

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





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## Chief Executive's Foreword



**I am delighted to present ‘A More Inclusive County: South Dublin County Integration Strategy 2019–2023’. It sets out a clear vision for making our county a truly inclusive society.**

The Strategy is centred on five themes underpinned by specific targeted actions. For each action there is a lead team, partner agencies and clearly defined target outcomes.

South Dublin County Council has drawn on the learnings of the previous Integration Strategy and on the experiences of migrants living in the local authority area to develop this strategy. There has been an extensive consultation process with all stakeholders, including the Public Participation Network and the South Dublin Migrant Integration Forum. It also takes into account local, national and European policies that inform the role of local authorities in supporting sustainable and inclusive communities.

Our aim is to make our county the best possible place in which to live, work and do business. ‘A More Inclusive County’ underpins our core themes of:

- Social inclusion,
- Collaboration,
- Wellbeing, and
- Citizen engagement.

I am confident ‘A More Inclusive County: South Dublin County Integration Strategy 2019–2023’ will contribute significantly to equality and inclusion for all and that it will enable migrant communities to take part in and contribute to all aspects of society.

Finally, I would like to thank everyone who has helped produce this Strategy, particularly everyone who took part in the consultation process. I look forward to working with you in making our county welcoming and inclusive for all.



**Daniel McLoughlin**  
Chief Executive

## Mayor's Foreword



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**The social and cultural landscape of our county has undergone significant and rapid change in recent years. An increasingly diverse migrant population can have a very positive impact, yet many migrants experience barriers to active participation.**

This Strategy is a welcome step in recognising the difficulties members of the migrant community face. It identifies actions we need to do and targets we need to reach to encourage and enable migrants to play an active part in everyday life. The Strategy identified themes to do this.

In recent years, events supported by the Council's Social Inclusion Unit have showcased the best of foods, talents, traditions and customs that are now part of the social fabric of our county. These events include

- Flavours of South Dublin,
- Around the World in 7 Days,
- Celebration of social inclusion through the performing arts.

I want to express my sincere thanks to everyone who has contributed to forming this Strategy.

It contains a very comprehensive programme of work which will require significant effort and collaboration by all involved. The Council is committed to working with our strategic partners to deliver 'A More Inclusive County' and to make sure members of migrant communities have the same opportunities to take part in the social, cultural and economic life of our county.

**Mark Ward**  
Mayor

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



## 1. About this Strategy

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**‘A More Inclusive County’ is South Dublin County Council’s second integration strategy. It builds on the Council’s approach to the integration of our migrant population into Irish society. We will do this through our own actions and together with other partners over a five-year period. We have always welcomed people from diverse nations, ethnicities and religions, and we look forward to continuing to do so.**

However, people from migrant backgrounds still have problems in accessing education, housing, health and employment.

Increasing diversity presents challenges to service providers as well. This is why we need to work in a more integrated and targeted way.

### **Who is this plan for?**

This plan is for a wide range of migrants. We are acutely aware of the need to mainstream our response to migrant needs throughout our work. This is a challenge in view of the range of migrants and their needs.

Migrants include able-bodied people, disabled people, older people and children. Some migrant families have arrived together; others have joined a family member already here or formed a family in Ireland, others are single.

Some have arrived in Ireland because they faced persecution in their home countries.

This Strategy is also for asylum seekers and refugees. The needs of children have to be addressed through our actions and actions by other groups. This is whether they be first or second-generation migrants, asylum seekers or refugees.

We are committed to working to make sure that the experience of migrants living and working in South Dublin County is positive. Our aim is that services, advice and assistance are available and accessible to all.

## 1. About this Strategy (continued)

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### What do we mean by integration?

In Ireland, integration is defined as “the ability to participate to the extent that a person needs and wishes in all major components of society without having to relinquish his or her own cultural identity”<sup>1</sup>.

The European Union (EU) defines integration as “a dynamic two-way process of mutual accommodation by migrants and by the societies that receive them”<sup>2</sup>.

This Strategy draws on both these definitions, which are complementary. At their heart, they are about enabling everyone in society to respect one another.

In developing this Strategy, we are aware of the pathways and barriers to integration. We are also aware that migrants have a higher risk of poverty and social exclusion compared to host-country nationals, even when they are employed. Children are exposed to a particularly high risk of poverty.

We want to help reduce these risks through our Strategy.

### Issues facing migrants

#### Racism

Many migrants may experience racism in Ireland.

