presented and distributed in ways appropriate to their needs.

4.4 The Needs of Minority Ethnic People and of Travellers

- 4.4.1 Research shows that some minority ethnic people are placed at risk of exclusion by factors arising from linguistic and cultural differences between them and the rest of the population, by discrimination and harassment, and because service providers do not always respond appropriately to their particular needs. Contributors to the consultation emphasised these and other problems which minority ethnic people face.
- 4.4.2 There are about 1,200 Travellers in Northern Ireland and the Irish Traveller community is classified in law as a racial group. It is generally accepted that Travellers are amongst the most disadvantaged members of society. Many families are living in conditions which contribute to poor health and low educational achievement. Travellers' life expectancy is considerably below that of the settled community. Historically, there has been an unwillingness among the settled population to accept their nomadic lifestyle and other aspects of their culture; and this has been associated with discrimination and harassment against them.
- 4.4.3 CCRU is leading a PSI Working Group on the needs of minority ethnic people, and the remit of this Group is relevant to Travellers in many ways. However, DOE is leading a further Working Group to deal with the additional needs of Travellers. These two Groups are working very closely together. Their respective Terms of Reference are provided at Annexes 8 and 9 of this Report.

4.5 The Problems of Teenage Parenthood

- 4.5.1 Respondents to the consultation had highlighted the position of young people at risk and emphasised the preventative role of early intervention. Northern Ireland shares with the rest of the UK high rates of teenage pregnancy and parenthood. In 1997, out of a total of 24,277 births, 1,646 were to teenage mothers.

4.5.2 Evidence suggests that teenagers who do badly at school, have emotional problems, come from deprived backgrounds or whose own mothers gave birth as teenagers are more likely than others to become parents during their teenage years. Young people who have been excluded from school or who have been in care are particularly at risk. Many teenage mothers find it difficult to continue with education, training or employment and this can impact on their own life chances and those of their children. Often they are subject to long term poverty and disadvantage. DHSS is leading a PSI Working Group which will develop strategies to reduce unwanted teenage pregnancy and prevent the exclusion of teenage parents and their children. The Terms of Reference for this Group are included at Annex 10.

4.6 Better Services

4.6.1 Respondents to the consultation identified issues which affected several of the groups of people at risk of social exclusion. Some respondents stressed that the problems which people in need faced were likely to be compounded if they had difficulties in finding out about, or accessing, services and benefits to which they were entitled and which could help them.

4.6.2 A PSI Working Group is being established to examine such problems and to identify solutions. Its Terms of Reference are provided at Annex 11. The first aspect to be tackled is the effectiveness with which service providers communicate with the public. The outcomes of this should be helpful to a range of groups, including people with particular disabilities, elderly people and people who live in isolated rural areas.

5. New TSN Action Plans

5.1 Draft Action Plans and Consultation

5.1.1 Departments have developed draft Action Plans covering their Business Units, Next Steps Agencies and some other related bodies whose business is relevant to New TSN. The Plans run from 1 January 2000 for 3 years. The draft Plans are published for consultation at Annexes 1 to 7 of this Report. The process of developing the draft Plans, arrangements for tracking progress on the final Plans and for evaluating New TSN are discussed in this Section. Section 6 sets out the issues on which Departments are consulting and indicates how comments can be contributed.

5.2 Reviewing Departmental Activities

5.2.1 External consultants were engaged to help Departments review their activities in order to identify the business areas in which there was scope for skewing efforts and resources towards those who were most disadvantaged and to make recommendations which would help Departments draft their Plans. The review process was managed by CCRU's Research Branch, while the involvement of senior members of all Departments on the Project Board ensured a consistent approach. The reviews were completed in the Spring of 1999.

5.2.2 The reviews examined all aspects of Departmental activity with a view to determining the contribution each might make to New TSN. These analyses demonstrated that all areas of activity in DHSS and DENI and many areas in the other Departments had a contribution to make. These included areas such as Arts, Sports and Leisure, and the Roads and Planning Services which had not featured in the context of the earlier Targeting Social Need policy. It was recognised, however, that some business areas, and indeed some Departments, had more to contribute than others.

5.2.3 In general the areas which were judged not to be relevant to New TSN were those providing personnel, accommodation and other functions in support of Departments; those with legislative or regulatory responsibilities; and those whose duties were laid down in legislation or EU regulations in such a way that it would be impossible for them to target either their efforts or resources differently. The latter included, for example, Department of Agriculture for Northern Ireland (DANI) administration of farm subsidies.

5.3 Reviewing Statistics

5.3.1 There is a need for statistical data to inform the establishment of baselines, the development of objectives and targets, and in the longer term to track progress to ensure that New TSN is reaching the people it should. SSG established a New TSN Statistical Subgroup to co-ordinate work in this area across Departments. The Subgroup is chaired by NISRA and serviced by CCRU. Its members are statisticians from all Northern Ireland Departments and the NIO.

5.3.2 In tandem with Departments' work on the New TSN Action Plans, this Subgroup is conducting a cross-Departmental review to:

- establish in detail the position regarding targeting, monitoring and the measurement of baselines and impact in respect of the Departmental business areas identified as being relevant to New TSN
- identify what additional data would be needed to assess the impact of New TSN
- assess the feasibility of collecting any such additional data
- identify areas where Departments need to work together on statistical and methodological issues.

5.3.3 In many cases the required data are already available to Departments and Agencies – either within their own data systems or elsewhere. In some cases, however, it may be necessary for Departments to supplement the data they collect and this is reflected in the Action Plans.

5.4 Developing the Draft Action Plans

- 5.4.1 Although draft New TSN Action Plans were produced by the respective Departments there was close co-ordination on all aspects of the process. CCRU provided guidance which delineated the broad areas to be covered, the nature of the objectives and targets to be set and the way in which the Action Plans should be structured. Participation of Senior Civil Servants (Grade 5) from all Departments in the SSG Subgroup on New TSN Action Plans fostered a co-ordinated approach and coherence between the Departments' plans, facilitated consideration of cross-Departmental issues and enabled joint working where this was required.
- 5.4.2 In setting the objectives and targets in their Action Plans, Departments took account of information from a range of sources. These included administrative and research data where these were available, the outcomes of the Departmental reviews, the views of key partner organisations, and lessons learned from the earlier Targeting Social Need initiative.

5.5 Draft Departmental Action Plans

- 5.5.1 The draft New TSN Action Plans for each of the Northern Ireland Departments and the NIO are published for consultation in Annexes 1 to 7 of this Report. For each Departmental business area, the Action Plans identify the social need to be tackled and the desired outcomes. They indicate how Departments intend to embed New TSN in their organisational plans and culture; how they will target their efforts and resources more closely on people, groups and areas in greatest need; and how they will gather the necessary data to identify need and track progress. They list New TSN objectives, and show the targets or actions required to achieve them and the timescales within which these will be completed.
- 5.5.2 The objectives in the draft Action Plans complement work the Government is doing to tackle poverty across the UK. Taken together, the action proposed in the draft Plans will:
- increase jobs where they are most needed
 - help people increase their knowledge and skills so they can make the best of available job opportunities
 - help regenerate disadvantaged communities
 - help disadvantaged children and young people so they can have the best start in life.

5.5.3 Some of the targets and action points in the draft Plans will be achieved in January and February 2000, during the later stages of the consultation period. A number of these relate to the completion of work which has already started. Many are preparatory – and their outcomes, along with input from the consultation, will feed into subsequent targets and actions in the final Plans.

5.5.4 Relevant NDPBs are to have their New TSN Action Plans in place by January 2001. Where appropriate, the Departments' Plans show how they will work with these Public Bodies to ensure that they have the information, understanding and guidance they need to produce their own Action Plans.

5.6 Transparency and Accountability

5.6.1 Final Action Plans produced following the consultation will be published. Progress will be reported, and the Plans updated, in future Annual Reports – so the public and relevant organisations will be able to see the progress Departments are making in turning the New TSN vision into practice. The next Annual Report is due in September 2000.

5.6.2 Departments will also account for progress on their objectives in quarterly updates to the SSG Subgroup on New TSN Action Plans. And, where necessary, CCRU will challenge Departments on the contents of these updates. Ministers will expect timely achievement of the actions and targets in the Plans and will be fully informed of developments across Departments.

5.7 Evaluating New TSN

5.7.1 Progress on all aspects of the Partnership for Equality White Paper will be evaluated in 2005. In addition to this, New TSN will be evaluated by the end of 2002 so that lessons learned can inform the development of a second round of Plans. CCRU's Research Branch is leading the development of an evaluation strategy to begin in 2000.

6. Consultation on the Draft New TSN Action Plans

6.1 Your Views on the Draft Action Plans

6.1.1 We would welcome comments on the draft Action Plans. Everyone's contribution will be appreciated, but Departments are particularly interested in the opinions of:

- people who are affected by social need, or who have been affected by it in the past
- voluntary organisations which work with, or represent, disadvantaged people
- NDPBs and other organisations in the public sector who provide services to disadvantaged people or work to alleviate the effects of poverty and exclusion
- academics, researchers and social commentators
- trades unions, employers' bodies and economic organisations
- political parties, District Councils and District Partnerships.

6.1.2 Your views are invited on the likely effectiveness of the Departmental Plans in tackling social need and social exclusion, especially on:

- objectives, targets or actions in the Action Plans which will be particularly effective in helping those who are disadvantaged
- objectives, targets or actions which may have unintended consequences for those who are disadvantaged
- objectives, targets or actions which could be strengthened
- suggestions and proposals not included in the Plans.

6.2 How to Contribute

6.2.1 Submissions should be sent by mail, fax or e-mail to:

Mark Goodfellow
New TSN Unit
PO Box 1407
BELFAST
BT1 6NU

Fax: 01232 543794

E-mail: new.tsn@dfpni.gov.uk

6.2.2 It is anticipated that some contributors will wish to comment on only one Department's Plan, while others will have views on more than one. If you are commenting on more than one Action Plan, please group your points under headings indicating the Departmental Plans to which they refer.

6.2.3 Every objective, and target or action point, in each Plan is numbered. It would help the Departments analyse your comments if, when discussing particular points in the Plans, you could quote the relevant numbers. For example, if you were commenting on DANI's first action point the number you would quote would be "DANI 1 a."

6.2.4 The draft Departmental Action Plans are the only aspects of this Report which are being consulted upon, and you should focus your comments specifically on their contents. It would be helpful if you could express your points as concisely as possible – you may wish, for example to use short notes or bullet points.

6.2.5 It would also be helpful if you could say at the beginning of your submission who you are and, where appropriate, who your organisation represents and who, if anyone, you have consulted about the Action Plans before drawing up your submission. Please also indicate clearly the Department, or Departments, on whose Plans you are commenting.

6.3 Closing Date

6.3.1 The closing date for receipt of submissions is **Monday, 7 February 2000.**

6.3.2 **It will not be possible for Departments to consider submissions received after the closing date.**

6.4 Confidentiality

6.4.1 If you wish any of your comments to be kept confidential, please indicate this clearly at the beginning of your submission. Contributions which are not marked as confidential will be assumed to be open. They may be quoted in reports or other documents, published by Ministers or placed in the libraries of the Houses of Parliament or of the Northern Ireland Assembly.

6.5 After the Submissions are Received

6.5.1 Each submission will be acknowledged by the New TSN Unit when it is received. Departments will carefully consider the comments made before making recommendations to Ministers on the final form of the Action Plans. It will not, however, be possible for either the New TSN Unit or the Departments to respond to specific points raised in the submissions.

6.5.2 Departments intend to make their final Action Plans public. The New TSN Unit will inform contributors when the final Action Plans are available.

6.6 Further Information

6.6.1 If you have questions about the consultation you are welcome to contact Mark Goodfellow at the New TSN Unit on 01232 543779.

6.6.2 Contact points in the respective Departments are:

DANI	Noel Cornick 01232 524557
DED	Barbara Swann 01232 529255
DENI	Mark Browne 01247 279338
DOE	Margaret Langhammer 01232 540938
DFP	Jim McKeown 01247 858149
DHSS	Norman Lunn 01232 520768
NIO	Denis Carson 01232 527015

6.6.3 Further copies of this Report are available from Corporate Document Services Orderline on 0113 399 4040. It is available on disk, in large print and on audio cassette from the New TSN Unit. It can be accessed on the Internet at <http://www.dfpni.gov.uk/ccru/>

Annex 1: Department of Agriculture for Northern Ireland Draft New TSN Action Plan

- 1 The aims of the Department are to improve the economic performance of the agri-food, fishing and forestry sectors; to protect the public, animals and property; to conserve and enhance the rural environment; and to strengthen the economy and social infrastructure of disadvantaged rural areas.
- 2 Almost half of the Department's expenditure is allocated to the implementation of UK and EU policies and does not form part of the Northern Ireland Expenditure Block. The Department endeavours to influence UK-wide and EU policy decisions, but its scope to do so is constrained and it is not always possible to introduce a New TSN dimension in such policies. Where regional discretion within UK-wide or EU Measures exists, DANI is committed to applying New TSN principles. Of the rest of the Department's expenditure (£153m), about one-third is devoted to locally-determined policies; the remainder being the Department's running costs.
- 3 The statutory basis for the Department's activities lies in a range of Northern Ireland, UK and EU legislation, covering agricultural, rural development, fisheries and drainage policies.
- 4 Although the Department is fully committed to New TSN, there are two important constraints on the Department's ability to target specific areas and skew resources. The first is that many of its activities are dictated by geography. For instance, programmes relating to sea fisheries are concentrated round three main fishing ports. The work of the Rivers Agency and Forest Service is also dictated, in varying degrees, by geography.

- 5 Second, much of the Department's support to the agricultural sector is determined by EU policies. The application of the Common Agricultural Policy (CAP) is, more or less, the same across the EU and there is little discretion in the application of the various measures. To the extent that these relate to price support, and are operated through import protection, export subsidies and intervention buying, it would be virtually impossible to achieve any skewing on New TSN grounds. Production related subsidies, which are now the main method of support, cannot, in those cases be skewed and are paid in relation to output. Following the recently agreed reforms of the CAP, National Envelopes have been created out of which Member States have some discretion in the way in which they pay out subsidies. However, it is not yet clear whether there will be any regional discretion involved. Nor is it clear if such discretion would permit any skewing of payments on New TSN grounds.
- 6 However, under the CAP Reform Agreement, Northern Ireland was given an allocation of almost 20 million litres of milk quota (in parallel with a similar increase in the Republic of Ireland). The potential exists for the additional quota to be allocated across all producers or targeted at specific groups determined, for example, on either an area or herd size basis. Small milk producers tend to be located in disadvantaged areas. The dairy industry is being consulted on the method of allocating the extra quota, including the extent to which, if at all, a targeted approach should be adopted.
- 7 Consultation exercises are also continuing on Structural Funds measures (the main areas in which there is some regional discretion in agricultural policy), including Hill and Livestock Compensatory Amounts (HLCA). A new scheme will be developed and there is discretion for Northern Ireland to adopt its own approach within broad EU and national rules. DANI will propose to the Commission that higher rates of compensation are paid in severely disadvantaged areas. Disadvantage will also be taken into account in the assessment criteria for the various environmental schemes operated by DANI, particularly the Countryside Management Scheme and the Organic Farming Scheme.

- 8 The main delivery mechanism for the Department's aim of strengthening the economy and social infrastructure of disadvantaged rural areas will, though, remain the Rural Development Programme. This was created in 1991 with the aim of targeting disadvantaged areas, promoting rural development and establishing relevant co-ordination and delivery mechanisms. The next Rural Development Programme is currently being formulated as part of the Northern Ireland Operational Programme for Structural Funds, 2000-2006. Until this is finalised and agreed, it is not possible to specify meaningful targets beyond early 2000. The New TSN Action Plan measures for rural development will be reviewed in mid 2000 to introduce targets to 2003. In the next Rural Development Programme there will be a major focus on disadvantage. Priority will continue to be given to projects, programmes and strategies which address identified needs, to equalise economic and social opportunities across rural Northern Ireland.

Business Area:	DANI	
Social need to be tackled:	Disadvantage among rural people, groups and areas and fisheries-dependent communities in Northern Ireland	
Desired outcome:	Need to tackle rural disadvantage fully recognised in DANI plans and programmes and understood by staff and NDPBs	
New TSN objectives		
		Targets or actions and timescales
DANI 1	Improve understanding of new TSN amongst staff.	<ul style="list-style-type: none"> a. Provide awareness training to the Top Management Team and Heads of Division by September 2000. b. Provide in-depth training for staff in Rural Enterprise Division, Science Service and Rivers Agency – 2000. c. Provide general information for all staff. Intranet page and information note by September 2000.
DANI 2	Incorporate New TSN into strategic management of Agri-Food Development Service (AFDS) and Fisheries Division.	<ul style="list-style-type: none"> a. Strategic priorities to be amended to take account of New TSN by the end of March 2000. b. Heads of Division and the Top Management Team to incorporate New TSN into appropriate 2001-2002 AFDS programmes.
DANI 3	Devise and implement New TSN monitoring arrangements in line with DANI policy.	<ul style="list-style-type: none"> a. New TSN monitoring to be implemented from 2001-2002 onwards.
DANI 4	To introduce New TSN considerations into NDPBs' business planning.	<ul style="list-style-type: none"> a. Organise a seminar for Chairpersons and Chief Executives of Foyle Fisheries Commission, Fisheries Conservancy Board and Northern Ireland Fishery Harbour Authority and provide the information they need to produce their New TSN Action Plans by January 2001.

Business Area:	Food Farming and Environmental Policy Group
Social need to be tackled:	Disadvantage in rural areas
Desired outcome:	Encourage economic growth in disadvantaged areas

New TSN objectives	Targets or actions and timescales
DANI 5 To introduce New TSN considerations into the allocation of milk quota.	a. Under the CAP reform agreement, Northern Ireland was given an allocation of almost 20 million litres of milk quota (in parallel with a similar increase in the Republic of Ireland). New TSN factors will be taken into account when deciding on the allocation of this quota. The main farming, and other organisations concerned have been consulted. The implementation date is 1 April 2000.
DANI 6 To introduce New TSN considerations into grant aid payments in the scheme which will replace the HLCA Scheme.	a. DANI will propose to the Commission that higher rates of compensation should be paid to farmers in severely disadvantaged areas – 2000.
DANI 7 To introduce New TSN considerations into the development of environmental schemes.	a. Criteria for assessing scheme applications will take account of disadvantage.
DANI 8 To further embed New TSN considerations into the P&MGS.	a. The Department provides capital support for investments in the food processing sector, the current arrangements for which take account of New TSN policy in assessing applications. A new P&MGS is being developed as part of the Single Operational Programme from 2000-2006 and a New TSN weighting will be included in the assessment criteria for applications. In developing this weighting, consultations will take place with IDB, LEDU and any other relevant parties. A new weighting will be adopted by 31 December 1999 and implemented in 2000.
DANI 9 To develop a capability to monitor the distribution of CAP support by community background of recipients.	<p>a. A new socio-economic survey of farmers to include a question on religion is under active consideration. Others who have potential interest in this survey (eg T&EA, NIHE) are being consulted.</p> <p>b. A decision on implementing the survey will be taken before 30 November 1999, and if it is agreed that the survey should take place, work will be carried out in 2000.</p>

Business Area:	Fisheries Division
Social need to be tackled:	Disadvantage in fisheries-dependent communities
Desired outcome:	To sustain and enhance the quality of fisheries employment

New TSN objectives	Targets or actions and timescales
<p>DANI 10 To sustain employment and enhance the quality of employment within Sea Fisheries and support aquaculture commercial development.</p>	<p>a. Launch a new Financial Instrument for Fisheries Guidance programme, targeted on: employment in catching, aquaculture and processing sectors enhancing working conditions and safety improving skills and mobility.</p> <p>b. Programme launch April 2000, subject to agreement of the NI Transitional Objectives Programme by the European Commission.</p> <p>c. Monitor employment, safety improvements, wage and skill levels – 2001.</p> <p>d. Review schemes against baselines and re-target as necessary – 2002.</p>
<p>DANI 11 Enhance the rural economic base by the development of Salmonid and Inland Fisheries in disadvantaged areas.</p>	<p>a. Launch a new EU funded Angling Development Programme – 2000.</p> <p>b. Promote angling development as a basis for natural resource tourism – 2001.</p> <p>c. Review Programme to ensure that targets are being met – 2002.</p> <p>d. Liaise with NITB to maximise the economic benefit of promoting tourism angling in disadvantaged areas – 2000.</p>
<p>DANI 12 Improve employment opportunities in respect of Salmonid and Inland Fisheries in disadvantaged areas.</p>	<p>a. Prioritise employment opportunities according to need and employment potential – 2000.</p>

New TSN objectives	Targets or actions and timescales
<p>DANI 13 To ensure an objective basis for Fisheries Division New TSN Action Plan.</p>	<ul style="list-style-type: none">a. Establish baseline data on:<ul style="list-style-type: none">employment in aquaculture, catching and processing sectorswage levels in the processing sectorvessels earnings in the catching sectorrural areas in needestablishing objective criteria to gauge employment potential of angling projects.b. Operate objective criteria. Target date 2000.c. Monitor progress against baselines – 2001.d. Identify areas of difficulty or obstacles and take appropriate remedial action – 2001.e. Monitor progress against baselines – 2002.f. Review New TSN impacts by means of, for example, qualitative and quantitative surveys – 2002.g. Consider potential new target groups or objectives – 2002.