#### Barriers to accessing services

Legislation that promotes human rights and equality must be accompanied by action and practice at the local level. This should aim to break down the barriers that prevent or hinder migrants from accessing:

- Education,
- Employment,
- Training opportunities.

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<sup>1</sup> Department of Justice, Equality and Law Reform, 1999 in Department of Justice and Equality, 2017

<sup>2</sup> EU's Common Basic Principles of Integration, 2004





## 1. About this Strategy (continued)

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### Risk of poverty and homelessness

Poverty rates and homelessness and risk of homelessness remain serious problems in South Dublin County.

The difference in the 'at risk of poverty' rates between third-country nationals (people who are in transit and or applying for visas here so that they can go to a different country that is also not their country of origin) and Irish citizens has been reported as the lowest in any EU country. However, much work needs to be done to raise the quality of life for all.

### How we developed this strategy

To develop this Strategy, we drew on:

- International and national best practice information and documents about equality and integration,
- The views of the public and other important groups and networks and people within and outside of the council, and
- The views of migrants themselves.

### International and national best practice

We have relied on information from:

- The EU, Council of Europe,
- The United Nations (UN),
- The Organisation for Security and Co-Operation in Europe (OSCE),
- Non-governmental organisations, and
- Individual experts specialising in integration.

We have also drawn on Ireland's first national integration strategy 'A Blueprint for the Future', launched in 2017. The Strategy includes actions which specifically mention local authorities.

Finally, we note the importance of the recent introduction of the Human Rights and Equality Public Sector Duty in working towards equality and inclusion for all. The Duty requires all public bodies to have due regard to human rights and equality in their work and to conduct their business so that it is consistent with individual human rights.



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As with the previous Strategy, to identify areas for action, we used:

- The EU's Common Principles for Immigrant Integration Policy in the EU, 2004, which was a milestone in developing a common immigration policy, and
- The Zaragoza Declaration 2010, which provides comparable information (signs or indicators of progress) about integration priorities across EU member states.

### **The views of others**

In devising this Strategy, South Dublin County Council has engaged widely with the public and other key stakeholders. We drew on our networks and groups including:

- South Dublin Public Participation Network,
- South Dublin Migrant Integration Forum,
- Local Community Development Committee, and
- Internal consultation with Council officials.



## 1. About this Strategy (continued)

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The Council has considered ‘Keeping It Local – Discussion Paper for Local Authorities on Developing Local Migrant Integration Strategies’<sup>3</sup> which was produced by the Immigrant Council of Ireland. The Council also did an internal review of its last Strategy to make sure that previous efforts were not lost and any gaps from that Strategy were filled.

### **The views of migrants**

The foundation of any strategy must be the lived experience of those it is intended to serve. We have drawn heavily on the experiences and voices of migrants living in the local authority area to develop this strategy.

### **How our strategy is organised**

The Strategy sets out context information first. This includes relevant statistics on population and language proficiency. It then tells you about the EU, National and local context before presenting the core five themes of this plan – and the strategic plan for each.

**Theme One:** Inclusive Communities

**Theme Two:** Lifelong Learning

**Theme Three:** Enterprise and Employment

**Theme Four:** Health and Wellbeing

**Theme Five:** Inclusive Service Delivery

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<sup>3</sup> Immigrant Council of Ireland. Keeping it local – Discussion Paper for Local Authorities on developing local migrant integration strategies (2018)