Business Area:	Forest Service
Social need to be tackled:	<ul style="list-style-type: none"> a. Lack of employment opportunities in the forestry sector b. Lack of access to forest facilities by disadvantaged people
Desired outcome:	<ul style="list-style-type: none"> a. Maintain current employment in the overall forestry sector b. To address disadvantage or inequality in relation to access to forestry services

New TSN objectives	Targets or actions and timescales
DANI 14 More forestry activity in disadvantaged areas.	<ul style="list-style-type: none"> a. Establish baselines by mapping forestry activities to Robson Indicators of multiple deprivation and establish the degree to which there is overlap, starting with Forest Service direct activity and extending to grant aided plantations, within 3 years. Future contributions will be measured against this baseline. b. Consult on the opportunities to make more effective use of the money for private forestry, taking greater account of the need to target social deprivation in Northern Ireland, by 31 March 2000. c. In the light of the consultation (and a concurrent review of forestry policy in Northern Ireland) a revised forestry programme will be drawn up.
DANI 15 Raise awareness and stimulate creativity.	<ul style="list-style-type: none"> a. Estimate the employment opportunities provided by land acquisition for state forestry annually – 2000-2002. b. Take the Robson Indicators of multiple deprivation into account when deciding which land to acquire, and record the impact annually – 2000-2002.
DANI 16 Ensure that disadvantaged people have access to forests for recreational and educational purposes.	<ul style="list-style-type: none"> a. Monitor users of forestry facilities, on the basis of visitors surveys, with the first survey in the summer of 2000. In the light of this, the Forest Service will develop plans which will allow more effective use of forests by disadvantaged people. b. Evaluate the contribution which forests make to satisfying the educational needs of Northern Ireland by March 2001. In the light of this, the Forest Service will develop plans to allow more effective use of forests by disadvantaged people.
DANI 17 Raise awareness and stimulate creativity.	<ul style="list-style-type: none"> a. Where an opportunity arises the Forest Service will seek to involve community groups in developing forests for informal public recreation, subject to agreement on an appropriate form of partnership and use of public resources – 2000-2002.

Business Area:	Rivers Agency
Social need to be tackled:	Economic under development in disadvantaged areas
Desired outcome:	Stimulate local economic development through the Agency's annual works programme and the provision of public water recreation facilities, aimed at improving the recreational and amenity value of the countryside
New TSN objectives	
Targets or actions and timescales	
DANI 18 Stimulate local economic development in disadvantaged areas through the provision of public water recreation facilities.	a. Ensure minimum of 50% of total water recreation annual programme expenditure is committed to New TSN areas – 2000.

Business Area:	Rural Development Division
Social need to be tackled:	Economic and social disadvantage in rural areas
Desired outcome:	To stimulate the economic and social revitalisation of rural areas of Northern Ireland, with a particular focus on the most disadvantaged rural areas, through partnership between the public, private and voluntary sectors

New TSN objectives	Targets or actions and timescales
DANI 19 To ensure that disadvantaged rural groups can avail of the opportunities offered by the post-1999 Rural Development Programme.	<ul style="list-style-type: none"> a. To develop and implement a publicity campaign to promote the Programme and the opportunities it will offer. Action on this will begin when the specific Measures in the Programme are agreed and the campaign will be implemented in 2000. b. Liaison with other Departments to ensure complementary New TSN actions by February 2000. c. To publish guidance on the context of the post-1999 Rural Development Programme by June 2000, highlighting the opportunities for disadvantaged groups.

Business Area:	Science Service
Social need to be tackled:	Animal disease in disadvantaged areas
Desired outcome:	To enhance the Science Service knowledge and awareness of the New TSN impact of its activities

New TSN objectives	Targets or actions and timescales
DANI 20 To contribute to the creation of a DANI survey to provide accurate monitoring data.	<ul style="list-style-type: none"> a. Correlate data from the DANI survey with appropriate aspects of the animal disease diagnostic programme – 2000.
DANI 21 Review diagnostic recording systems to aid the creation of New TSN monitoring data.	<ul style="list-style-type: none"> a. To review data recording parameters on animal material submitted for disease diagnosis, to ensure that these can be used for New TSN monitoring purposes – 2001. b. To correlate the nature, volume and geographical source of animal disease diagnostic material with New TSN relevant parameters (eg geographical location) – 2003.
DANI 22 Subsequent to the creation of a DANI survey, include a New TSN element in the decision making process for Research and Development proposals.	<ul style="list-style-type: none"> a. To derive baseline information for future use in New TSN monitoring by determining the relative importance (in New TSN terms), of the different agri-food sectors and examining this in relation to the current DANI research programme – 2000. b. To incorporate suitable New TSN questions in the documents used to submit proposals for new DANI research – 2001. c. To monitor decisions taken on New TSN relevant research proposals – 2002.

Annex 2: Department of Economic Development Draft New TSN Action Plan

1 Departmental Aims and Objectives

- 1.1 The Department of Economic Development's (DED) vision is to achieve a Northern Ireland economy which provides worthwhile opportunities for everyone. The aim is for an economy characterised by:
- high levels of sustainable economic activity and employment
 - income per head at least equal to the EU average
 - low unemployment, with a significantly reduced proportion of long-term unemployment.
- 1.2 In pursuit of this aim two key Departmental objectives have been identified:
- to promote employment and investment for sustainable economic growth and the improvement of competitiveness in business and industry
 - to enhance opportunity and fairness.
- 1.3 With regard to the second Departmental objective the following results are sought:
- effective reconnection of the long-term unemployed to the labour market
 - a more equal distribution of the benefits of economic growth, through targeting in particular those individuals and areas in greatest need.

2 Targeting Social Need Action Plans 1995-1998

- 2.1 Over the years DED has developed a range of complementary approaches aimed at tackling need. The 1995 Strategy Document Growing Competitively sharpened the focus by making Targeting Social Need a more integral part of the overall strategy and 3 year Targeting Social Need Action Plans (1995-1998) were set in place by DED's five economic development agencies: Industrial Development Board (IDB), Training and Employment Agency (T&EA), Local Enterprise Development Unit (LEDU), Industrial Research and Technology Unit (IRTU) and Northern Ireland Tourist Board (NITB). In its 1997 Report on employment equality "Building for the Future", SACHR welcomed DED's Action Plans as a model for other Departments.
- 2.2 There has been significant effort and activity within DED in the implementation of these Targeting Social Need Plans which have been "rolled over" pending the development of New TSN. In implementing the Plans, however, it was recognised that there was a need for the further development of Targeting Social Need within DED to ensure the maximum impact and outcome of efforts and expenditure on those individuals and areas of greatest need – eg the impact of job location and the extent to which such jobs are taken up by disadvantaged individuals or residents of disadvantaged areas.

3 DED Commitment to New TSN

- 3.1 DED has revised its earlier commitment to Targeting Social Need within Growing Competitively as follows:
- "In consultation with the private sector and social partners, DED and its agencies will pursue policies which effectively target individuals in greatest need, particularly the long-term unemployed, and also areas in greatest need, with the effect of reducing community differentials."
- 3.2 This commitment will be used in future Corporate and Operating Plans across DED.

4 Unemployment Levels

- 4.1 Unemployment levels in Northern Ireland have largely been on a downward trend for the past 5 years. The seasonally adjusted level of unemployment (using the claimant measure) at September 1999 was 46,900 – or 6.1% of the workforce. However the level of long term unemployment (over twelve months and based on the computerised claimant count) has remained consistently and unacceptably high, with some 37.3% (18,576) of claimant unemployed in Northern Ireland being unemployed for over 1 year compared with 25% in the UK as a whole. The focus of activities must therefore be on developing the environment which will offer greater opportunities for the unemployed, in particular the long-term unemployed, to return to the labour market.

5 Enhanced Monitoring



- 5.1 While there is already significant monitoring within DED, a further enhancement of monitoring systems is planned to capture additional information on the individuals gaining employment from DED and DED-managed EU programmes. A co-ordinated monitoring system, involving the five economic development agencies and appropriate parts of DED Headquarters is being developed to capture the following data on those gaining employment from new or expansion projects: location of individual (postcode); gender; disability; previous economic activity status (ie employee, self-employed, unemployed, education or economically inactive) and community background.

6 Targeting

- 6.1 In considering how best to target both efforts and resources, DED has considered carefully its use in its earlier Targeting Social Need Action Plans of the Robson Indicators of multiple deprivation, which were based on the 1991 Census data. While there was a correlation between the Robson index and unemployment levels at that time, there has been a considerable change in the levels and composition of unemployment throughout Northern Ireland since 1991. For example, since 1991 claimant count unemployment has fallen by 43,200 (43%) and long-term unemployment by some 24,000 (almost 50%). The age distribution of claimants has also changed with proportionately fewer younger claimants and more claimants in the 40-55 age bands in 1998 than in 1991.



- 6.2 Given New TSN's greater focus on unemployment and the fact that the Robson Indicators will not be able to be updated until after the 2001 Census, DED has decided to use the unemployment claimant count to develop new maps for its geographically-based activity and targeting and monitoring purposes. Some programmes, such as those administered by T&EA in relation to the unemployed, address the needs of target individuals wherever they are located in Northern Ireland. In such cases the maps will be used for monitoring purposes. It is the intention that the maps will last for the duration of the Action Plan but, in using unemployment levels as the basis, there is the flexibility to review the maps, particularly if there are large scale movements in unemployment during the life of the Plan.
- 6.3 The maps have been derived to coincide with areas (at both ward and District Council level) which exhibit the highest proportions of long-term unemployment. Using the average levels of unemployment during 1998 to smooth out both the seasonal fluctuations in the profile of unemployment and the impact of any labour market "shocks" such as redundancies, long-term unemployed was taken as a proportion of the total claimant count. Ranking the District Councils (from highest to lowest in terms of these proportions) highlighted a "natural break" in the distribution. This cut off point, at over 47% of claimant unemployed in the long-term category, results in 11 District Councils and 195 wards being designated as areas of greatest disadvantage – or "New TSN areas". The main focus of DED's geographical targeting activity will be at Council level with the ward maps providing greater detail for monitoring purposes. The proposed Council and ward maps are shown overleaf.

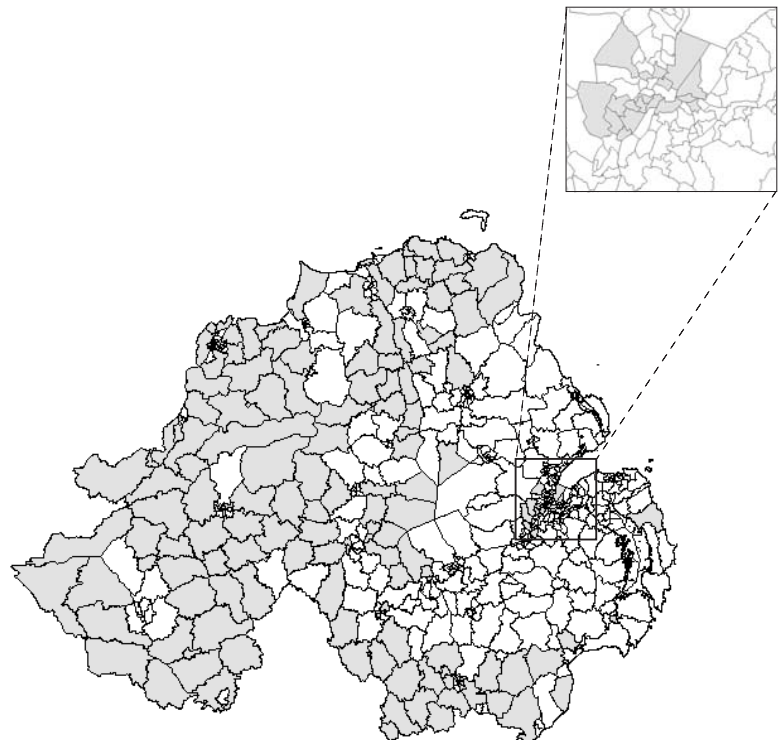
DED New TSN: District Council Map

-  District Council with **less than** 47% of total claimants LTU
-  District Council with **more than** 47% of total claimants LTU



DED New TSN: District Council Map

-  Ward with **less than** 47% of total claimants LTU
-  Ward with **more than** 47% of total claimants LTU



Wards in Northern Ireland with 47% or more of claimants long term unemployed (ie unemployed for one year or more)

District Council Area	Ward	District Council Area	Ward
ANTRIM	Cranfield	CASTLEREAGH	Enler
ARDS	Ballywalter		Graham's Bridge
ARMAGH	Callan Bridge	COLERAINE	Agivey
	Carrigatuke		Atlantic
	Derrynoose		Churchland
	Downs		Dunluce
	Keady		Garvagh
	Killeen		Kilrea
	Killylea		Knockantern
	Loughgall		Macosquin
	Observatory	COOKSTOWN	Ardboe
BALLYMENA	Craigwarren		Coagh
BALLYMONEY	Ballyhoe & Corkey		Dunnamore
	Benvardin		Killycolpy
	Carnany		Oaklands
	Clogh Mills		Pomeroy
	Dunloy		Stewartstown
	Killoquin Upper	CRAIGAVON	Ballyoran
	Stranocum		Corcrain
	The Vow		Court
BELFAST	Andersonstown		Drumgask
	Ardoyne		Taghnevan
	Ballymacarrett		The Birches
	Beechmount		Tullygally
	Clonard	DERRY	Banagher
	Duncairn		Beechwood
	Falls		Brandywell
	Falls Park		Carn Hill
	Glen Road		Caw
	Glencolin		Claudy
	Island		Corrody
	Legoniel		Creggan Central
	New Lodge		Creggan South
	Shaftesbury		Crevagh & Springtown
	The Mount		Culmore
	Upper Springfield		Ebrington
	Water Works		Eglinton
	Whiterock		Enagh
CARRICKFERGUS	Sunnylands		Faughan
			Glen

District Council Area	Ward	District Council Area	Ward
DERRY	Rosemount	LIMAVADY	Gresteel
	St Peter's		Magilligan
	Shantallow East		The Highlands
	Shantallow West		Collin Glen
	Strand		Derryaghy
	The Diamond		Lambeg
	Victoria		Twinbrook
DOWN	Westland	MAGHERAFELT	Ballymaguigan
	Dundrum		Bellaghy
	Flying Horse		Castledawson
	Tollymore		Draperstown
			Gulladuff
DUNGANNON	Altmore	MOYLE	Lower Glenshane
	Ballygawley		Maghera
	Ballysaggart		Swatragh
	Caledon		Upperlands
	Castlecaulfield		Valley
	Clogher		Armoy
	Coalisland North		Ballylough
	Coalisland South		Bushmills
	Fivemiletown		Carnmoon
	Killyman		Dunseverick
	Mullaghmore		Glendun
	Washing Bay		Glenshesk
	Belcoo & Garrison		Kinbane
	Belleek & Boa		Moss-side & Moyarget
	Boho, Cleenish & Letterbeen		Annalong
Brookeborough	Ballybot		
Derrygonnelly	Ballycrossan		
Derrylin	Beesbrook		
Donagh	Camlough		
Ederny & Lack	Creggan		
Florence Court & Kinawley	Crossmaglen		
Irvinestown	Derrymore		
Lisnaskea	Drumgullion		
Maguires Bridge	Fathom		
Newtownbutler	Forkhill		
Rosslea	Lisnasree		
Tempo	Mayobridge		
LIMAVADY	Binevenagh	NEWRY & MOURNE	Newtownhamilton
	Feeny		Rostrevor
	Glack		St Mary's
			St Patrick's

District Council Area	Ward
NEWRY & MOURNE	Silver Bridge
	Spelga
	Tullyhappy
NEWTOWNABBEY	Ballyclare North
NORTH DOWN	Whitehill
OMAGH	Beragh
	Clanabogan
	Dergmoney
	Dromore
	Drumnakilly
	Drumquin
	Fairy Water
	Fintona
	Gortrush
	Killyclogher
	Lisanelly
	Newtownsaville
	Owenkillew
	Sixmilecross
	Termon
	Trillick
	STRABANE
Castledearg	
Clare	
Dunnamanagh	
Finn	
Glenderg	
Newtownstewart	
Plumbridge	
Sion Mills	
Slievekirk	
Victoria Bridge	

6.4 IDB will continue with its policy of offering enhanced levels of assistance to companies locating in these designated Council areas. In addition, there is a high concentration of New TSN wards within the Armagh City and District Council and Belfast City Council areas which account for more than 50% of the long-term unemployed for the Council area. IDB will have the flexibility to treat these areas as exceptional cases for enhanced levels of assistance. For Belfast City Council area alone, projects locating immediately adjacent to wards designated for New TSN purposes (including the IDB site at Springbank, which is located in the Poleglass area but situated within the Lisburn Borough Council Area) will be eligible for enhanced rates of support. One of the key criteria for enhanced assistance to all areas designated for New TSN purposes will be a commitment by companies to work with IDB and T&EA to maximise the employment opportunities for the long-term unemployed. As part of its enhanced monitoring, IDB will, as noted above, track the location of people employed by such projects.

7 Strategy 2010

7.1 In March 1999 Strategy 2010, the Report of the Economic Development Strategy Review, was published. The largely private sector Strategy Steering Group presented some 60 recommendations for consideration by the Assembly. The Steering Group considered the subject of equality and social cohesion and noted its full support for New TSN.

7.2 Within the overall review the Investment and Finance Cross Sector Working Group addressed the commitment given in Partnership for Equality that research would be carried out into the merits of additional incentives for business location in areas of very high unemployment. The Group considered that there was no immediate need for further additional incentives as investment is already being attracted to New TSN areas without needing to call on the maximum grant rates already available. Investors are placing increasing emphasis on other factors such as the broad economic infrastructure and non-financial support such as marketing and management skills. Barriers to employment need to be tackled by policies aimed at the individuals as well as at locations– such as childcare, training to increase employability and transport infrastructure to improve access – issues which are being addressed in this Plan.

8 Partnership Approach

- 8.1 While Government is seeking to establish a more inclusive economy based on increased employment opportunities for the unemployed and long-term unemployed and the removal of barriers to employment, it can only do so through close co-operation with the private sector which creates the jobs.
- 8.2 The introduction of New Deal has involved the participation of 3,000 employers (the vast majority of these in the private sector). In the first year of the New Deal for 18-24 year olds, more than 10,000 young people joined the programme. Of these, nearly 2,000 had gained unsubsidised employment by the end of the first year and a further 850 entered the subsidised employment option of New Deal. Following the change in legislation through the Fair Employment and Treatment (Northern Ireland) Order 1998 companies will not be liable to complaints of discrimination by seeking to recruit only from those not in employment, or only from those who have not had a job for a given period. The increased involvement of the private sector in working with Government Departments to enable the unemployed and long-term unemployed to avail of employment opportunities is a key element of the Action Plan. DED is keen to work with the private sector to increase its knowledge of the labour market through enhanced monitoring and also in considering further opportunities to develop positive strategies to create a more inclusive economy.
- 8.3 A key feature emerging from the previous Targeting Social Need Action Plans was the increasing involvement of District Councils and community and voluntary groups in economic development activity. DED wishes to develop further the co-ordination and integration of such activity to facilitate a more structured approach to local unemployment. This would complement and reinforce national and regional policies while local consultation and participation would contribute to the development of local solutions to local problems.

9 Resource Allocations

- 9.1 New TSN is an important theme running through DED's activities. In some cases where the programmes are directed specifically at disadvantaged individuals, for example the range of T&EA programmes for the unemployed and long-term unemployed, the total budget can be targeted and identified as a resource allocation to New TSN. In other cases, for example programmes which are private sector demand-led, it is much more difficult to set targets for a percentage of total allocations to be used for New TSN. There can be a time-lag of up to a year or more between DED's efforts and commitment of resources and the project becoming fully operational. External factors such as the broader economic conditions in world markets and in specific sectors impact on DED's efforts and can lead to fluctuations from one year to another.
- 9.2 During the first year of the Plan, expenditure in New TSN areas will continue to be monitored to determine the extent to which it impacts on those in greatest need and positive outcomes are achieved. This will allow action to be taken as necessary over the life of the Plan to ensure that resources spent on New TSN activity impact as much as possible on unemployment, in particular long-term unemployment.

Business Area:	DED
Social need to be tackled:	Disadvantage among people, groups and areas in Northern Ireland
Desired outcome:	Effective strategic management of New TSN within DED

New TSN objectives	Targets or actions and timescales
<p>DED 1 To continue to ensure top level commitment to New TSN throughout DED and to enhance existing top level structure to drive New TSN forward.</p>	<p>The DED Management Board, chaired by the Permanent Secretary and comprising the Department's Under Secretary and Chief Executives of the five economic development agencies, and the Boards of these agencies approved this draft Plan and will receive regular progress reports on the Plan.</p> <p>DED's New TSN Working Group, led by the Strategic Planning Division of DED, has co-ordinated the development of this draft Plan and will:</p> <ol style="list-style-type: none"> a. Co-ordinate its implementation through quarterly monitoring meetings and reports. b. Continue to provide advice and guidance throughout DED. c. Prepare a progress report on this Plan and submit to the DED Management Board for approval prior to publication in the New TSN Annual Report.
<p>DED 2 To ensure all staff have received relevant training on New TSN and are kept informed of progress and ongoing developments.</p>	<p>The DED New TSN Working Group will lead appropriate training and development on New TSN as follows:</p> <ol style="list-style-type: none"> a. New TSN will be included in all induction and general management training and development throughout DED. b. Specific training for appropriate staff within DED will be developed based on CCRU guidance (details of courses, numbers etc to be arranged). c. Continued use of staff magazine and internal Staff Brief to inform staff of New TSN progress and developments – eg regular articles and coverage of specific developments or announcements.

New TSN objectives	Targets or actions and timescales
<p>DED 3 To ensure that the private sector, appropriate industry and trade union bodies, District Councils and community and voluntary groups are aware of DED's New TSN activities to enable a partnership approach to addressing unemployment.</p>	<p>a. Develop during 2000, a programme to increase awareness of DED's New TSN activity to facilitate increased collaboration.</p>
<p>DED 4 To continue to increase knowledge of impact of DED activity on the labour market and in particular on the unemployed and long-term unemployed gaining employment.</p>	<p>a. Consider results of The Queen's University of Belfast Socio-Spatial Analysis Research Unit's Labour Recruitment Study into job location (completed in 1999) and its impact on disadvantaged (ie unemployed) individuals and disadvantaged areas.</p> <p>b. Enhancement by all DED agencies of existing monitoring arrangements (including those involving third party agents) to collect the following data on those gaining employment from new or expansion projects or participating in training or employment schemes; location of individual (postcode); gender; disability; previous economic activity status (ie employee, self-employed, unemployed, education or economically inactive) and community background.</p> <p>c. Undertake research into indirect and secondary benefits of DED activity for the unemployed and long-term unemployed within the Departmental Research Strategy. Research to begin Autumn 1999.</p>
<p>DED 5 To identify what (if any) community differentials exist within each area of DED activity.</p>	<p>a. Undertake a programme of research to identify any community differentials within each area of DED activity (commencing in 2000).</p>
<p>DED 6 To ensure New TSN is taken into account in policy appraisal and evaluation activity and economic appraisal activity.</p>	<p>a. New TSN to be included within Terms of Reference of all DED policy appraisal and evaluation assignments and within economic appraisals.</p>
<p>DED 7 To ensure that the DED-managed post-1999 EU Structural Funds programmes support the aims of New TSN.</p>	<p>a. Integrate New TSN into the development and implementation of post-1999 EU funding programmes.</p>

New TSN objectives	Targets or actions and timescales
DED 8 To ensure that the implementation of DOE's Regional Strategic Framework (RSF) and DED's Strategy 2010 contribute to the reduction of social need – in particular	a. Establish formal meetings with DOE to develop and implement a coherent approach to strategic issues relating to the RSF and Strategy 2010 particularly in regard to zoning of new land for industry, provision of infrastructure ie services and public transportation policy.

unemployment.

Business Area:	T&EA – New Deal for 18 to 24 year olds
Social need to be tackled:	Unemployment among 18-24 year olds in receipt of Job Seekers Allowance for 6 months or more and those 18-24 year olds eligible for early entry into the New Deal
Desired outcome:	<ul style="list-style-type: none"> a. To get young unemployed people into jobs and to help them stay there b. To increase the long-term employability of young unemployed people by improving their self-respect, their skills, their experience and their motivation

New TSN objectives	Targets or actions and timescales
DED 9 To get young people aged 18-24 into jobs and help them stay there.	<ul style="list-style-type: none"> a. Meet the targets set by Ministers for each financial year for people moving into employment after participation in the New Deal (18-24); establish baselines in respect of sustained employment and monitor outcomes. b. Evaluate the impact of New Deal (18-24) and report on this during 2000-2001; use the evaluation to inform future developments.
DED 10 To increase the long-term employability of young unemployed people by improving their self-respect, their skills, their experience and their motivation.	<ul style="list-style-type: none"> a. Develop a methodology for measuring improvements in individuals' employability achieved through participation in New Deal by 31 March 2000 and monitor measurable improvements annually over the period of the Plan.

Business Area:	T&EA Jobskills
Social need to be tackled:	Employability of young people, including those with special needs, who leave school on attaining the minimum school leaving age
Desired outcome:	To provide young people in the target group with the skills which will enable them to secure and progress in employment

New TSN objectives	Targets or actions and timescales
<p>DED 11 To enable trainees to achieve vocational and vocationally-related qualifications and Key Skills.</p>	<p>a. Use the 1999 review of the Jobskills Access programme to set new output and outcome targets by 31 March 2000.</p> <p>b. In 2000-2001, 65% of 1999 entrants to Jobskills will achieve NVQ Level 2 or equivalent – target to be reviewed annually.</p>
<p>DED 12 To enable trainees to move into sustained employment</p>	<p>a. 65% of those leaving Jobskills will transfer to employment or to other education or training opportunities – target to be reviewed annually.</p>
<p>DED 13 To ensure that people in New TSN areas have fair access to National Vocational Qualification (NVQ) Level 3 training. (NVQ Level 3 training is only available as Modern Apprenticeships; trainees must be in employment.)</p>	<p>a. Monitor participation in Modern Apprenticeships in New TSN areas so that any problems of access are identified and quantified; consider any imbalances identified and possible remedial action to improve access for young people from New TSN areas.</p>

Business Area:	T&EA Worktrack
Social need to be tackled:	Long-term unemployment among people not eligible to participate in the New Deals, including people who are economically inactive
Desired outcome:	Progression into sustainable employment

New TSN objectives	Targets or actions and timescales
DED 14 To get long-term unemployed people into sustainable employment.	<ul style="list-style-type: none"> a. 50% of all Worktrack participants to find sustainable employment. Target to be reviewed annually. b. Monitor the success rates of Worktrack in getting people into sustainable employment (ie employment lasting at least 13 weeks) within 13 weeks of leaving the programme. c. Fund a pilot outreach programme and monitor the effectiveness of outreach activities throughout the period of this Plan. d. Evaluate Worktrack, including outreach activities, by March 2002.

Business Area:	T&EA Lifelong Learning *
Social need to be tackled:	Employability, particularly of the “learning poor”
Desired outcome:	Greater adult participation in learning

New TSN objectives	Targets or actions and timescales
<p>DED 15 To increase significantly adult participation in vocational education and training, including access to further and higher education and training from groups previously under represented.</p>	<p>Monitor and review New TSN impact of the following initiatives:</p> <ul style="list-style-type: none"> a. The establishment of University for Industry (Ufi) guidance and advisory system (Learning Direct) aimed mainly at the “learning poor”. The Northern Ireland version of Learning Direct will be in place by April 2000. b. The establishment, in conjunction with the Ufi, of 4-5 local learning centres by March 2000, with a further 20 by March 2001 which will improve the accessibility of learning, particularly for the “learning poor”. c. The first Individual Learning Accounts to be piloted in 2000, and 25,000 Accounts to be available throughout Northern Ireland by December 2002.
<p>* Lifelong Learning is not a discrete business area, but encompasses a wide range of DENI and T&EA activity including the New Deals, Modern Apprenticeships, Company Development Programme, management development programmes, Investors in People, Worktrack, careers guidance etc.</p>	

Business Area:	T&EA Bridge to Employment *
Social need to be tackled:	Unemployment in general and long-term unemployment (over 1 year) in particular
Desired outcome:	To provide unemployed people with the opportunities to compete on an equal basis with others for new jobs created through inward investment and expansion of Northern Ireland companies

New TSN objectives	Targets or actions and timescales
DED 16 To attract more long-term unemployed people onto the programme.	a. Following the 1999 evaluation of the pilot programme, targets will be established by 31 March 2000 for the participation of the long-term unemployed in the programme.

* Bridge to Employment is delivered in co-operation with IDB.

Business Area:	T&EA Company Development Programme (CDP)
Social need to be tackled:	Unemployment
Desired outcome:	Reduction in unemployment in New TSN areas through growth of CDP client companies

New TSN objectives	Targets or actions and timescales
DED 17 Equitable geographical distribution of CDP client companies and total CDP spend.	<ul style="list-style-type: none"> a. Monitor location of CDP client companies and breakdown of CDP expenditure in New TSN District Council areas: ensure consistency of policy on Selective Financial Assistance with IDB, LEDU & NITB. b. Evaluate CDP in 2000-2001; evaluation will include assessment of the impact of CDP in terms of New TSN and, if necessary, consideration of new ways to target social need through CDP.

Business Area:	T&EA Disablement Advisory Service
Social need to be tackled:	Unemployment among people with disabilities
Desired outcome:	To get disabled people into employment and help them stay there

New TSN objectives	Targets or actions and timescales
DED 18 To get disabled people into employment and help them stay there.	a. Place 1,300 people with disabilities into open and supported employment in each year of the Plan. (These are not New Deal for Disabled People clients.) Target to be reviewed annually.

Business Area:	T&EA New Deal for Disabled People (NDDP)
Social need to be tackled:	Unemployment among and employability of those people currently in receipt of Incapacity Benefit, Income Support with a disabled premium, and Severe Disablement Allowance
Desired outcome:	To help people with a disability or long-term illness who are currently dependent on benefits to get into work and help them stay there

New TSN objectives	Targets or actions and timescales
DED 19 To help people with a disability or long-term illness get into work and help them stay there.	<ul style="list-style-type: none"> a. Invite all benefits claimants for a Personal Adviser interview and have initial interviews with 3,000 of these between June 1999 and September 2000. b. Evaluate the seven one-year Innovative Schemes which commenced in April 1999 and consider their future development by February 2000. c. Evaluate the NDDP Personal Advisor Service and consider recommendations by June 2000.

Business Area:	T&EA Ulster Supported Employment Limited
Social need to be tackled:	Unemployment among severely disabled people
Desired outcome:	To provide employment in a supported environment for people with severe disabilities
New TSN objectives	Targets or actions and timescales
DED 20 To provide employment for people with severe disabilities.	a. To continue to provide paid, productive employment for over 60 disabled people on an ongoing basis.

Business Area:	T&EA Northern Ireland Childcare Strategy *
Social need to be tackled:	Unemployment and employability of people excluded from the labour market by lack of quality, affordable childcare
Desired outcome:	More people enabled to choose to move from welfare into paid employment, or stay in paid employment

New TSN objectives	Targets or actions and timescales
DED 21 To improve access to employment for parents	a. Implement a strategy to persuade more employers of the business case for adopting family-friendly employment practices throughout the period of this Plan.
DED 22 To improve access for parents to employment and training opportunities by improving the quality of available childcare.	a. Provide 1,250 opportunities to train in childcare through the New Deal by May 2002.
DED 23 To improve access for parents to employment and training opportunities by improving access to childcare.	a. Contribute to the development and delivery of a Northern Ireland childcare information system from 1999-2000 onwards.

* The Northern Ireland Childcare Strategy is not a discrete business area. It involves DHSS, DENI, T&EA and a large number of other organisations in the public, voluntary and private sectors. Within T&EA it involves several business areas including the New Deals, the Employment Service and the Marketing Unit.

Business Area:	T&EA Joint service delivery by T&EA and Social Security Agency
Social need to be tackled:	Unemployment in general and long-term unemployment (over 1 year) in particular
Desired outcome:	More people moving from welfare to work

New TSN objectives	Targets or actions and timescales
DED 24 To improve access to employment opportunities for benefits claimants.	a. Develop and evaluate joint service delivery by T&EA and Social Security Agency (Timescale to be determined by Ministers based on the outcome of the current pilot).

Business Area:	T&EA Enterprise Ulster
Social need to be tackled:	Unemployment among people who are not yet eligible to participate in the New Deal, including people who are economically inactive
Desired outcome:	Progression into employment either during their participation in the programme or within 3 months of leaving the programme

New TSN objectives	Targets or actions and timescales
DED 25 To enhance the capabilities, experience and training of the unemployed.	<ul style="list-style-type: none"> a. 29% of leavers to commence employment within 3 months of leaving the programme. Review target annually. b. 31% of leavers to achieve a full NVQ or above. Review target annually.

Business Area:	T&EA International Fund for Ireland (IFI) – Wider Horizons *
Social need to be tackled:	Employability of young people from disadvantaged backgrounds or areas
Desired outcome:	More young people from disadvantaged backgrounds or areas (IFI definition) securing employment on completion of their training

New TSN objectives	Targets or actions and timescales
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<p>DED 26 To enable more people to secure employment on completion of Jobskills than would otherwise be the case.</p>	<p>a. Monitor the outcomes of individuals on the programme and if appropriate make recommendations for change.</p>
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* The programme is managed by T&EA on behalf of IFI. Resource allocations are decided by IFI, not the Government.

Business Area:	IDB
Social need to be tackled:	Unemployment/long-term unemployment
Desired outcome:	Reduction in unemployment and increase in employment opportunities for the unemployed and long-term unemployed

New TSN objectives	Targets or actions and timescales
DED 27 To encourage visits by potential investors to New TSN areas.	a. 75% of all first time visits to NI by potential investors to be to New TSN areas (in each year of the Plan).
DED 28 To encourage the location of foreign direct investment in New TSN areas.	a. Through provision of higher differential rates of assistance, 75% of all first time inward investment projects to be located in or adjacent to New TSN areas (in each year of the Plan).
DED 29 To attract tradeable services projects to New TSN areas outside Belfast Urban Area.	a. Within the three year period of the Plan, attract 3 new tradeable service projects or satellite(s) of existing Belfast based tradeable service operations to locate in New TSN areas outside the Belfast Urban Area.
DED 30 To increase employment opportunities for the long-term unemployed particularly those located in New TSN areas in conjunction with T&EA's and LEDU's activities.	<p>a. Encourage companies accepting an offer of financial assistance from IDB which includes an increase in employment of more than 20 to commit to satisfying 10% of that increase from the unemployed using where appropriate programmes such as New Deal, Bridge to Employment, Worktrack etc. This target to be reviewed and agreed with T&EA annually.</p> <p>b. Work with LEDU to establish a monitoring system to identify and track local sourcing opportunities for businesses in or adjacent to New TSN areas from new inward investment or large existing companies. Pilot system to be in place by March 2001.</p>
DED 31 To ensure the provision of industrial land for industrial development in New TSN areas.	<p>a. Work with Councils, the Planning Service and private developers to ensure the provision of adequate land for industry in all designated New TSN areas (ongoing).</p> <p>b. Intervene by acquiring such land where necessary.</p>

New TSN objectives	Targets or actions and timescales
DED 32 To ensure greater integration of IDB's efforts, resources and activity with those of other Departments to impact on the unemployed.	<ul style="list-style-type: none"><li data-bbox="761 231 2152 311">a. Continue liaison with DOE and LEDU on local economic development activity through Councils or other local groups.<li data-bbox="761 335 2152 446">b. Meet at least annually to continue to develop and implement a co-ordinated approach with DANI to support the allocation of European Funds (Process and Marketing Grant Scheme) to companies in the Agri-Food Industry, particularly those located in New TSN areas.

Business Area:	Local Enterprise Development Unit (LEDU)
Social need to be tackled:	Unemployment in general and long-term unemployment (over 1 year) in particular
Desired outcome:	Reduction in unemployment and increase in employment opportunities for the unemployed and long-term unemployed

New TSN objectives	Targets or actions and timescales
DED 33 To skew resources towards disadvantaged individuals and areas.	<ul style="list-style-type: none"> a. Not less than 50% of support to LEDU's businesses to be in New TSN areas through giving them priority for business needs assessments. b. Not less than 50% of LEDU resource allocated to LEDU's Local Economic Development activities to be in New TSN areas. c. Not less than 50% of LEDU resource allocated to LEDU's enterprise awareness activities to be in New TSN areas.
DED 34 To provide developmental support to businesses in New TSN areas to address barriers to growth.	<ul style="list-style-type: none"> a. Give priority to businesses in New TSN areas on all LEDU-run initiatives and programmes throughout the period of this Plan. b. Make available across all New TSN areas, programmes piloted by LEDU in the Making Belfast Work area. Introduce two new programmes in 2000-2001. c. Build on existing mentoring programmes in New TSN areas and implement a more focused approach in 2000-2001.
DED 35 To maximise the spin off opportunities for small businesses in New TSN areas.	<ul style="list-style-type: none"> a. Establish, in conjunction with IDB, a monitoring system to track the local sourcing activities of new inward investment projects and large existing businesses in or adjacent to New TSN areas. Pilot system to be in place by March 2001. b. Based on this information, establish an action plan (2001-2002) to assist small businesses in New TSN areas to meet the supply needs of those businesses.

New TSN objectives	Targets or actions and timescales
<p>DED 36 To promote New TSN as a key consideration for District Councils, District Partnerships and other Local Economic Development organisations and to develop collaborative initiatives involving businesses that can impact directly or indirectly on creating employment opportunities in New TSN areas.</p>	<ul style="list-style-type: none"> a. Use the outcomes of the Council Business Start Programme (BSP) evaluation (commencing November 1999) to identify take up of Programme by the unemployed, the economically inactive and those living in New TSN areas and, by April 2000, to develop initiatives with Councils to increase participation of these groups. b. Monitor New TSN participation on the Council BSP through the implementation of a comprehensive tracking system and provide Councils with performance information to enable them to benchmark their New TSN uptake with other Council areas. (The tracking system will become operational in financial year 2000-2001).
<p>DED 37 To increase participation in local economic development activity by those resident in New TSN areas.</p>	<ul style="list-style-type: none"> a. Establish 20 Community Businesses each year in New TSN areas up to completion of funding in 2001. Evaluate the Community Business Start-Up Programme prior to future strategy development and provide recommendations on the way forward by March 2001. b. Review the nature of LEDU's future support for the Community Leadership Programme based on the outcome of the evaluation of the scheme commencing March 2000 and provide recommendations by December 2000. c. Continue to work with DANI on developing Rural Enterprise Programme to maximise self-employment opportunities in rural areas.
<p>DED 38 To encourage the unemployed and those who are not currently economically active into self-employment.</p>	<ul style="list-style-type: none"> a. Track the level of enquiries coming from the unemployed and economically inactive as a direct result of LEDU's Enterprise Awareness campaign to establish a baseline for enquiries by March 2000. b. As part of the revised Enterprise Awareness campaign, introduce targeting as required to maximise participation from the unemployed and economically inactive and set targets for the next campaign commencing in April 2000. c. Establish transfer targets during 2000-2001 with T&EA and BSP delivery agents for entrants into the BSP from the New Deal Self-Employment option.

Business Area:	Industrial Research and Technology Unit (IRTU)
Social need to be tackled:	Unemployment in general and long-term unemployment (over 1 year) in particular
Desired outcome:	Reduction in unemployment and increase in employment opportunities for the unemployed and long-term unemployed

New TSN objectives	Targets or actions and timescales
<p>DED 39 To raise the level of research and development activity in companies located in New TSN areas to increase overall competitiveness.</p>	<p>In each year of the Action Plan:</p> <ul style="list-style-type: none"> a. 50% of promotional events to take place in New TSN areas. b. 50% of successful Start applications to be from companies or research organisations in New TSN areas. c. 50% of successful Compete applications to be from companies in New TSN areas.
<p>DED 40 To increase the use of new technologies in companies located in New TSN areas to increase overall competitiveness.</p>	<p>In each year of the Action Plan:</p> <ul style="list-style-type: none"> a. 50% of Mobile Information Unit visits to take place in New TSN areas. b. 50% of Information Technology Demonstrations to companies to take place in New TSN areas. c. 50% of Best Practice events to take place in New TSN areas.

Business Area:	Northern Ireland Tourist Board (NITB)
Social need to be tackled:	Unemployment in general and long-term unemployment (over 1 year) in particular
Desired outcome:	Reduction in unemployment and an increase in employment opportunities for the unemployed people and the long-term unemployed

New TSN objectives	Targets or actions and timescales
<p>DED 41 To ensure increased emphasis on disadvantaged individuals and areas within NITB activity.</p>	<ul style="list-style-type: none"> a. Target 54% of capital assistance for tourism development to New TSN areas, over the 3 year period 2000-2003. b. Encourage private sector companies accepting an offer of financial assistance to work with T&EA, (through New Deal, Bridge to Employment or Worktrack where appropriate) to provide opportunities for the unemployed and long-term unemployed for new jobs created through new investment in tourism projects throughout the period of this Plan. c. Work with the Regional Tourism Organisations to identify their product development needs in respect of New TSN areas and agree priorities for assistance by December 2000. d. Work with the pilot area-based tourism initiatives in the Sperrins and in South Armagh to enable these communities to develop their skills and confidence in the development and delivery of community tourism. Evaluation of outcomes to be completed by March 2000. e. Measure broad indicators of progress in New TSN areas in terms of percentage of support; numbers of employees in tourism and leisure establishments; and distribution of bedspaces.
<p>DED 42 To ensure the integration of tourism-related activity across other Departments to achieve maximum impact, particularly in New TSN areas.</p>	<ul style="list-style-type: none"> a. Establish appropriate mechanisms for interagency linkages to develop integrated approaches to tourism development, marketing, visitor management and funding by September 1999. Key areas include: DANI's Rural Development Division vis a vis its responsibility for the development of rural tourism, and DOE's Environment and Heritage Service vis a vis its responsibility for the management of the natural environment where there is a high correlation between areas of disadvantage and designated Areas of Outstanding Natural Beauty. b. By March 2000, develop a framework for support for tourism which is integrated with DANI and DOE to ensure a focus on New TSN areas.

Business Area:	DED – Trading Standards
Social need to be tackled:	Consumers from New TSN areas may be disadvantaged in the market for goods and services
Desired outcome:	Greater awareness among disadvantaged individuals and consumers in New TSN areas of their rights and greater awareness among businesses in New TSN areas of their legal obligations to consumers

New TSN objectives	Targets or actions and timescales
DED 43 To increase knowledge of the range and spread of consumer complaints arising from New TSN areas as a basis for future research into the needs of the consumer.	<ul style="list-style-type: none"> a. Monitor the volume and nature of complaints by New TSN area using postcode information. b. Consider any consumer problems specific to New TSN areas identified during consultation with local community groups and the network of advice agencies (completed December 1999) and by June 2000 develop initiatives to address these problems.
DED 44 To promote consumer awareness amongst disadvantaged individuals and in New TSN	<ul style="list-style-type: none"> a. Based on the above research and consultation, devise a plan to promote consumer awareness amongst disadvantaged individuals and in New TSN areas by March 2000.
DED 45 To ensure that businesses in New TSN areas are fully aware of their legal obligations to	<ul style="list-style-type: none"> a. Throughout the period of this Plan, advise and work with businesses in New TSN areas to ensure that they comply with trading standards legal obligations.

consumers.

Business Area:	The General Consumer Council for Northern Ireland (GCC)
Social need to be tackled:	Lack of consumer awareness when buying goods and services in the market place
Desired outcome:	To promote consumer awareness amongst disadvantaged individuals and in New TSN areas

New TSN objectives	Targets or actions and timescales
DED 46 To focus on New TSN areas outside Belfast.	<ul style="list-style-type: none"> a. Ensure that the one meeting of the Council held outside Belfast each year is arranged so that a significant proportion of those attending would represent disadvantaged individuals, groups or those from New TSN areas, and the business of the meeting is focused on their concerns.
DED 47 To promote consumer awareness in schools which have a high proportion of pupils from New TSN areas.	<ul style="list-style-type: none"> a. Implement the plan (agreed in October 1999) to target a high proportion of consumer awareness programmes towards schools which draw their pupils largely from New TSN areas.
DED 48 To target GCC resources more effectively upon disadvantaged individuals and consumers in New TSN areas.	<ul style="list-style-type: none"> a. Monitor consumer complaints by New TSN area and analyse the types of complaints coming from consumers in New TSN areas. b. Based on above research and in consultation with the Trading Standards Service (about the latter's complaint types), devise a plan to target its resources more effectively upon disadvantaged individuals and consumers in New TSN areas. Plan to be in place by March 2000.

Business Area:	DED – Energy Division	
Social need to be tackled:	Energy Costs	
Desired outcome:	A diversified and low-cost energy supply	
New TSN objectives	Targets or actions and timescales	
DED 49 To consider within the framework of the post 1999 EU Structural Funds how the replacement renewable energy schemes, if any, might be targeted at New TSN areas.	<ul style="list-style-type: none"> a. If funding available, devise new schemes and discuss with relevant interests. b. Establish a baseline against which to measure activity of the replacement renewable energy schemes in New TSN areas. 	
DED 50 To achieve reduction of energy (electricity) costs in Northern Ireland.	<ul style="list-style-type: none"> a. Seek to make most effective use of Energy Trust Fund. 	

Annex 3: Department of Education Draft New TSN Action Plan

- 1 The Department of Education (DENI) has central responsibility for policy and planning for education, youth, culture, arts and recreation. Executive responsibility for the delivery of these services rests almost entirely in the hands of Education and Library Boards, the Council for Catholic Maintained Schools, schools, further education colleges, higher education institutions and other grant-aided bodies.
- 2 Education is one of the most important influences on the social and economic circumstances of those areas and persons in greatest need and has a central role to play in New TSN. This is reflected in the stated aim of the education service:

“The primary aim of the education service is to promote lifelong learning, by securing an efficient and effective education service which will strengthen society and the economy, enrich the quality of life, ensure equality of opportunity and fair treatment for all and combat the effects of social needs. This reflects the fact that learning is the key to the future and lifelong learning is essential to economic prosperity”.
- 3 The education service already targets social need in a range of ways. Since 1993-1994 DENI has top sliced 5% of the annual schools budget for allocation to schools through the Targeting Social Need factor in the Local Management of Schools formulae. In 1998-1999, £39m was distributed in this way to help schools address educational under achievement.
- 4 In addition, the Department has implemented a number of initiatives designed specifically to address low achievement in schools. The Making Belfast Work Raising Schools Standards Initiative launched in 1994 and the Raising Schools Standards Initiative (RSSI) launched in 1995 together provided some £20m additional funding and support to 104 low achieving schools. These initiatives have yielded important benefits and by the end of 1997-1998 65 schools were judged to have made sufficient progress to leave the programme, and a further 17 had progressed to this point by the end of 1998-1999.

- 5 Pupils in Northern Ireland continue to perform better than their counterparts in England and Wales at the higher qualification levels, with 55 % of Year 12 pupils achieving 5 or more GCSEs at A*-C (compared to 46% in both England and Wales) and 92% of final year pupils gaining 2+ A levels (compared with 81% in England and 90% in Wales). Moreover, the traditional pattern of more pupils in Northern Ireland achieving no GCSEs has been reversed in recent years and the 1997-1998 figure of 3% was below that of both England (7%) and Wales (9%). Nevertheless, there continue to be too many schools where substantial proportions of pupils leave without GCSEs and there remains a significant problem of poorly qualified school leavers.
- 6 To address this, expenditure in 1999-2000 and up to 2002 on the School Improvement Programme, which is aimed at raising standards in schools, will total some £54m (including some £20m new money) and will impact most directly on schools and pupils in areas of social disadvantage. The Programme includes initiatives on literacy and numeracy, discipline and behaviour and school self-improvement through self-evaluation, development planning and target-setting. The Programme includes the School Support Programme, (superseding RSSI) which is aimed specifically at helping the weakest schools to improve their provision and impacts directly on schools serving areas of social deprivation. A range of other initiatives, such as Making a Good Start (which funds classroom assistants and additional materials for P1 classes), multi-cultural resources and other support for teachers of Traveller children, projects to support “at risk” pupils and the Special Education Needs Code of Practice, will also impact in particular on pupils in disadvantaged areas.
- 7 Schools need co-operative support to implement these various initiatives and develop areas needing attention. The actions in this Action Plan, therefore, will not succeed without the direct support and guidance to schools of all partners in the education service. Some actions will also require underpinning legislation and the identification of resources.

- 8 Participation by 16 and 17 year olds in full-time further education in Northern Ireland is slightly lower than in England (31% compared to 33%) but participation by young people in higher education is higher than in GB (45% NI, 34% GB). Northern Ireland also draws a higher proportion of new entrants to higher education from the lower socio-economic groups (31% NI, 27% GB). In Further and Higher Education, New TSN will be set firmly within the Government's Lifelong Learning Policy as defined in the Minister's Policy Statement of February 1999. This is supported by significant additional funding, directed mainly at increasing participation in further and higher education institutions and at improving the infrastructure. This policy framework (and its New TSN element), devised conjointly with the T&EA, relies for success mainly on the direct actions of the individual further and higher education institutions and other voluntary bodies in response to the funding and policy priorities. These institutions are either fully autonomous or incorporated bodies and will need to assume ownership of New TSN objectives at local level. Sharing an understanding of New TSN and of the actions implied in this plan will be an early priority for the Department.
- 9 DENI is also responsible for the central administration of arts, museums and libraries, youth and sport; the promotion of community relations among young people; the use of proceeds of the National lottery for good causes in Northern Ireland; and the Millennium Volunteers Programme. The bodies involved in the provision of the services include the Arts, Sports and Youth Councils, Education and Library Boards and the National Museums and Galleries of Northern Ireland. Arts and Sport, and cultural and recreational activity more widely, can contribute to neighbourhood renewal and make a real difference to the promotion of health, employment and education in deprived communities and to the prevention of crime. The National Lottery makes a major contribution to the Government's efforts to tackle social exclusion problems and meet the needs of people with disabilities or who are socially disadvantaged.

- 10 The multi-dimensional making needs of the socially disadvantaged require a multi-agency response. There are shared Departmental responsibilities in a number of important policy areas, such as early years and post-16 education and training. DENI will build on existing inter-departmental machinery and networks in working closely with other Departments and agencies to implement this New TSN Action Plan and develop an integrated and co-ordinated approach to addressing social need.

Business Area:	General
Social need to be tackled:	Low educational achievement and poor employability among socially disadvantaged groups and areas
Desired outcome:	Improved academic achievement and employability among socially disadvantaged groups.

New TSN objectives	Targets or actions and timescales
DENI 1 To ensure the New TSN policy is developed and implemented across the education services.	<ul style="list-style-type: none"> a. By end January 2000 establish a Steering Group to drive forward and monitor New TSN policy within the education services. b. Ensure New TSN training is delivered in DENI by April 2000 and in partner bodies by December 2000. c. Publicise and promote the New TSN policy throughout the education service throughout the period of this Plan.
DENI 2 To identify and assess the extent of educational need among socially disadvantaged individuals, groups and	<ul style="list-style-type: none"> a. Collation, analysis and dissemination of existing information on education participation, achievement and outcomes for disadvantaged individuals, groups and communities - publication by June 2000. b. Identification of information gaps and formulation of a New TSN Information Action Plan by June 2000.
DENI 3 To develop a better understanding of the effectiveness of different forms of education intervention in combating social disadvantage and low achievement.	<ul style="list-style-type: none"> a. Identify and analyse existing data and research findings on the effectiveness of different interventions and publish report by December 2000. b. Commission research and collect additional data to address any information gaps identified by April 2001.
DENI 4 To enhance the impact of New TSN policy in education.	<ul style="list-style-type: none"> a. Establish Working Group to identify and suggest ways to resolve or mitigate policy conflicts, within DENI and with other Departments, which contribute to educational disadvantage. Establish Group February 2000, report by September 2000. b. Evaluate the actions taken in this Plan and adjust policy as necessary from 2002.

New TSN objectives	Targets or actions and timescales
<p>DENI 5 To foster appreciation of the value of education among pupils in disadvantaged areas.</p>	<p>a. Commission research into the attitudes of the socially disadvantaged towards education by April 2000.</p> <p>b. Develop a programme to foster more positive attitudes towards education among the socially disadvantaged, including measures to strengthen links between education and industry by December 2000.</p>
<p>DENI 6 To enhance the resources available from EU Programmes for New TSN in education.</p>	<p>a. To exploit to the full the next round of the EU Structural Funds, including the proposed new Special Programme.</p>

Business Area:	Schools
Social need to be tackled:	Low educational achievement and poor employability among socially disadvantaged groups and areas
Desired outcome:	Improved academic achievement and employability among socially disadvantaged groups.

New TSN objectives	Targets or actions and timescales
DENI 7 To improve the targeting and effectiveness of New TSN funding for schools in order to raise achievement levels.	<ul style="list-style-type: none"> a. Review and improve the targeting of New TSN funds to schools under Local Management of Schools by June 2000. b. Develop and implement arrangements for schools to account for their use of New TSN funding by April 2000.
DENI 8 To raise the quality of early learning for socially disadvantaged pupils.	<ul style="list-style-type: none"> a. As part of the inter-Departmental NI childcare strategy continue the targeted expansion of pre-school education to provide for 85% of children by 2001-2002. b. Develop ways of targeting support for teachers at Key Stage 1 by 2002. c. Explore the use of baseline assessment for evaluating the targeting of resources to primary schools with high social disadvantage by September 2000. d. Extend schemes for encouraging parental involvement in early reading in schools with high social disadvantage by 2001. e. Consider development of early (0-2 years) language development schemes in conjunction with DHSS by September 2000.
DENI 9 To assist low achieving schools to devise and implement strategies for self- improvement.	<ul style="list-style-type: none"> a. Support low and underachieving schools through the School Support Programme throughout the period of this Plan. b. Commission and issue a "case study guide" on best practice in school improvement in schools working in areas of social disadvantage by May 2000.

New TSN objectives	Targets or actions and timescales
<p>DENI 10 To improve educational provision in the lowest achieving schools in disadvantaged areas.</p>	<p>a. Devise a set of “exceptional provisions” for the lowest achieving schools in disadvantaged areas in respect of which a policy decision has been taken that closure is not an option by September 2000.</p>
<p>DENI 11 To improve the quality of teaching in low achieving schools.</p>	<p>a. Monitor the arrangements for the professional development of beginning teachers to ensure that they are equipping teachers with the skills and competencies of particular relevance in low achieving schools.</p> <p>b. With the Education and Library Boards, give priority to teachers (especially Head Teachers) in low achieving schools in the provision of in-service training and professional advice and support by 2001.</p> <p>c. Improve capacity of school Boards of Governors to identify and take action on evidence of unsatisfactory teachers - including Head teachers by June 2000.</p> <p>d. Train teachers of all subjects in low achieving schools in teaching literacy and numeracy by 2002.</p>
<p>DENI 12 To make education more relevant and interesting to pupils in disadvantaged areas.</p>	<p>a. Extend and develop education summer schemes for pupils in disadvantaged areas by May 2000.</p> <p>b. Extend and develop out-of-school-hours provision in disadvantaged areas by 2001.</p> <p>c. Exploit the potential for curricular flexibility in Key Stages 3 and 4 to meet in a more practical way young people’s needs for life after school, and disseminate existing good practice by 2002.</p> <p>d. Investigate barriers to the effective use of Information Communication Technology (ICT) for teaching and learning in low achieving schools by 2002.</p> <p>e. Enhance effectiveness of school library services for children in disadvantaged areas, particularly through ICT by 2002.</p> <p>f. Explore and develop innovative programmes between business and schools which will provide targeted opportunities for skills development of disadvantaged young people by 2001.</p>

New TSN objectives	Targets or actions and timescales
<p>DENI 13 To contribute to the raising of achievement in disadvantaged areas by improving the quality of school accommodation.</p>	<ul style="list-style-type: none"> a. Consider feasibility of a New TSN element in criteria for capital priorities by June 2000. b. Develop scheme for supporting New TSN schools (in the School Support Programme) through imaging and or face-lift measures by April 2000.
<p>DENI 14 To encourage greater involvement of parents in children's learning in low achieving schools.</p>	<ul style="list-style-type: none"> a. Establish parenting groups - pilot in 1999-2000. b. Identify barriers to parents' participation; review and promulgate good practice by June 2000. c. Encourage greater community use of schools in disadvantaged areas for educational purposes by 2001.
<p>DENI 15 To reduce truancy and exclusion from schools in disadvantaged areas and increase pupils' participation in education.</p>	<ul style="list-style-type: none"> a. Support schools through behaviour support teams by end 2000. b. Develop "Cities in Schools" concept (one 'mentor' interfacing with all public sector agencies on behalf of a young person and his or her family) in schools with high social disadvantage by end 2001. c. With the Education and Library Boards, monitor suspension and expulsion rates and develop a policy for intervention by 2001. d. Publish guidance on effective behaviour and discipline policies and strategies by January 2000. e. Promote outreach support for schools and pupils by end 2000. f. By 2001 provide withdrawal units for behaviour management followed by reintegration. g. By 2002 monitor staying-on rates at 16+ in education and training among pupils in disadvantaged areas and develop a policy to improve retention. h. Monitor attainments in statutory assessments and public examinations by pupils from minority ethnic (including Traveller) backgrounds and, if necessary, develop a policy for intervention by 2002.

New TSN objectives	Targets or actions and timescales
DENI 16 To encourage and sustain high achieving schools in disadvantaged areas.	a. Devise and embed scheme for the development and promulgation of best and innovative practice in schools in disadvantaged areas. Devise scheme in 1999, introduce scheme in 2000.
DENI 17 To promote equality of access to schools for socially disadvantaged pupils.	a. Review impact of schools admission criteria on socially disadvantaged pupils by June 2000.
DENI 18 To ameliorate the disadvantage suffered by pupils in socially disadvantaged families by raising family income and improving the accuracy of DENI targeting through Free School Meal (FSM) entitlement.	<p>With DHSS, Increase awareness of entitlement to free school meals and uptake of the service by:</p> <p>a. Commissioning research to establish existing levels and patterns of FSM entitlement and identify barriers to establishment of entitlement by April 2000.</p> <p>b. Developing an action plan to publicise entitlement and encourage greater uptake by April 2001.</p>
DENI 19 To improve standards of education provision in small schools, particularly in rural areas.	a. By 2002 develop innovative ways to support the breadth and quality in teaching and learning in small schools, particularly in rural areas.

Business Area:	Culture, Arts and Leisure (CAL)
Social need to be tackled:	Social exclusion in the CAL sector
Desired outcome:	Increased access to, and participation in CAL activities

New TSN objectives	Targets or actions and timescales
DENI 20 To increase uptake of museum facilities by socially disadvantaged groups.	<ul style="list-style-type: none"> a. National Museums and Galleries to increase outreach to schools and community groups in socially disadvantaged areas through its education programmes by March 2001.
DENI 21 To increase access to the arts by people from disadvantaged areas.	<ul style="list-style-type: none"> a. Arts Council to develop a programme of arts activities in schools and youth centres in socially disadvantaged areas by March 2000. b. Inclusion of a New TSN weighting in funding of community arts by March 2001. c. To assess the impact of arts activity in socially disadvantaged areas by end 2000.
DENI 22 To increase employment opportunities in socially disadvantaged areas.	<ul style="list-style-type: none"> a. Arts Council and NI Film Commission to increase training in arts skills and promote cultural tourism with particular reference to socially disadvantaged areas by March 2
DENI 23 Support education and learning by people from disadvantaged areas.	<ul style="list-style-type: none"> a. Library Service to develop and support early learning, reading and literacy projects in socially disadvantaged areas by March 2001. b. Library Service to encourage more adults into Lifelong Learning through learning centres with ICT access to information by March 2002.

New TSN objectives	Targets or actions and timescales
<p>DENI 24 To quantify social need in sport</p>	<p>DENI in conjunction with Sports Council for Northern Ireland to:</p> <ul style="list-style-type: none"> a. Define social exclusion in the context of sport by March 2000. b. Establish baseline information against which future action on New TSN may be measured by July 2000. c. Identify barriers to social inclusion by September 2000. d. Develop a social inclusion Action Plan by December 2000.
<p>DENI 25 To target support to those socially excluded from sport.</p>	<ul style="list-style-type: none"> a. Tackle specific barriers to participation by 2001. b. Identify existing sporting projects and design new pilot projects to increase participation by those socially excluded by 2001. c. Complete evaluation of measures to promote social inclusion by 2002.
<p>DENI 26 To match youth provision to social need.</p>	<ul style="list-style-type: none"> a. Determine priorities and base funding decisions on the details of the geo-mapping exercise of social need from January 2001.
<p>DENI 27 To increase participation of young people from socially disadvantaged areas in schools Community Relations Programme and youth service support scheme.</p>	<ul style="list-style-type: none"> a. To establish baseline information and consult relevant partners on how numbers of socially disadvantaged young people participating might be increased by March 2000. b. To implement new strategy by April 2001.
<p>DENI 28 To raise participation in Community Relations programmes in socially disadvantaged areas.</p>	<ul style="list-style-type: none"> a. To include a New TSN criterion in guidelines for applicants to the Community Relations Core Funding Scheme in time for next funding round by September 2000. b. Establish monitoring system to measure impact by September 2000.

Business Area:	Further and Higher Education
Social need to be tackled:	Low levels of qualifications and basic skills among socially disadvantaged groups or individuals
Desired outcome:	Increased employability among these groups or individuals and raised levels of adult basic skills

New TSN objectives	Targets or actions and timescales
DENI 29 To raise awareness of New TSN within the Higher Education (HE) and Further Education (FE) sectors.	<ul style="list-style-type: none"> a. Identify key target groups or areas in 2000. b. Identify any additional data requirements and put arrangements in place to collect such data in 2000. c. Seek a common understanding of New TSN objectives and identify particular New TSN targets with the sectors in 2000. d. Include New TSN objectives within institutional development and or strategic planning processes by 2001. e. Review progress towards targets and review policy in 2003.
DENI 30 To improve the targeting and effectiveness of New TSN funding for FE and HE.	<ul style="list-style-type: none"> a. Embed the New TSN objectives within the FE funding mechanism in 2001. b. Embed access funding within the teaching funding for universities in 2000. c. Review the use of discretionary award funding in 2000. d. Target Access Funds at students in greatest need from 2000. e. Highlight availability within Access Funds of fee remission opportunities for part-time students on low incomes or in receipt of benefit together with additional support for mature students and those entering HE from care from 2000. f. Review success of these measures against targets for widening participation in 2003.

New TSN objectives	Targets or actions and timescales
<p>DENI 31 To promote wider access to FE and HE by the socially disadvantaged and socially excluded.</p>	<ul style="list-style-type: none"> a. Monitor participation in FE by students with learning difficulties or disabilities by end 2000. b. Monitor participation in FE by students in receipt of specific benefits, or with a spouse or parent in receipt of specific benefits by 2001. c. Monitor participation in FE by students from disadvantaged areas by 2001. d. Monitor participation in FE by community background of those students detailed in a-c above by 2001. e. Develop the FE Access Initiative and encourage the sector to explore a range of approaches to widening access for socially disadvantaged students in 2002. f. Monitor participation in HE by disabled people, and by social class, both overall and by community background and review policy as appropriate from 2000. g. Adopt the Higher Education Funding Council for England (HEFCE) Access Initiative as a basis for promoting wider access to university provision by socially disadvantaged people from 2000. h. Develop local initiatives in HE to widen access on the advice of NI Higher Education Council from 2000. i. Develop the new campus and outreach facility at Springvale and promote its contribution to increasing access from the local community.
<p>DENI 32 To raise the levels of basic skills among the adult population in socially disadvantaged areas.</p>	<ul style="list-style-type: none"> a. Enhance funding support for adult basic education from 2001. b. In 2000 create a Basic Skills Unit to promote awareness of basic education and to provide support to practitioners. c. Support community based initiatives in adult basic education from 2000. d. Set targets and monitor levels of participation on adult basic education courses by adults from disadvantaged areas from 2001. e. Review progress and consider implications for policy in 2003.

New TSN objectives	Targets or actions and timescales
DENI 33 To enhance the employability of students from disadvantaged areas in FE and HE.	<ul style="list-style-type: none"> a. Establish arrangements for monitoring students' qualifications and employment status on entry to FE courses by 2001. b. By 2001 establish arrangements for monitoring students' destinations on leaving FE courses. c. Monitor the success of students from disadvantaged areas in improving their level of qualification and employment status by 2001. d. Review the reasons for low retention rates in some FE programmes and promote remedial action in 2001. e. Provide an impartial regional advice and guidance service for those aged over 19 from 2000. f. Adopt HEFCE guidance and initiatives as a basis for enhancing employability among university students from 2000. g. Review progress and consider implications for policy in 2003.

Annex 4: Department of the Environment for Northern Ireland Draft New TSN Action Plan

1. Introduction

- 1.1 The Department of the Environment (DOE) has a wide range of policy, executive and regulatory responsibilities. Some 90% of the Department's staff work in 11 agencies responsible for the delivery of discrete executive functions.

2. Relevance of New TSN and Progress to Date

- 2.1 A large proportion of the Department's expenditure is devoted to the provision and maintenance of services, for example, roads, water and sewerage and the potential to skew programmes to target social need is limited.
- 2.2 Programmes such as urban regeneration and housing have, however, been directly addressing social need for some time now. These programmes have already secured significant improvements in social, economic and environmental conditions in disadvantaged areas.

3. New TSN Action Plans

- 3.1 The New TSN Action Plan reflects the outcome of a detailed look at the Department's activities and identifies objectives which will sustain and enhance efforts to target resources more effectively to reduce social need. The Action Plan commits the Department to considering a range of measures relevant to Urban Regeneration, Housing, Planning, Transport, Roads and other areas which will improve conditions for disadvantaged people and areas.
- 3.2 Some important themes emerging from the Action Plan cut across several functional areas and engage other Departments. The pursuit of these objectives will require close liaison and co-operation with other Departments and Agencies.

4. Urban Regeneration and Housing

- 4.1 It was estimated in 1996 that around 520,000 people lived in deprived urban areas, with over 225,000 people living in the 100 most disadvantaged urban wards. Urban Regeneration Group (URG) is responsible for the regeneration of Belfast, Londonderry and regional towns. Action is targeted on deprived areas and on the regeneration of vacant or underdeveloped land. The Group is committed to examining the causes of town centre decline and success and to the development of a regeneration programme targeted at the most disadvantaged neighbourhoods outside Belfast and Londonderry.
- 4.2 The baseline of the Group (£48.1m in 1999-2000) is considerably enhanced by EU (£63m) and IFI (£7m) funding. Indeed, EU funding for urban regeneration post 1999 will be a critical factor in the ability of the Group to meet its New TSN targets over the period of this Action Plan.
- 4.3 Housing has always been regarded as strongly relevant to Targeting Social Need and it is widely accepted that decent housing helps to promote social well-being and cohesion.
- 4.4 Indicators of the success to date of housing policies, legislation, funding and physical programmes, include:
- the number in urgent housing need has reduced from 19,000 in 1981 to 11,500 in 1999
 - the level of unfitness in housing has reduced from 19.6% in 1974 to 7.3% in 1996 (most recent survey).
- 4.5 Allocation of social housing tenancies and of improvement grants for private housing are already targeted at those most in need and this will continue. Rural areas in particular benefit from the grants scheme. Other groups which housing programmes aim to benefit include people with disabilities, homeless people, older people, those subject to fuel poverty and Travellers.
- 4.6 The New TSN objectives illustrate how the Department and the Northern Ireland Housing Executive will consolidate and refine the targeting of social need in the future.

Business Area:	Urban Regeneration Group
Social need to be tackled:	Multiple disadvantage in urban areas (including pockets of deprivation) in Belfast, Londonderry and other towns across Northern Ireland
Desired outcome:	Reduction in multiple disadvantage

New TSN objectives		Targets or actions and timescales
DOE 1	Develop, implement and report on urban regeneration strategy.	<ul style="list-style-type: none"> a. Undertake a review of the current urban regeneration strategy and obtain Ministerial/Assembly agreement to revise the strategy by early 2000. b. Begin implementation during 2000-2001. c. Publish annual reports from 2002.
DOE 2	Consistent Northern Ireland-wide approach to monitoring the revised urban regeneration strategy.	<ul style="list-style-type: none"> a. Agree methodology, performance indicators and structures required by early 2000. b. Establish baseline by April 2000. c. Produce annual monitoring report from April 2002.

Business Area:	Urban Regeneration Group – Belfast Regeneration Office*
Social need to be tackled:	Multiple disadvantage in urban areas (including pockets of deprivation) in Belfast
Desired outcome:	Reduction in multiple disadvantage in Belfast

New TSN objectives	Targets or actions and timescales
<p>DOE 3 Develop, implement, monitor and report on a Regeneration Strategy for Belfast.</p>	<ul style="list-style-type: none"> a. To finalise the strategy by June 2000. b. To provide support to individuals, groups and communities on the basis of objective need and through concentrated intervention within key themes and zones giving a more strategic programme-based approach, ie: <ul style="list-style-type: none"> Education Health and Social Wellbeing Environment Social Infrastructure Physical Infrastructure Investment and Economic Development Linkages and Infrastructure Partnerships as instruments of policy delivery Arterial Routes Development Zones. c. To nurture strategic alliances to create a viable city centre together with creative delivery mechanisms in collaborative approaches that systematically link the city centre. d. To influence strategic allies in the overall allocation of resources. e. To establish appropriate baseline measurements to ensure informed targeting, monitoring and measurement of the effects of regeneration activities.

* Belfast Regeneration Office is responsible for the functions previously carried out by Belfast Development Office and Making Belfast Work

Business Area:	Urban Regeneration Group – Londonderry Development Office
Social need to be tackled:	Multiple disadvantage in Londonderry
Desired outcome:	Reduction in multiple disadvantage in Londonderry

New TSN objectives	Targets or actions and timescales
DOE 4 To implement a regeneration strategy for Londonderry.	<ul style="list-style-type: none"> a. To implement the new Londonderry regeneration strategy by June 2000. b. To target resources at priority groups and areas through effective local partnerships. Establish 4 effective area-based partnerships representing local community, public and private sector interests. Partnerships established by December 2001. c. Local programmes adopted, with implementation from April 2001.
DOE 5 The objective measurement of social, economic and physical disadvantage across the city through key indicators.	<ul style="list-style-type: none"> a. Review data requirements to maintain and update a comprehensive baseline of relevant information, throughout the period of this Plan.
DOE 6 The monitoring and evaluation of progress against baseline positions.	<ul style="list-style-type: none"> a. Collect and analyse relevant key data. Prepare annual report on progress achieved in 2001 and thereafter.

Business Area:	Urban Regeneration Group – Regional Development Office (RDO)
Social need to be tackled:	Commercial centres of towns in physical, economic and social decline
Desired outcome:	Vibrant town centres providing services and employment to their catchment population

New TSN objectives	Targets or actions and timescales
<p>DOE 7 To examine the causes of town centre decline and success with special reference to social need.</p>	<ul style="list-style-type: none"> a. To commission a study of declining and successful town centres outside Belfast and Londonderry using a random sample of 8 towns. This will identify best practice for physical, social and economic regeneration working along with other agencies with particular reference to social need. b. Full consultation will take place with town centre stakeholder interests. Report available by March 2000 and agreed programme in place by June 2000.

Business Area:	Urban Regeneration Group – RDO
Social need to be tackled:	High unemployment, low skills, low educational achievement, other social needs
Desired outcome:	Lower unemployment, improved skills

New TSN objectives	Targets or actions and timescales
DOE 8 To tackle social need and social exclusion in the most disadvantaged neighbourhoods in Northern Ireland.	a. To establish over the period 2000-2003 locally-based partnerships which will determine needs and devise regeneration strategies for neighbourhood regeneration.

Business Area:	Urban Regeneration Group – RDO
Social need to be tackled:	Poor health, high unemployment, poor housing, low uptake of health and social services among Travellers
Desired outcome:	Better quality of life for Travellers

New TSN objectives	Targets or actions and timescales
<p>DOE 9 To improve the living conditions for Travellers in Northern Ireland.</p> <p>(See also objective 22)</p>	<p>a. Establish an PSI Working Group to review the needs of Travellers and prepare a strategy across Departments for the delivery of key services.</p> <p>b. Report to Ministers within 12 months of the establishment of the PSI Working Group – report due by September 2000.</p>

Business Area:	Urban Regeneration Group – RDO	
Social need to be tackled:	People living in disadvantaged neighbourhoods	
Desired outcome:	Improved quality of life	
New TSN objectives	Targets or actions and timescales	
DOE 10 To establish effective monitoring and evaluation procedures for establishing baseline data and measuring the outputs of New TSN policies.	<ul style="list-style-type: none"> a. Establish systems and procedures at neighbourhood level to monitor and evaluate policies targeting social need throughout the period of this Plan. 	

Business Area:	Urban Regeneration Group – District Council Sub-Programme, EU Special Support Programme for Peace and Reconciliation
Social need to be tackled:	Reconciliation, primarily in disadvantaged areas, by means of social and economic progress
Desired outcome:	<ul style="list-style-type: none"> a. The promotion of social inclusion of those at the margins of economic and social life b. To stimulate social and economic regeneration

New TSN objectives	Targets or actions and timescales
DOE 11 To develop appropriate strategies for District Partnerships to ensure that resources are spent and sustainability addressed particularly in areas of greatest need.	<ul style="list-style-type: none"> a. Consultation with District Partnerships to be completed by March 2000. b. Strategies to be in place by September 2000. c. Monitoring arrangements set up by September 2000.
DOE 12 District Partnerships funding post-1999 to continue to be targeted specifically towards New TSN.	<ul style="list-style-type: none"> a. To work with District Partnerships to access EU Structural Funds allocation, both from the Transition Programme and the Special Programme by March 2000 and to ensure that it is targeted towards New TSN. b. From March to December 2000, help Partnerships draw up a programme for funding which will include New TSN outcomes.
DOE 13 To ensure that District Partnerships funding and priorities with reference to New TSN complement and add value to the overall strategy for URG.	<ul style="list-style-type: none"> a. To draw up strategy for Partnership funding in consultation with URG by May 2000. b. To monitor complementarity and impact of funding 2000-2003.
DOE 14 To undertake a process of monitoring and evaluation of the impact of District Partnership expenditure, particularly in areas of greatest need and with specific reference to New TSN requirements.	<ul style="list-style-type: none"> a. Consultants evaluation to be published by January 2000 and disseminated throughout 2000 and beyond.

Business Area:	Urban Regeneration Group – Policy, Legislation and Resources
Social need to be tackled:	The problems of those in greatest social need in urban areas throughout Northern Ireland
Desired outcome:	Reduction in social need across a range of social and economic indicators

New TSN objectives	Targets or actions and timescales
DOE 15 To remove existing legislative constraints on the Urban Regeneration Group to tackle the problems of those in greatest social need.	a. To promote and introduce by June 2000 the proposed Regeneration and Development Order which, amongst other things, broadens the base for addressing problems of social need in the context of urban regeneration.
DOE 16 To encourage Laganside Corporation to develop and implement a New TSN Action Plan.	a. To disseminate to Laganside Corporation all relevant written guidance, to organise seminars as appropriate and to take all other steps as necessary to ensure it has all the information and understanding it requires to produce its own Action Plan and to agree a date of January 2001 by which the Corporation is to have such an Action Plan in place.

Business Area:	Housing
Social need to be tackled:	Lack of decent housing in the social and private sectors
Desired outcome:	Decent housing for those in need

New TSN objectives	Targets or actions and timescales
DOE 17 To ensure that all social housing programmes and services are delivered in a manner which is demonstrably fair and equitable on the basis of objective assessment of need.	a. Secure agreement to, and introduce by 1 April 2000, a Common Selection Scheme for all social housing.
DOE 18 To help re-house the homeless.	a. To process at least 95% of homeless applications within 30 days to identify those in greatest need.
DOE 19 To ensure that registered Housing Associations deliver their planned physical	a. Expenditure of £69.8m, attracting £40m Private Finance. 2,200 units on site by March 2000.
DOE 20 To reduce unfitness and improve housing conditions in the private sector through	a. Grant-aid is targeted towards houses which are statutorily unfit and those persons who are less well off, by way of a means test. Expenditure of £38m in respect of 9,300 properties by March 2000.
DOE 21 To raise management standards in the private rented sector.	a. Enforcement of statutory management standards by the inspection of 200 Houses in Multiple Occupation and the issue of 30 management orders by March 2000.

Business Area:	Housing – Social Housing Estates
Social need to be tackled:	Housing, health and environmental problems in run down social housing estates and other areas
Desired outcome:	Renewal of run down social housing estates and other areas

New TSN objectives	Targets or actions and timescales
<p>DOE 22 To promote interagency and community programmes designed to tackle health, environmental and regeneration issues.</p> <p>(See also objective 9)</p>	<p>a. Review 51 estate-based strategies against new criteria, by end January 2000, to enhance the effectiveness of policies and programmes in improving run down social housing estates.</p> <p>b. To complete scheme designs for 4 pilot accommodation projects for Travellers by March 2000 to improve the living conditions of, and promote the social inclusion of, the Traveller community.</p>
<p>DOE 23 To carry out urban renewal assessment to confirm the present condition of an area and suggest potential for improvement.</p>	<p>a. Complete urban renewal assessments in 3 areas by March 2000.</p>
<p>DOE 24 Produce development plans, derived from renewal assessments, which form the basis of programmes of activity which will renew urban areas. The implementation of these is to be managed in conjunction with other agencies and community organisations.</p>	<p>a. Implement development plans in 16 areas by March 2000.</p>

Business Area:	Housing – Energy Consumption
Social need to be tackled:	Domestic energy use and the problem of fuel poverty
Desired outcome:	Reduction in domestic energy consumption and the eradication of fuel poverty

New TSN objectives	Targets or actions and timescales
<p>DOE 25 To promote energy conservation with a view to improving energy efficiency and addressing fuel poverty in the residential sector. Fuel poverty applies to all those who spend more than 10% of their income on fuel.</p>	<ul style="list-style-type: none"> a. Grant aid for individuals receiving social security benefit, or aged 60 or over, under the Domestic Energy Efficiency Scheme (£2.88m) by March 2000. b. Upgrade the energy efficiency of an estimated 15,000 NIHE homes by March 2000. c. Deliver energy efficiency advice to 5,000 households by March 2000. d. Develop at least 3 projects aimed at addressing fuel poverty under the Home Energy Conservation Act programme. e. Consider how those in specific disadvantaged areas are kept informed of energy efficiency services. f. Develop new policy to meet the challenge posed by fuel poverty through restructuring of the Domestic Energy Efficiency Scheme by September 2000. g. Address the energy inefficiency of the housing stock using pilot schemes in 2 fuel poverty areas in West (Beechmount) and East (Willowfield) Belfast by December 2000 (c. £3m).

5. Regional Planning and Planning

- 5.1 In consultation with Departments, Regional Planning Division has prepared a draft Regional Strategic Framework (draft RSF) which will provide a new development strategy for Northern Ireland up to 2025. The final RSF will complement the Department of Economic Development “Strategy 2010”.
- 5.2 The draft RSF addresses a number of issues, including the problems associated with a divided society, lack of social cohesion and geographic concentration of disadvantage. It sets the context for the preparation of development plans and Strategic Planning Guidelines which provide a strategic planning framework for strengthening the regional economy and tackling social disadvantage. It deals with land use but also recognises that policies for physical development have an important bearing on other matters. The final RSF will also facilitate and guide the public sector generally in respect of those elements of its strategies and programmes which have a spatial development perspective.
- 5.3 The Planning Service regulates the development and use of land in the public interest. Planning policies are each the subject of a specific New TSN assessment and take account of disadvantage where appropriate. The Development Plan Programme includes a framework for regenerating deprived and derelict areas. Plans also take account of the draft RSF which embraces the aims and objectives of New TSN.
- 5.4 The role of the Planning Service is mainly to create the land-use conditions which will facilitate development, however, development in areas of social need is determined by developers. Recent government policies such as those relating to development on brownfield sites and New TSN will provide a clearer focus on areas which are deprived in land-use terms and on the ability of planning policies to promote development.

Business Area:	Regional Planning Division
Social need to be tackled:	Accessibility of jobs, housing, social amenities and a quality living environment
Desired outcome:	The development of a final Regional Strategic Framework (RSF) which provides a balance of opportunities across Northern Ireland in line with the core Guiding Principles of the Draft Strategy, in order to meet social need

New TSN objectives	Targets or actions and timescales
DOE 26 Reflection of the principles of New TSN in the draft of the final RSF.	<ul style="list-style-type: none"> a. To incorporate the outcome of the process of public consultation in the draft of the final RSF by Spring 2000. b. To undertake a Strategic Environmental Appraisal of the draft final RSF which will include social equity and quality of life themes by Spring 2000
DOE 27 To consider the mechanisms needed for implementation and co-ordination of the RSF.	<ul style="list-style-type: none"> a. To liaise with Planning Service and other Government Departments to consider options for the development of an action plan, to include appropriate New TSN indicators by 2000-2001. b. To ensure New TSN indicators are incorporated in any future action plans for the implementation and monitoring of the regional development strategy. c. To liaise with Planning Service on additional guidance that may be required in relation to the implications of the New TSN elements of the RSF.

Business Area:	Land-Use Planning
Social need to be tackled:	Availability of jobs, housing, social amenities and a quality living environment
Desired outcome:	A sufficient supply of suitably designated land to facilitate development conducive to meeting the social need

New TSN objectives	Targets or actions and timescales
DOE 28 To assess the New TSN impact of development plans.	a. Identification of New TSN-relevant criteria in a development plan context and completion of a baseline survey. Complete initial research by December 2000.
DOE 29 To ensure that new development plans reflect New TSN principles.	a. Review of development plan procedures and issue of revised guidance. Complete review and issue guidance by June 2000.
DOE 30 To ensure that new or revised Planning Policy Statements (operational) reflect New TSN principles.	a. To require that a New TSN Assessment is completed when preparing new or revised planning policies, throughout the period of this Plan.
DOE 31 Development of the Planning Service Geographical Information System (GIS) to include New TSN-relevant data.	a. To incorporate data collected by the Urban Capacity Study in the GIS by March 2000. b. To add data from subsequent annual monitoring of that baseline to the GIS each year over the Plan period.
DOE 32 Promote greater use of brownfield land for development.	a. Study of the capacity of previously developed sites in urban areas by March 2000. b. Annual monitoring of the baseline from July 2000 onwards. c. Publish Development Control Advice Note on housing development on brownfield land by March 2000. d. Implementation of RSF through Development Plan programme by June 2000 onwards (or when RSF is in place, whichever is sooner).
DOE 33 Provide support to URG with regeneration	a. Delivery of annual work programme in accordance with Service Level Agreement agreed with URG, throughout the period of this Plan.

programmes.

6. Roads and Transport

- 6.1 The Department has a duty to maintain and improve the public road network. These activities benefit all sections of the community but they also have a positive effect on social need by, for example, reducing peripherality.
- 6.2 Programmes for capital works are prioritised using an appraisal framework which embraces improvements to the accessibility of key economic centres and the concept of equity – so that the travel needs of every group of people, including the elderly, rural dwellers and the disabled, are catered for fairly. The potential for all schemes to contribute further to improved conditions in disadvantaged areas is being examined.
- 6.3 In November 1998 the Department published the Northern Ireland Transport Policy Statement, *Moving Forward*, which set out a strategy for developing a more balanced, substantive, integrated and effective transport system. The Regional Transport Plan being prepared for 2001-2002 to 2005-2006 will seek to increase the accessibility and mobility of disadvantaged people and to address key transport corridors identified in the draft RSF and Strategy 2010.
- 6.4 In exercising its responsibilities for public transport policy the Department oversees the Northern Ireland Transport Holding Company (NITHC), a public corporation with one rail and two bus subsidiaries which trade under the brand name “Translink”, and provides grant assistance for bus and rail usage. Programmes such as the concessionary fares scheme and the Rural Transport Fund have significant impacts on social need.

Business Area:	Roads
Social need to be tackled:	Peripherality and accessibility
Desired outcome:	Reduced peripherality and improved accessibility

New TSN objectives	Targets or actions and timescales
DOE 34 To ensure the inclusion of a strategy for targeting social need in the Regional Transport Plan for the period 2001-2002 to 2005-2006.	<ul style="list-style-type: none"> a. Develop aims and objectives of strategy following consultation. b. Draft Regional Transport Plan for 2001-2002 to 2005-2006 to be completed by July 2000.
DOE 35 To incorporate New TSN considerations into the assessment criteria for major works schemes.	<ul style="list-style-type: none"> a. To refine a system of weighting and performance indicators as part of the New Appraisal Framework by 30 September 2000. b. To review the study by the Standing Advisory Committee on Trunk Road Assessment, on the link between investment in roads infrastructure and economic regeneration, and consider its applicability to NI and the implications for major works schemes
DOE 36 To demonstrate that major works schemes are reducing peripherality and hence making a positive impact on social need.	<ul style="list-style-type: none"> a. To refine the data collection process on journey times on the Key Strategic Route Network by 30 September 2000.
DOE 37 To investigate the potential for minor works schemes to contribute to improved New TSN conditions in disadvantaged areas.	<ul style="list-style-type: none"> a. To report on outcome by 30 September 2000 and make recommendations on the way forward.

Business Area:	Transport (Policy and Support) Division
Social need to be tackled:	Accessibility and mobility
Desired outcome:	Improved accessibility and mobility

New TSN objectives	Targets or actions and timescales
DOE 38 To review the pilot Free Travel Scheme for the elderly.	<ul style="list-style-type: none"> a. To analyse the data collected through the pilot Free Travel Scheme for the elderly and consider the impact of the results on the current concessionary fares scheme, six-month pilot to be completed by January 2000. b. Consideration of the outcome of the public consultation on the current concessionary fares scheme. Consultation analysis and final report to be available in April 2000.
DOE 39 To maintain and improve the overall level of public transport services in rural areas.	<ul style="list-style-type: none"> a. To review the findings of the network study of Rural Transport Services in conjunction with the NITHC and Translink. b. To consider the consultant's report into the development of a methodology to underpin the granting of unprofitable routes and the New TSN implications. Methodology to be in place in April 2000.
DOE 40 To consider in consultation with NITHC and Translink what guidance should be provided in respect of New TSN.	<ul style="list-style-type: none"> a. Development of a more focused approach to New TSN with NITHC and Translink by early 2000. b. New TSN principles to be reflected in NITHC and Translink Corporate Plan for 2000/2001. c. NITHC and Translink Action Plan to be available by 2001.

7. Local Government, Water, Environment and Heritage, Finance and Central Policy and Management

- 7.1 These areas all impact in some way on social need.
- 7.2 Research is underway to establish how the Local Government General Exchequer Grant for 1999-2000 – which includes £18m for disbursement to District Councils which would otherwise have difficulty in providing their services from local resources – can be made more accessible to New TSN considerations.
- 7.3 The Water Service provides water and sewerage services to quality and environmental standards set out in legislation and EU Directives. Almost 99% of properties are connected to the public water supply. About 6,000 properties are not connected to mains water; generally these are isolated properties in rural areas. Connections are provided at the request of the householders. However the householder must meet any costs over £2,000. The New TSN Action Plan indicates that Water Service will identify houses not connected to the public supply and investigate the technical and financial feasibility of connection.
- 7.4 The Environmental and Heritage Service (EHS) seeks to improve air and water quality and to enhance the natural and built environment. Disadvantaged people may have fewer opportunities than others to enjoy or appreciate the environment. EHS will consider how this might be addressed by its education strategy.
- 7.5 Finance Division plays a crucial role in advising of the New TSN implications of resource allocations.
- 7.6 The Central Policy Management Unit has a pivotal advisory and support role in the development of departmental New TSN policy.

Business Area:	Local Government Division
Social need to be tackled:	Multiple disadvantage in all NI District Council areas
Desired outcome:	Reduction in social need across a range of social and economic indicators

New TSN objectives	Targets or actions and timescales
DOE 41 To incorporate into the formula for the calculation of the resources element of General Exchequer Grant to District Councils, factors which will take account of relative socio-economic disadvantage.	<ul style="list-style-type: none"> a. Completion of the review of the formula and the introduction of the new arrangements for the financial year 2001-2002.
DOE 42 To make District Councils more acutely aware of New TSN and its objectives and to encourage them to skew resources towards those in greatest social need.	<ul style="list-style-type: none"> a. By January 2000, to highlight through Local Government circulars and other means, the need for District Councils to give greater consideration to New TSN when drawing up annual spending priorities. b. To issue advice and guidance to District Councils on monitoring arrangements by March 2000. c. To suggest to Councils how to incorporate and give due consideration to New TSN as part of economic investment appraisals undertaken for capital projects by March 2000.

Business Area:	Water Service
Social need to be tackled:	The 1% of houses (mainly in remote rural communities) which do not have a public water supply
Desired outcome:	A reduction in the number of houses not connected to the public water supply system

New TSN objectives	Targets or actions and timescales
<p>DOE 43 To seek to provide a public water supply, where requested by the householder, to some of the 1% of houses currently without a supply.</p>	<ul style="list-style-type: none"> a. To establish details of the number and locations of houses not connected to the public water supply system by end January 2000. b. By April 2000, to consider the technical and financial practicability of providing a public water supply to existing rural properties currently without a supply.

Business Area:	Environment and Heritage Service
Social need to be tackled:	Environmental awareness in disadvantaged communities
Desired outcome:	Improved opportunities for educational and awareness activities

New TSN objectives	Targets or actions and timescales
DOE 44 Targeted inclusion of disadvantaged groups in education and awareness activities.	<ul style="list-style-type: none"> a. Consider opportunities for focusing educational and awareness activities on disadvantaged areas or groups. b. Education strategy to include specific measures targeted on disadvantaged communities and groups. Measures included in Agency strategies by March 2000.

Business Area:	Finance Division
Social need to be tackled:	Lack of resources for those in social need
Desired outcome:	Increased resources for those in social need

New TSN objectives	Targets or actions and timescales
<p>DOE 45 Identify and highlight to the Department's Top Management Group, the New TSN implications of public expenditure reallocations as identified by Budget Holders.</p>	<p>a. Request Budget Holders to identify any New TSN implications of bids for additional resources and possible budget reductions in future public expenditure reviews and in-year monitoring rounds and highlight these in submissions to the Top Management Group.</p> <p>b. Respond to Public Expenditure timetable as requested by the Department of Finance and Personnel. In year monitoring July, October, December and February.</p>

Business Area:	Central Policy Management Unit and Top Level Management New TSN Working Group
Social need to be tackled:	Targeting of social need
Desired outcome:	Improved targeting of social need

New TSN objectives	Targets or actions and timescales
DOE 46 Changing the Departmental culture.	<ul style="list-style-type: none"> a. To implement Departmental New TSN training programmes for Divisions and Agencies by March 2000. b. To ensure that Agencies and Divisions have mechanisms in place for keeping relevant staff informed of developments, including the highlighting of progress and good practice in team briefs, as appropriate.
DOE 47 Changing strategic and corporate	<ul style="list-style-type: none"> a. To examine on a yearly basis the content of all strategic and corporate policy documents to ensure the inclusion of New TSN principles and activities.
DOE 48 Establishment of New TSN monitoring system.	<ul style="list-style-type: none"> a. All Divisions, Agencies and NDPBs to receive assistance from Departmental statisticians and economists to prepare effective New TSN monitoring systems to determine the impact and effectiveness of New TSN activities by January 2000.
DOE 49 Establishment of the machinery to drive forward action on New TSN.	<ul style="list-style-type: none"> a. Provision of ongoing guidance to NDPBs on training and on the implementation of New TSN Action Plans. b. Provision of regular monitoring information to the New TSN Departmental Working Group to help it oversee the implementation of the New TSN Action Plan.
DOE 50 Maintain an ongoing awareness of developments in New TSN both within DOE and other Departments and ensure effective communication processes are in place to share knowledge.	<ul style="list-style-type: none"> a. Through the existing mechanisms of an in-house magazine and staff briefing, keep staff informed of any developments and highlight examples of progress and good practice.

Annex 5: Department of Finance and Personnel Draft New TSN Action Plan

- 1 The primary aim of the Department of Finance and Personnel (DFP) is to help Ministers secure the most appropriate and effective use of resources. It seeks to deliver this aim by ensuring that public expenditure is allocated, managed and accounted for in line with Ministers' priorities; that policies are in place for the general management and control of the Northern Ireland Civil Service (NICS); and that support services are provided for the NICS where it is most appropriate and cost effective to do so centrally.
- 2 In many ways, it operates like the headquarters of an organisation with the main emphases on resource and people management and the provision of business support services. DFP is not responsible for any NDPBs and within DFP, CCRU is the only business area which administers a programme budget.
- 3 CCRU has lead responsibility for driving New TSN. This is taken forward by its New TSN Unit and Research Branch. NISRA, which staffs CCRU's Research Branch, is leading work to develop data systems and methodologies which will provide data to help Departments identify disadvantaged people, groups and areas, target resources and monitor progress.
- 4 The role of the Central Finance Group (CFG) is likely to be of particular interest. It advises Ministers on the allocation of resources to the Northern Ireland Departments from the block of money received from Her Majesty's Treasury.
- 5 Spending plans for this block of money have been set for a three year period from 1999-2000 to 2001-2002 in the form of allocations to Departmental programmes (baselines) in the context of the Comprehensive Spending Review. Adjustments to baselines can be made with the approval of the Secretary of State either within a financial year during in-year monitoring exercises in July, October, December and February, or during annual reviews of spending plans. However, these adjustments can normally only be made through a process of balancing bids for additional resources against reduced requirements within the overall block totals.

- 6 CFG's advice to Ministers includes examining existing baselines and Departmental bids for additions to baselines, identifying possible reductions within baselines (to cover bids for additional expenditure in higher priority areas) and inter-prioritising bids from the various Departments in line with Ministers' priorities. CFG will ensure that the New TSN implications are brought to the attention of Ministers so that they can balance New TSN objectives against other public expenditure priorities.

- 7 The Action Plan seeks to introduce mechanisms which will enable CFG to improve its advice to Ministers so that they are aware of the New TSN implications of public expenditure decisions taken as a whole. For example, CFG will work with Departments in categorising their baselines as New TSN-relevant expenditure. This will facilitate monitoring and improve, at a strategic level, the assessment of the impact of expenditure adjustments on New TSN objectives. At the micro level, that is, in relation to particular decisions on projects and programmes, revised guidance in respect of appraisals and evaluation should help Departments improve the measurement of the effectiveness and outputs of New TSN activity.

Business Area:	CCRU – New TSN Unit
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	New TSN effectively implemented throughout all Northern Ireland Departments and the NIO

New TSN objectives	Targets or actions and timescales
DFP 1 To promote New TSN and to advise Departments and relevant Agencies and NDPBs on its implementation and challenge current arrangements where necessary.	<ul style="list-style-type: none"> a. Lead the SSG Subgroup on New TSN Action Plans to ensure it fulfills its terms of reference throughout the period of this Plan. b. Develop plans and proposals for the further development and implementation of New TSN across Departments and submit these to the SSG Subgroup on New TSN Action Plans, SSG and Ministers as appropriate throughout the period of this Plan.
DFP 2 To identify and disseminate good practice in relation to all aspects of New TSN.	<ul style="list-style-type: none"> a. Review core New TSN training material to ensure its continued relevance and develop new materials as required, by June 2000, June 2001 and June 2002. b. Provide advice and information to Departmental trainers involved in the delivery of New TSN training within their Departments, as required throughout the period of this Plan.
DFP 3 To promote New TSN externally.	<ul style="list-style-type: none"> a. With the SSG Subgroup on New TSN Action Plans and the Information Service, develop and implement a strategy for informing the public and other external interests about New TSN developments throughout the period of this Plan.

New TSN objectives	Targets or actions and timescales
<p>DFP 4 To review and report on progress in implementing New TSN.</p>	<ul style="list-style-type: none"> a. Provide SSG and Ministers with quarterly updates so they are fully informed of progress on New TSN throughout the period of this Plan. b. Draft and submit to Ministers New TSN Annual Reports intended for publication in September 2000, September 2001 and September 2002. c. Work with the SSG Subgroup on New TSN Action Plans to review progress and to revise the New TSN Action Plans in July 2000, July 2001 and July 2002. d. Facilitate evaluation of New TSN.
<p>DFP 5 To co-ordinate and administer PSI.</p>	<ul style="list-style-type: none"> a. With the SSG Subgroup on PSI Priorities and consulting with others as appropriate, recommend to SSG and Ministers options for the second and third tranches of PSI Priorities, with Terms of Reference and membership for Working Groups by July 2000 and July 2001.
<p>DFP 6 To chair and service PSI Working Groups dealing with issues for which there is no identifiable lead Department.</p>	<ul style="list-style-type: none"> a. Lead the PSI Working Group on the Position of Minority Ethnic People so it can present a draft policy and strategy document to SSG and Ministers by August 2000. b. Lead the PSI Working Group on Better Services so that by August 2000 it can present to SSG and Ministers a draft policy and strategy document on better information and a review of any further issues which need to be addressed to improve the delivery of services.
<p>DFP 7 To provide a central point for liaison with those in UK Departments and in Scotland and Wales who are engaged in similar initiatives.</p>	<ul style="list-style-type: none"> a. Keep relevant people in UK Departments and in Scotland and Wales informed of developments in Northern Ireland and disseminate information to Northern Ireland Departments, as appropriate, on developments in Great Britain throughout the period of this Plan.

Business Area:	CCRU – Research Branch
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	Robust data systems and methodologies for targeting and monitoring in New TSN

New TSN objectives	Targets or actions and timescales
DFP 8 To provide CCRU with appropriate New TSN relevant research and statistical input.	<ul style="list-style-type: none"> a. With NISRA and the New TSN Unit, agree the development of a New TSN research strategy by March 2000. b. With the New TSN Unit and the SSG Subgroup on New TSN Action Plans develop by March 2000 a framework for an evaluation of New TSN to be undertaken during the period 2000-2002. c. Provide appropriate ad hoc statistics and research advice to New TSN Unit throughout the period of this Plan. d. By June 2000, include recommendations on monitoring New TSN impact in the review of District Council Community Relations Programme monitoring system. e. By March 2001, include in the evaluation of the District Council Community Relations Programme an assessment of its New TSN impact. f. By March 2001, include in the evaluation of the Community Relations Council (CRC) an examination of the scope for New TSN within its work. g. Further develop CCRU Research Branch as a centre of expertise in targeting, monitoring and evaluation of New TSN, including this as an objective in the Branch's business plan when it is reviewed in March 2000. h. Encourage academic interest and research by including New TSN as a research theme in the Branch's published research strategy by December 2000.

New TSN objectives	Targets or actions and timescales
DFP 9 To provide Government Departments with appropriate New TSN-relevant research and statistical input.	<ul style="list-style-type: none">a. Provide lead input to the SSG New TSN Statistical Subgroup (at least 3 meetings per year).b. Provide professional input on monitoring and targeting to New TSN training as required throughout the period of this Plan.c. Provide advice to Departments on monitoring and targeting in New TSN as required throughout the period of this Plan.

Business Area:	CCRU – Community Relations Branch
Social need to be tackled:	Poor community relations and sectarian incidents in disadvantaged areas
Desired outcome:	Improved community relations and a decrease in sectarian incidents in disadvantaged areas

New TSN objectives	Targets or actions and timescales
DFP 10 To develop a New TSN weighting in the District Council Community Relations Programme funding formula.	<p>a. Drawing on recommendations from a consultative Funding Strategy Group, develop a new formula incorporating a New TSN weighting by March 2000.</p> <p>b. Trial new formula in financial year 2000-2001 with substantive introduction in financial year 2001-2002.</p>
DFP 11 To agree with the CRC the inclusion of a New TSN element in its Strategic Plan.	<p>a. Negotiate with the CRC on voluntary adoption of New TSN principles with effect from financial year 2000-2001.</p> <p>b. Incorporation in new strategy and associated funding criteria with effect from financial year 2001-2002.</p>

Business Area:	CCRU – Linguistic Diversity Branch
Social need to be tackled:	Exclusion in disadvantaged areas
Desired outcome:	Increased economic activity based on minority languages and greater self esteem among minority language users in disadvantaged areas

New TSN objectives	Targets or actions and timescales
DFP 12 To encourage economic activity in disadvantaged areas based on minority languages.	<ul style="list-style-type: none"> a. Facilitate access by minority language users in disadvantaged areas to Government and EU support for training and business development throughout the period of this Plan. b. Seek more effective ways to encourage and provide financial support for Irish language film and television production throughout the period of this Plan.
DFP 13 To encourage minority language projects as an aspect of community cultural development in disadvantaged areas.	<ul style="list-style-type: none"> a. Facilitate access by minority language users in disadvantaged areas to Government and EU support for community and cultural development throughout the period of this Plan.
DFP 14 To ensure that the linguistic needs of minority ethnic people are taken into account by the public sector.	<ul style="list-style-type: none"> a. Contribute to advice on the development of Equality Schemes to be produced by June 2000. b. Work closely with relevant PSI Working Groups, contributing to the recommendations in their reports by August 2000.

Business Area:	CCRU – Equality and Equity Branch
Social need to be tackled:	Any correlation between socio-economic disadvantage and gender, race, religion, disability, sexual orientation, age, marital status, having dependents
Desired outcome:	Reduction in any socio-economic disadvantage associated with gender, race, religion, disability, sexual orientation, age, marital status, having dependents

New TSN objectives	Targets or actions and timescales
<p>DFP 15 To ensure compatibility between New TSN and the Statutory Obligation on Equality of Opportunity under Section 75 of the Northern Ireland Act 1998.</p>	<p>a. Make clear in advice to Public Authorities that action to counter social disadvantage is fully compatible with the Statutory Obligation.</p>

Business Area:	Northern Ireland Statistics and Research Agency (NISRA)
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	Improve and share research and statistical information sources

New TSN objectives	Targets or actions and timescales
<p>DFP 16 To provide appropriate expertise to CCRU and all Departments on research and statistical aspects of New TSN and to promote the development of appropriate statistics and methodologies in pursuit of New TSN.</p>	<ul style="list-style-type: none"> a. To provide appropriate research and statistical staff to CCRU Research Branch throughout the period of this Plan. b. Chair the SSG New TSN Statistical Subgroup so as provide opportunities for the exchange of experience, expertise and methodologies and for cross Departmental collaboration and data sharing throughout the period of the Plan. c. To ensure that NISRA statisticians have appropriate training in New TSN-related issues by June 2000 and to ensure that all NISRA Branches are appropriately informed in regard to New TSN objectives throughout the period of this Plan.
<p>DFP 17 To develop and keep under review appropriate indicators of deprivation.</p>	<ul style="list-style-type: none"> a. To advise on the scope for supplementing the Robson Indicators of multiple deprivation with policy, programme or service related information that would enhance targeting, throughout the period of this Plan. b. To provide Departments with expertise in relation to the use of Indicators of multiple deprivation throughout the period of this Plan. c. By June 2000 assess new approaches to measuring deprivation currently being developed by the Department of Environment Transport and the Regions for possible application in Northern Ireland pending the availability of 2001 Census data.

New TSN objectives	Targets or actions and timescales
<p>DFP 18 To maximise the exploitation of data sources relevant to New TSN.</p>	<ul style="list-style-type: none"> a. To co-ordinate a cross-Departmental audit of data sources in relation to targeting and monitoring of New TSN by end January 2000 and recommend practical ways in which gaps might be filled by end March 2000. b. To consider with the Economic and Social Research Council the extension to Northern Ireland of the Longitudinal British Household Panel Survey by March 2000. c. To promote the use of Departmental administrative data for targeting resources and monitoring progress.
<p>DFP 19 To support New TSN through appropriate</p>	<ul style="list-style-type: none"> a. To commission and manage research in support of New TSN.
<p>DFP 20 To disseminate relevant information on statistical and research aspects of New TSN.</p>	<ul style="list-style-type: none"> a. To publish or otherwise disseminate appropriate papers arising out of research on New TSN. b. To facilitate seminars for policy makers on research and statistical issues arising out of research on New TSN.

Business Area:	Central Finance Group (CFG)
Social need to be tackled:	Lack of existing information on New TSN expenditure and programme outputs and/or impacts
Desired outcome:	Improved categorisation of expenditure baselines and/or programmes and evaluation outcomes

New TSN objectives	Targets or actions and timescales
<p>DFP 21 To provide practical guidance on the development and application of appropriate methodologies for taking account of New TSN objectives in economic appraisals and in programme and project evaluations.</p>	<ul style="list-style-type: none"> a. With Departments and NISRA, revise the guidance for appraisal and evaluation methodologies, and issue it as supplements to existing guidance by the end of March 2000. b. Advise Departments on implementation of the guidance throughout the period of this Plan.
<p>DFP 22 To improve identification of New TSN relevant expenditure incorporated in Departmental spending plans.</p>	<ul style="list-style-type: none"> a. With Departments, re-examine the use of more precise New TSN expenditure definitions for baseline classification by end March 2000. b. Provided acceptable New TSN definitions can be agreed by Departments, provision will be made for suitable recording on the central public expenditure database. c. Revised coding and classification guidance will be issued to Departments by end March 2001.

New TSN objectives	Targets or actions and timescales
<p>DFP 23 To improve the understanding of the implications for New TSN of expenditure adjustments (pluses and minuses) considered in the context of expenditure reviews, the annual Public Expenditure Survey and in-year monitoring of public expenditure.</p>	<ul style="list-style-type: none"> a. To ensure that the New TSN dimension is addressed in guidelines for the planning of public expenditure and in the reporting of in-year adjustments to public expenditure plans. b. Guidelines for the 1999-2000 monitoring rounds have been revised to give greater emphasis to the New TSN dimension in Departmental submissions and their usefulness will be assessed by end March 2000. c. Bids for significant additional resources and options for reducing existing provision should, where possible, be accompanied by meaningful and quantified New TSN Impact Statements to facilitate recommendations on prioritisation to Ministers by DFP. d. Guidance on this will be included in the guidelines for each spending review. Next national Comprehensive Spending Review gets under way in 2000-2001. Timing of local review turns on devolution so most likely that in-year (1999-2000) monitoring will be the test bed for new procedures.

Business Area:	Central Finance Group (CFG)
Social need to be tackled:	Appropriateness of existing method of property revaluation
Desired outcome:	Establish future basis for domestic and non-domestic revaluations

New TSN objectives	Targets or actions and timescales
<p>DFP 24 To consider the impact on New TSN objectives of conducting future domestic and non-domestic rates revaluations on the basis of capital rather than rental values.</p>	<p>a. CFG’s Rating Policy Branch along with the Valuation and Lands Agency will, subject to Ministerial approval, explore the full implications of altering the basis of future revaluations. Studies of alternative rating options are without prejudice to any future decision to alter the basis of local revenue generation.</p>

Business Area:	Central Personnel Group (CPG)
Social need to be tackled:	Lack of employment in disadvantaged areas
Desired outcome:	To ensure the proper consideration of the option of dispersing jobs in planning to meet NICS accommodation needs

New TSN objectives	Targets or actions and timescales
<p>DFP 25 To contribute, as appropriate, to improving access to employment in disadvantaged areas.</p>	<ul style="list-style-type: none"> a. To ensure that plans for meeting NICS office accommodation needs take into account options for job dispersal, within guidelines already provided to Departments. b. To provide statistical information on geographical areas to Departments by March 2000, to inform choice of possible host areas for relocation of jobs – if dispersal options emerge during the period of this Plan. c. To monitor geographical disposition of NICS on an annual basis throughout the period of this Plan.

Annex 6: Department of Health and Social Services Draft New TSN Action Plan

- 1 The mission of the Department of Health and Social Services (DHSS) is to improve the health and social wellbeing of the people of Northern Ireland. The Department administers three main programmes – health and personal social services (HPSS), social security and child support. While these programmes are different in their nature and scope, the aim of the Department is to build them into an interlocking and mutually supportive system of health and social care, coupled with income maintenance for needy and vulnerable members of society.
- 2 The Department and its Agencies are important contributors to all the New TSN objectives, in particular through tackling inequalities in health and social wellbeing. Such inequalities¹ are associated with factors such as socio-economic status, gender, cultural and ethnic background, lifestyle and where people live.
- 3 Minimising inequalities, wherever and however they occur, has been a major theme (entitled Targeting Health and Social Need) of successive Regional Strategies, including Well into 2000 and Health and Wellbeing: Into the Next Millennium (the 1997-2002 Regional Strategy). The Department and its Agencies aim to pursue New TSN objectives by targeting efforts and available resources on groups and areas in greatest health and social need.
- 4 **DHSS Action Plan**
 - 4.1 The Department's New TSN Action Plan defines the **actions required, who** will fulfil the tasks and **when** action should be taken. The ultimate ability to achieve the Plan's targets and actions will depend critically upon partnership working between Departments, other public agencies, local government, and voluntary and community organisations.

¹ Throughout this Action Plan "inequalities" refers to inequalities in population health and social wellbeing and in need for, and access to, health and social care.

4.2 The action points in the Plan will be reviewed as new information is acquired, ideas tested and progress achieved. The Department will monitor, evaluate and report on progress.

4.3 This Plan should be read in conjunction with Well into 2000, the 1997-2002 Regional Strategy and the business plans of the Child Support Agency and the Social Security Agency.

5 The Department

5.1 The main functions of the Groups in the Core Department with lead responsibility for the objectives in the Plan are as follows:

- **Health & Social Policy Unit** – the Regional Strategy, public health, health promotion, social and family policy, and equality issues.
- **Information & Analysis Unit** – the provision of relevant, timely and accurate information on the HPSS, and statistical and economical analyses of these and other data.
- **Voluntary Activity Unit (VAU)** – co-ordinating and enhancing the effectiveness and efficiency of Government policy on support for the voluntary sector and on community development.
- **Primary Care and Commissioning Development Directorate** – policy, legislation and terms and conditions for primary care services.
- **Performance Review & Secondary Care Directorate** – policy and service development for secondary care and the performance of Health and Social Services (HSS) Boards and Councils.
- **Financial Management Directorate** – the Public Expenditure Survey, financial performance of, and financial advice and guidance to, HPSS bodies and the management of the Private Finance Initiative.
- **Trust and Human Resources Directorate** – policy, legislation and performance monitoring of HSS Trusts, the capital development programme, appointments to HPSS bodies, and the provision of human resource management to the HPSS.

- **Social Security Policy and Statistics Directorate** – policy and legislation on social security, child support and pension matters, and the compilation and analysis of statistical information on social security.

6 Health and Social Services

- 6.1 The 4 HSS Boards, as agents of the Department, commission and purchase health and social care services for their resident populations from a range of providers, including HSS Trusts and voluntary and private sector bodies.
- 6.2 There are currently 19 HSS Trusts which provide health and social services and work within the commissioning arrangements agreed with HSS Boards. Some of the Trusts provide hospital services only, some community and social services only and some both services.

Business Area:	DHSS
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	<ul style="list-style-type: none"> a. Greater understanding and awareness of the priority to be given to New TSN in all key areas b. Policy and executive responsibilities fulfilled so that New TSN can be effectively implemented throughout DHSS and its Agencies

New TSN objectives	Targets or actions and timescales
<p>DHSS 1 To demonstrate top level commitment to New TSN.</p>	<ul style="list-style-type: none"> a. Establish and operate a high level steering group to drive forward New TSN across DHSS and its Agencies throughout the period of this Plan. b. Ensure that New TSN considerations are built into the strategic and business plans of DHSS and its Agencies throughout the period of this Plan.
<p>DHSS 2 To raise and maintain awareness of New TSN.</p>	<ul style="list-style-type: none"> a. Ensure that New TSN is built into DHSS staff training and development programmes by March 2000. b. Promote and support the inclusion of New TSN and community development in training and development programmes for HSS staff throughout the period of this Plan. c. Maintain awareness of developments in relation to New TSN within DHSS and its Agencies throughout the period of this Plan. d. By March 2000, provide HSS agencies with the information and guidance they need to produce and implement their own New TSN Action Plans. e. Provide appropriate information and guidance on New TSN to relevant voluntary and community organisations by March 2000.

Business Area:	Health and Social Policy Unit
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people, groups and areas
Desired outcome:	<ul style="list-style-type: none"> a. Reduction of inequalities experienced by disadvantaged people, groups and areas b. Greater social inclusion of disadvantaged people, groups and areas, in particular greater involvement of local people in decision making and improved access to quality childcare in areas of deprivation c. Increased capacity to determine whether the actions being taken by the DHSS and its agencies are effectively reducing the inequalities experienced by disadvantaged people, groups and areas

New TSN objectives	Targets or actions and timescales
<p>DHSS 3 To develop and promote policies and programmes of action which aim to reduce inequalities.</p>	<ul style="list-style-type: none"> a. Promote and support a public health agenda that tackles inequalities, including the formation of partnerships with other Departments and influencing public health-relevant policies, throughout the period of this Plan. b. By January 2000, produce an implementation programme setting out how the recommendations of the Acheson Inquiry might be applied inter-Departmentally and in DHSS policies and programmes. c. Establish an agreed methodology for and approach to Health Impact Assessments in all Northern Ireland Government Departments by March 2000. d. By March 2000, establish Health Action Zones (second phase) and Healthy Living Centres to tackle persistent public health problems in areas of greatest need. e. Work with DENI, T&EA and Childcare Partnerships to implement the NI Childcare Strategy Children First, targeting those in greatest need, throughout the period of this Plan. f. By April 2000, introduce legislation to strengthen enforceable rights of people with disabilities. g. Support work to promote the health and wellbeing of minority groups at risk of social exclusion throughout the period of this Plan. h. Work through the Regional Forum on Domestic Violence to prevent domestic violence and family breakdown throughout the period of this Plan.

New TSN objectives	Targets or actions and timescales
<p>DHSS 4 To improve access to good quality childcare and family support, targeting those in greatest need.</p>	<ul style="list-style-type: none"> a. Have local childcare plans in place by April 2000. b. Maximise Northern Ireland's use of New Opportunities Fund funding available 1999-2003 for out of school childcare. c. Implement Sure Start programme targeted on families with young children in disadvantaged areas by April 2000. d. Use remaining Childhood Fund resources to sustain childcare in disadvantaged areas during 2000. e. Develop proposals for using the next round of EU Structural Funds, including the new Special Programme, to provide quality childcare and family support in disadvantaged areas. f. By March 2002, develop an easily accessible and up to date childcare information system for parents and employers. g. Work with DENI and T&EA on elements of Children First for which they are responsible, including pre school education, promoting family-friendly employment, and training for childcare workers, throughout the period of this Plan.
<p>DHSS 5 To promote social inclusion by tackling the problems associated with teenage</p>	<ul style="list-style-type: none"> a. Lead a PSI Working Group to develop and publish a co-ordinated, cross-Departmental policy and strategy with key elements for inclusion in next Action Plan by June 2000.
<p>DHSS 6 To promote social inclusion by involving local people in decisions about their health and social care needs and the services to be</p>	<ul style="list-style-type: none"> a. Encourage HSS Boards and Trusts to develop and implement arrangements to secure the involvement of local people in decision-making, and be able to point to effective examples of the involvement of users, potential users and carers, throughout the period of this Plan.

provided.

New TSN objectives	Targets or actions and timescales
DHSS 7 To measure the extent to which inequalities are being reduced.	<ul style="list-style-type: none">a. Throughout the period of this Plan, monitor and evaluate specific public health strategies, including tobacco, alcohol misuse and mental health promotion, for their ability to reduce inequalities.b. Ensure that a method of monitoring and evaluation is built into all New TSN-related interventions, including community development initiatives, throughout the period of this Plan.c. Encourage the use of the VAU guidance on monitoring and evaluation of community development by all Departments and agencies whose policies impact on health and social gain, throughout the period of this Plan.

Business Area:	Information and Analysis Unit
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people, groups and areas
Desired outcome:	<ul style="list-style-type: none"> a. Clearer identification of people, groups and areas with greatest health and social need b. More resources skewed to disadvantaged people, groups and areas with the greatest health and social care needs c. Increased capacity to determine whether the actions being taken by the DHSS and its agencies are effectively reducing the inequalities experienced by disadvantaged people, groups and areas

New TSN objectives	Targets or actions and timescales
<p>DHSS 8 To identify those in greatest health and social need.</p>	<ul style="list-style-type: none"> a. By June 2000, identify and make arrangements to secure the information needed to carry out effective population needs assessment covering each of the key areas in the Regional Strategy. b. Investigate the possibility of improving occupation information on the Patient Administration System by March 2001. c. Develop within available resources a Unique Patient and Client Identifier by March 2001. d. Prepare and publish a “state of the region” report based on findings of the Health and Wellbeing Survey and other sources by March 2003.
<p>DHSS 9 To reduce inequalities by matching resources to health and social care needs.</p>	<ul style="list-style-type: none"> a. Review additional needs indicators in the Physical and Sensory Disability, Health Promotion and Disease Prevention, and Primary Health and Adult Community programmes of care by December 2001. b. Refine the Acute Services programme of care formula by December 2001. c. Examine the stability of the HSS Board allocation formula for populations of varying sizes with effect from January 2000.

New TSN objectives	Targets or actions and timescales
<p>DHSS 10 To measure the extent to which inequalities are being reduced.</p>	<ul style="list-style-type: none"> a. By March 2002 put in place an equity monitoring system regularly to review inequalities in utilisation of, and access to, services. b. Investigate the feasibility of constructing a New TSN index for Hospital and Community Health Services and Social Services by March 2003.
<p>DHSS 11 To provide information which supports evidence-based decision making on tackling inequalities.</p>	<ul style="list-style-type: none"> a. Agree a programme of New TSN-related research in consultation with the Research and Development Office by March 2000. b. By March 2000, review how best to secure the effective co-ordination and support of New TSN research, the evaluation of New TSN interventions and dissemination of related information.

Business Area:	Voluntary Activity Unit
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people, groups and areas
Desired outcome:	<ul style="list-style-type: none"> a. Efforts effectively targeted to address disadvantaged people, groups and areas with the greatest health and social care needs b. Increased participation in Community Volunteering Scheme by people in areas of deprivation c. Greater social inclusion of disadvantaged people, groups and areas d. More effective targeting of District Councils' Community Services Programme to reflect social need e. Increased capacity to determine whether the actions being taken by the DHSS and its agencies are effectively reducing the inequalities experienced by disadvantaged people, groups and areas

New TSN objectives	Targets or actions and timescales
DHSS 12 To reduce inequalities by targeting efforts on those in greatest need.	<ul style="list-style-type: none"> a. Introduce a new funding formula for the District Councils' Community Services Programme to reflect both population and social need by April 2001.
DHSS 13 To promote social inclusion by encouraging, supporting and expanding community development approaches throughout the HPSS.	<ul style="list-style-type: none"> a. Throughout the period of this Plan, ensure progress on implementing those recommendations of the report of the Community Development Working Group that can be taken forward within available resources. b. Ensure that HSS Boards develop and implement community development approaches and are able to demonstrate programmes in operation throughout the period of this Plan.
DHSS 14 To promote social inclusion by encouraging and supporting volunteering amongst groups under-represented in the volunteering	<ul style="list-style-type: none"> a. Restructure the Community Volunteering Scheme to make it more socially inclusive and increase the quantum of resources available throughout the period of this Plan.
DHSS 15 To measure the extent to which inequalities are being reduced.	<ul style="list-style-type: none"> a. Encourage HSS Boards and Trusts to evaluate routinely the effectiveness, efficiency and equity of all community development programmes throughout the period of this Plan.

Business Area:	Primary Care and Commissioning Development Directorate
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people, groups and areas
Desired outcome:	<p>a. Primary care resources more effectively skewed to disadvantaged people, groups and areas with the greatest health and social care</p> <p>b. Efforts effectively targeted towards disadvantaged people, groups and areas with the greatest health and social care needs</p>

New TSN objectives	needs	Targets or actions and timescales
DHSS 16	To reduce inequalities by matching resources to health and social care needs.	<p>a. Minimise "list inflation", which can affect the reliability of GP practice lists, throughout the period of this Plan.</p> <p>b. Develop capitation-based methodology for General Medical Services cash limited funding by June 2000.</p> <p>c. Ensure that GP Health Promotion payments are effectively used and targeted throughout the period of this Plan.</p> <p>d. Appraise the size and effectiveness of deprivation-related payments to GPs in relation to New TSN objectives by March 2002.</p>
DHSS 17	To reduce inequalities by targeting efforts on those in greatest need.	<p>a. By March 2001, consider the potential of Personal Dental Services pilots for addressing inequalities in oral health.</p>

Business Area:	Performance Review and Secondary Care Directorate
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people, groups and areas
Desired outcome:	<ul style="list-style-type: none"> a. Secondary Care resources more effectively skewed to disadvantaged people, groups and areas with the greatest health and social care needs b. Efforts effectively targeted towards disadvantaged people, groups and areas with the greatest health and social care needs c. Reduction of inequalities experienced by disadvantaged people, groups and areas

New TSN objectives	Targets or actions and timescales
<p>DHSS 18 To reduce inequalities by matching resources to health and social care needs.</p>	<ul style="list-style-type: none"> a. By February 2001, agree procedures for linking allocation of resources by HSS Boards directly to needs assessments and measuring the impact of such allocations on reducing inequalities. b. Develop action programmes to agree measures and milestones, which will demonstrate that HSS Boards are taking purposeful steps to skew resources to reduce inequalities, by March 2000.
<p>DHSS 19 To reduce inequalities by targeting efforts on those in greatest need.</p>	<ul style="list-style-type: none"> a. Assist in the dissemination of examples of interventions aimed at tackling inequalities by creating a register of New TSN-relevant evaluations by March 2002. b. Ensure that relevant HSS bodies identify, implement and evaluate interventions which might be successful locally in reducing inequalities throughout the period of this Plan. c. By January 2001, ensure that HSS Boards' New TSN Action Plans include measures for tackling inequalities in the following areas: accidents, cancers, circulatory diseases, diabetes, immunisation, infant mortality, nutrition (including breast feeding), smoking, physical activity and alcohol consumption.

Business Area:	Financial Management Directorate
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people, groups and areas
Desired outcome:	More resources skewed to disadvantaged people, groups and areas with the greatest health and social care needs

New TSN objectives	Targets or actions and timescales
<p>DHSS 20 To reduce inequalities by matching resources to health and social care needs.</p>	<ul style="list-style-type: none"> a. By September 2000, prepare guidelines for HSS Boards on application of the DHSS capitation formulae at sub-Board level. b. By October 2000 consider earmarking a limited amount of funds to help Boards refocus expenditure to better match identified New TSN-relevant needs with service provision.

Business Area:	Trust and Human Resources Directorate
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people, groups and areas
Desired outcome:	<ul style="list-style-type: none"> a. Increased awareness and understanding in the HPSS of the importance of community development b. Greater social inclusion of disadvantaged people, groups and areas.

New TSN objectives	Targets or actions and timescales
<p>DHSS 21 To promote social inclusion by encouraging, supporting and expanding community development approaches throughout the HPSS.</p>	<ul style="list-style-type: none"> a. By December 2000, examine the extent and nature of existing training in community development for HPSS staff and commission a training programme which will better equip staff in the HPSS and in the voluntary sector to work in partnership with other Agencies and with local people to identify and tackle the most pressing health and social needs of the community. b. Ensure that the role of community development is incorporated in whatever new structures may emerge for the HPSS during the period of this Plan.

Business Area:	Social Security Policy and Statistics Directorate
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people, groups and areas
Desired outcome:	Fair, efficient and effective arrangements for the payment of social security benefits to disadvantaged people, groups and areas

New TSN objectives	Targets or actions and timescales
DHSS 22 To develop and promote policies and programmes of action which aim to reduce	<ul style="list-style-type: none"> a. By June 2000, undertake an appraisal of the options for an assessment of take-up of selected benefits. b. Arrange an independent evaluation of New Deal for Lone Parents, report on findings and prepare an action plan by April 2000.

inequalities.

Business Area:	Child Support Agency (CSA)
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people, groups and areas
Desired outcome:	Services effectively targeted, and employment opportunities maintained and improved for disadvantaged people, groups and areas

New TSN objectives	Targets or actions and timescales
DHSS 23 To maintain and improve employment opportunities.	<ul style="list-style-type: none"> a. Protect the jobs in CSA (NI) which depend on the contract with GB by delivering the service to the required standard throughout the period of this Plan. b. Ensure that New TSN is a factor in any decision on job dispersal which might arise during the period of this Plan.
DHSS 24 To contribute to improving the employability of lone parents.	<ul style="list-style-type: none"> a. Move the focus of collection activity from amount collected to regularity of payment, by March 2000.
DHSS 25 To meet objective need of lone parents.	<ul style="list-style-type: none"> a. By March 2000, commission research into the make up of the CSA's private client base and consider how best to prioritise cases to meet the needs of deprived clients. b. Develop a new strategy on case prioritisation for introduction of new Child Support Scheme by April 2001.

Business Area:	Social Security Agency
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people
Desired outcome:	Greater take-up of benefits and entitlements by disadvantaged people

New TSN objectives	Targets or actions and timescales
<p>DHSS 26 To develop and promote policies and programmes of action which aim to reduce inequalities.</p>	<ul style="list-style-type: none"> a. Prepare a strategy for encouraging participation in the New Deal for Lone Parents by April 2000. b. By April 2000, prepare statements and action plans on the delivery of social security services for: disabled people, elderly people, people with literacy problems, people in isolated areas, people affected by the Troubles and minority ethnic people. c. Undertake a disability audit, evaluate findings and prepare an action plan by April 2000.

Business Area:	Health Estates Agency
Social need to be tackled:	Poor health and social wellbeing experienced by disadvantaged people, groups and areas
Desired outcome:	Increased usage of surplus DHSS property for New TSN purposes

New TSN objectives	Targets or actions and timescales
DHSS 27 To develop and promote policies and programmes of action which aim to reduce	a. Review the legislative restriction on use of surplus DHSS property with a view to the use of such property for New TSN-related activities by Autumn 2000.

inequalities.

Annex 7: Northern Ireland Office Draft New TSN Action Plan

- 1 The NIO retains a strong commitment to securing a lasting peace based on the Good Friday Agreement (of 10 April 1998) with full respect for the rights and identities of all traditions in Northern Ireland.
- 2 The equality agenda was a key issue in the multi-party negotiations which culminated in the Good Friday Agreement. The Agreement envisaged "...a new more focused Targeting Social Need initiative and a range of measures aimed at combating unemployment..." (page 9 paragraph iii). The New TSN policy, which derives from the Partnership for Equality White Paper, is wholly compatible with the Good Friday Agreement.
- 3 The NIO will maintain its strategic input to the development of the equality agenda. In addition, although the Department is not a major provider of the type of services which are susceptible to New TSN treatment, certain parts of the Department have a contribution to make. These are:

Core Department	Next Steps Agencies	NDPB's etc
Central Services Directorate	Northern Ireland Prison Service	Probation Board for Northern Ireland (PBNi)
Criminal Justice Directorate	Compensation Agency	Police Authority for Northern Ireland (PANI)
Policing & Security Directorate		Royal Ulster Constabulary (RUC)
Political Directorate		
Statistics and Research		

The RUC is neither a Next Steps Agency nor an NDPB, but has agreed to contribute to the development of New TSN within the criminal justice system.

- 4 In terms of service delivery to the public such opportunity as exists lies mainly in the bodies related to the NIO and their voluntary sector partners rather than the core Department itself.

- 5 The action required by each part of the NIO involved with New TSN and relevant partner bodies is set out below in tabular form. The Compensation Agency is not directly included in these tables since payments made by the agency (in respect of criminal injuries and criminal damage) are governed by statute and provide no scope for the skewing of resources. Nevertheless, by its very nature, the work of the Agency targets social need in particular circumstances and is characteristic of the “best efforts” approach.

Business Area:	Central Services Directorate
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	Greater understanding and awareness of the priority to be given to New TSN in all key areas of the Department

New TSN objectives	Targets or actions and timescales
NIO 1 To include New TSN objectives in the Department's strategic documentation.	<ul style="list-style-type: none"> a. Secure Board-level agreement to a text conveying the political and strategic importance of New TSN by the end of January 2000. b. Communicate the Board text to all staff in the NIO core by the end of February 2000.
NIO 2 Ensure staff have appropriate knowledge and awareness about New TSN.	<ul style="list-style-type: none"> a. Secure an appropriate budget allocation to incorporate New TSN training in the management development programme by 1 April 2000. b. Prepare and present New TSN awareness training to staff at Grades A and B1 in the NIO core and relevant staff in the Prison Service, within 2000-2001

Business Area:	Political Directorate
Social need to be tackled:	Disadvantage among people, groups and areas in Northern Ireland
Desired outcome:	<ul style="list-style-type: none"> a. Political parties to have an understanding of New TSN b. Support for victims of the Troubles

New TSN objectives	Targets or actions and timescales
NIO 3 To promote understanding of New TSN among political parties.	<ul style="list-style-type: none"> a. Maintain and promote an understanding of the Equality Agenda across political parties in Northern Ireland throughout the period of this Plan.
NIO 4 To provide support and funding to organisations who assist victims of the Troubles.	<ul style="list-style-type: none"> a. Take forward implementation of the Bloomfield Report We Will Remember Them which considered the needs of victims of the Troubles. b. Through regular meetings, support the Touchstone Group which comprises representatives of the victim community and provides advice to Government on the needs and views of this diverse group of interests. c. Distribute a £3m package of funding for groups supporting victims of the Troubles. d. On the basis of a funding package published in September 1999, to provide funding for the Northern Ireland Memorial Fund which is developing programmes to assist victims of the Troubles. e. Commission, support and disseminate research which might determine the needs of victims and/or the outcome of initiatives. Ongoing.

Business Area:	Criminal Justice Directorate
Social need to be tackled:	Disadvantage among people, groups and areas in Northern Ireland
Desired outcome:	New TSN considerations built into the work of the Directorate, the Compensation Agency, the Probation Board for Northern Ireland and funded voluntary organisations

New TSN objectives		Targets or actions and timescales
NIO 5	To encourage relevant Agencies and NDPBs to develop New TSN Action Plans.	a. Encourage the Probation Board for Northern Ireland and the Compensation Agency to develop New TSN Action Plans and to have them in place by January 2001.
NIO 6	To ensure relevant voluntary organisations take account of New TSN.	a. Ensure by April 2000, that voluntary organisations funded by Criminal Justice Services Division are made aware of New TSN and they take account of it where possible.
NIO 7	To build New TSN considerations into relevant policies.	a. Within financial year 2000-2001, along with partnership organisations and other Departments, review drugs, crime prevention, juvenile justice, and victims of crime programmes for New TSN applicability.
NIO 8	To develop the information base so as to inform the implementation of New TSN by the	<p>a. By April 2001, develop a system that will examine patterns of crime and the provision of services against population structures, indices of deprivation and geographical location.</p> <p>b. Explore the possibility of using proxy measures for monitoring by religion within the criminal justice system by April 2001.</p>

Directorate.

Business Area:	Policing and Security Directorate – Police Division
Social need to be tackled:	Disadvantage among people, groups and areas in Northern Ireland
Desired outcome:	New TSN considerations built into the work of the Police Authority for Northern Ireland (PANI) and the Royal Ulster Constabulary (RUC)

New TSN objectives	Targets or actions and timescales
<p>NIO 9 To work with PANI and RUC so that they can build New TSN considerations into their work.</p>	<ul style="list-style-type: none"> a. Work with PANI and the RUC to explore the scope for implementing New TSN, including addressing training needs, while recognising the potential impact of the Patten report on both organisations. b. Maintain contact with PANI and RUC leading to the production of an Action Plan for both by January 2001. c. Work with PANI and RUC once the Action Plan has been developed to ensure its implementation. d. Work with PANI and RUC to consider the types of data required to support their Action Plan and the best method of collecting it. e. Explore with RUC the possibility of using postcodes as proxy indicators of community background.

Business Area:	Northern Ireland Prison Service
Social need to be tackled:	Disadvantage among people, groups and areas in Northern Ireland
Desired outcome:	New TSN considerations built into the work of the work of the Prison Service

New TSN objectives	Targets or actions and timescales
NIO 10 To build New TSN considerations into Prison Service strategic documentation.	a. As part of the Quinquennial Review of the Service, consideration will be given to including New TSN in Prison Service objectives by March 2000.
NIO 11 To operate the Assisted Visits Scheme.	a. To continue to operate the Assisted Visits Scheme and ensure that uptake is maximised. b. Expenditure on the Assisted Visits Scheme to be collated and reported on in the 1999-2000 Prison Service Annual Report.
NIO 12 To implement the New Deal for Young People.	a. To implement the New Deal for Young People and run two further courses by March 2000. b. Monitor those who take part in the New Deal and report on progress in the 1999-2000 Prison Service Annual Report.

Annex 8: Terms of Reference for the PSI Working Group on the Position of Minority Ethnic People

The PSI Working Group on the Position of Minority Ethnic People will identify unmet needs and other factors which can cause minority ethnic people to be at risk of social exclusion and within a year of being established will provide recommendations to SSG and Ministers in the form of a cross-Departmental policy and strategy document intended for publication. Where possible the Working Group will seek to anticipate and forestall future problems.

This will require the Working Group to:

- consider research and other evidence and the views of relevant organisations outside Government and have particular regard for the views of minority ethnic people.
- consider the ways in which the policies and actions of Government Departments, agencies and NDPBs take account of and impact upon the particular needs of minority ethnic people
- consider what policy developments are required across Departments and evaluate potential solutions
- establish core principles and aims for responding to the needs of minority ethnic people so as to reduce the risk that they will become socially excluded
- develop an integrated strategy of action to be undertaken jointly or by individual Departments and other organisations over a 3 year period
- agree mechanisms for co-ordinating action across Departments and for monitoring progress
- present recommendations to Ministers in the form of a draft policy and strategy document intended for publication

In fulfilling these Terms of Reference the Working Group will take account of relevant legislation and the wider policy environment, including the provisions of the Race Relations Order, of the Equality Obligation of the Northern Ireland Act, the EU Convention on Human Rights, the Good Friday Agreement, and the work of the Equality Commission and the Northern Ireland Human Rights Commission.

Annex 9: Terms of Reference for the PSI Working Group on the Needs of Travellers

The Working Group will consider factors which can cause Travellers to be at risk of social exclusion and develop an integrated strategy of policy and action to tackle them.

This will require the Working Group to:

- identify and develop an understanding of the problems and their causes experienced by Traveller adults and children
- consider the ways in which the policies and actions of Government Departments, agencies and NDPBs take account of and impact upon the particular needs of Travellers. This includes consideration of the effectiveness of existing policies which should be developed and areas where things could be done differently
- consider what cross-Departmental policy developments are required and establish broad principles and aims for responding to the needs of Travellers and the types of action required to implement these
- develop an integrated strategy of action to be undertaken jointly or by individual organisations over the period 2000-2003
- identify mechanisms for co-ordinating action across Departments and for monitoring progress
- present recommendations to Ministers in the form of a draft policy and strategy document intended for publication.

In fulfilling these Terms of Reference the Working Group will take account of relevant legislation, the wider policy environment, research evidence, the views of service providers and relevant statutory and voluntary organisations. It will have particular regard for the views and experiences of Travellers.

Within one year of its establishment, the Working Group will make recommendations to SSG and Ministers in the form of a policy and strategy document intended for publication.

Annex 10: Terms of Reference for the PSI Working Group to Tackle the Problems of Teenage Parenthood

This Working Group will develop a co-ordinated strategy through which relevant agencies will work together to:

- contribute to a reduction of 10% in the number of births to teenage mothers by 2002
- address the difficulties which young parents and their families face during pregnancy and after birth so as to prevent young parents or their children from being socially excluded in either the immediate or the longer term. In doing so it will be concerned with issues relating to young fathers as well as to young mothers

In relation to both reducing unintended pregnancy and avoiding the exclusion of young parents it will be necessary for the Working Group to:

- use existing research and other evidence and the advice of experts to analyse the issues and develop an understanding of the problems and their causes
- consider Departments' roles and responsibilities in relation to the issue, including the effectiveness of any existing policies, programmes and structures with a view to identifying elements which work well and should be developed and areas where things could be done differently
- identify and examine options for the way forward including models of good practice from Northern Ireland and elsewhere
- make recommendations as to what preventative and other measures are required, by whom, and within what timescales, and the mechanisms to be put in place to ensure progress.

The Working Group will provide recommendations to SSG and Ministers in the form of a strategy document intended for publication. The document will identify how Departments, agencies and public bodies will work together with voluntary and community sector partners to help prevent unwanted teenage pregnancy and address the problems of social exclusion among teenage parents and their children.

Annex 11: Terms of Reference for PSI Working Groups on Better Services

The Better Services aspect of PSI will identify, prioritise and tackle factors which relate to the organisation and delivery of services and which make it difficult for those most in need to access them. It will focus primarily on public sector services, but where necessary will turn its attention to essential services provided by the private or voluntary sectors.

A scoping study will identify and prioritise issues to be tackled within a 3 year timescale. One issue will be tackled at a time and a separate PSI Working Group will be set up for each.

Each Working Group will:

- use available evidence and the advice of experts to analyse the problems
- identify and evaluate options for the way forward (this may include examining examples of good practice or developing innovative solutions)
- develop an integrated strategy of policy and action to be implemented jointly or by individual service providers
- identify mechanisms for monitoring, evaluating and reporting on progress in the implementation of its recommendations
- present conclusions to SSG and Ministers in the form of documents intended for publication

Better Communication

It has been agreed that the first area to be addressed will be the ways in which service providers communicate with the public. This includes for example the communication of information to promote better health or about entitlement to services; the forms through which agencies gather information from service users and the letters they write to members of the public. The aim will be to identify better ways of communicating and to promote their implementation by the public sector and more widely.

The Working Group will:

- examine the difficulties people experience in obtaining, interpreting and responding to communications, focusing particularly on the problems experienced by people in greatest social need and those with additional communication needs – for example because they have difficulty communicating in English, or with reading, writing or understanding text
- consider the effects of the use of technology on communication between service providers and the public
- consider the extent to which the contents, presentation and distribution of information can be improved to make it more accessible.
- examine difficulties members of the public, particularly more vulnerable people, experience in attempting to contact providers of essential services to obtain information or assistance, and identify practical steps service providers can take to make themselves more accessible to the public.

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Abbreviations

AFDS	Agri-Food Development Service
BRO	Belfast Regeneration Office
BSP	Business Start Programme
CAL	Culture, Arts and Leisure
CAP	Common Agricultural Policy
CCRU	Central Community Relations Unit
CDP	Company Development Programme
CFG	Central Finance Group
CPG	Central Personnel Group
CPMU	Central Policy Management Unit
CRC	Community Relations Council
CSA	Child Support Agency
DANI	Department of Agriculture for Northern Ireland
DED	Department of Economic Development
DENI	Department of Education for Northern Ireland
DFP	Department of Finance and Personnel
DHSS	Department of Health and Social Services
DOE	Department of the Environment for Northern Ireland
EU	European Union
FE	Further Education
FSM	Free School Meals
GB	Great Britain
GCC	General Consumer Council
GCSE	General Certificate of Secondary Education

GIS	Geographical Information System
GP	General Practitioner
HE	Higher Education
HEFCE	Higher Education Funding Council for England
HLCA	Hill Livestock Compensatory Amounts
HPSS	Health and Personal Social Services
HSS	Health and Social Services
ICT	Information Communication Technology
IDB	Industrial Development Board
IFI	International Fund for Ireland
IRTU	Industrial Research and Technology Unit
LEDU	Local Enterprise Development Unit
NDDP	New Deal for Disabled People
NDPB	Non Departmental Public Body
New TSN	New Targeting Social Need
NI	Northern Ireland
NICS	Northern Ireland Civil Service
NIHE	Northern Ireland Housing Executive
NIO	Northern Ireland Office
NISRA	Northern Ireland Statistics and Research Agency
NITB	Northern Ireland Tourist Board
NITHC	Northern Ireland Transport Holding Company
NVQ	National Vocational Qualification
PANI	Police Authority for Northern Ireland
PBNI	Probation Board for Northern Ireland
P&MGS	Processing and Marketing Grants Scheme

PSI	Promoting Social Inclusion
QUB	The Queens University of Belfast
RDO	Regional Development Office
RSF	Regional Strategic Framework
RSSI	Raising School Standards Initiative
RUC	Royal Ulster Constabulary
SACHR	Standing Advisory Commission on Human Rights
SSG	Social Steering Group
T&EA	Training and Employment Agency
Ufi	University for Industry
UK	United Kingdom
URG	Urban Regeneration Group
VAU	Voluntary Activity Unit