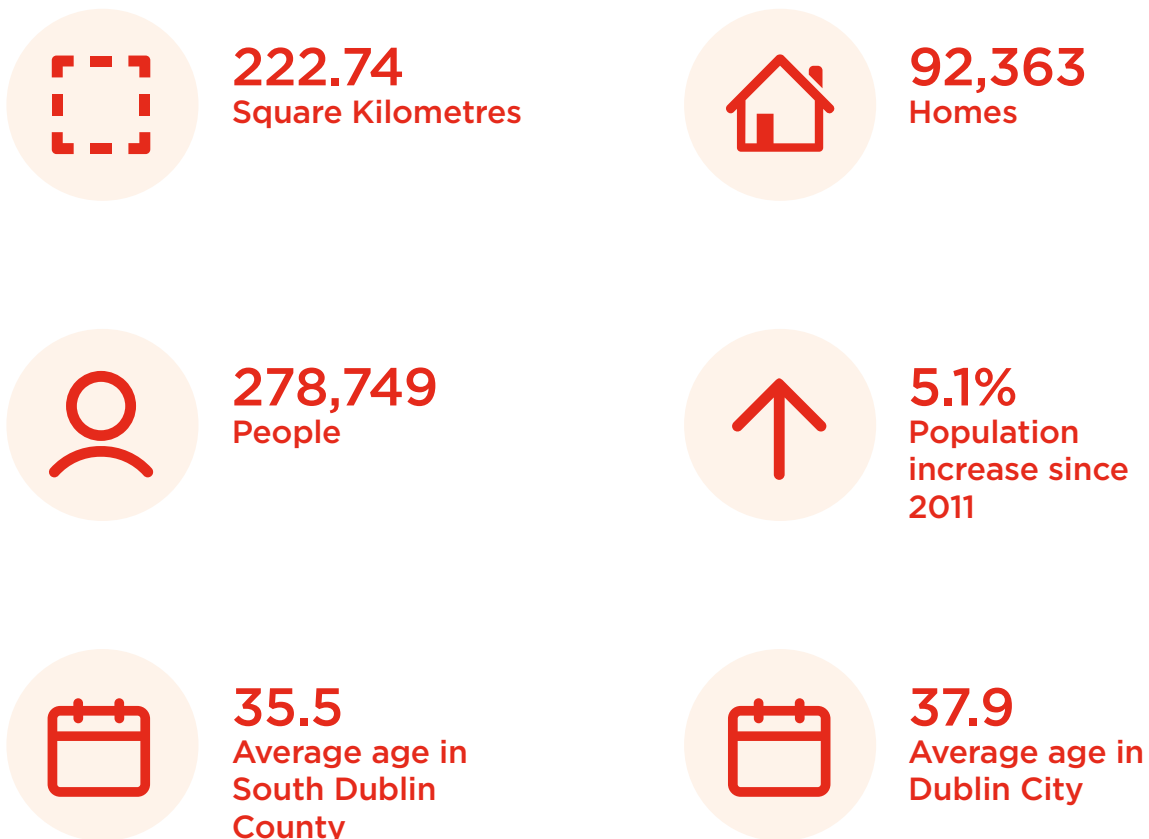
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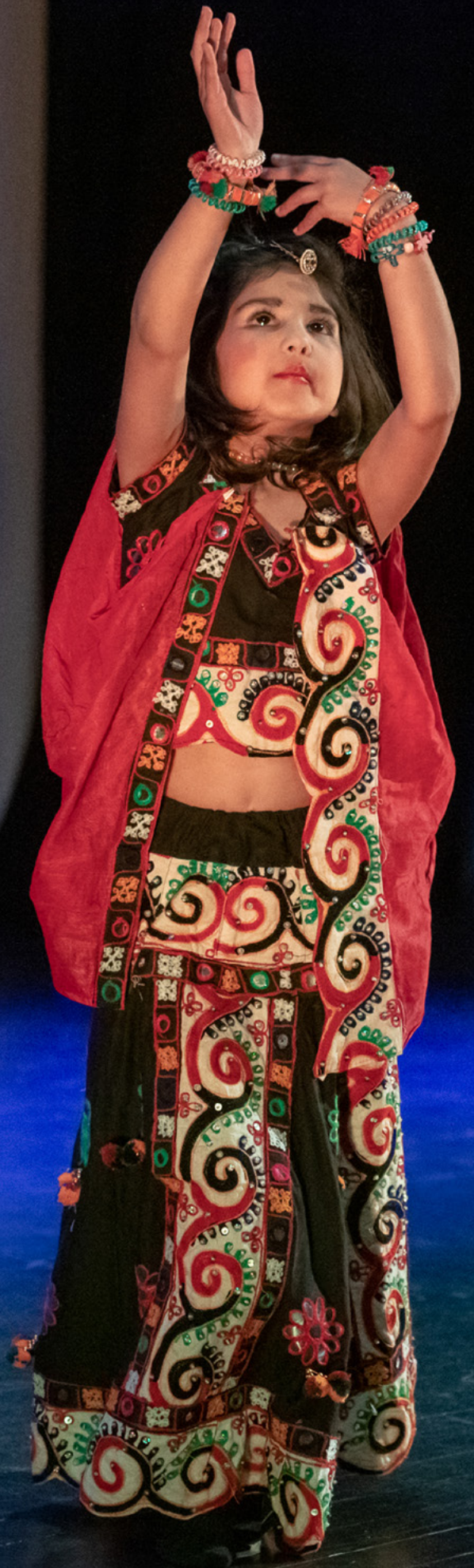
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### South Dublin County Council

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

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





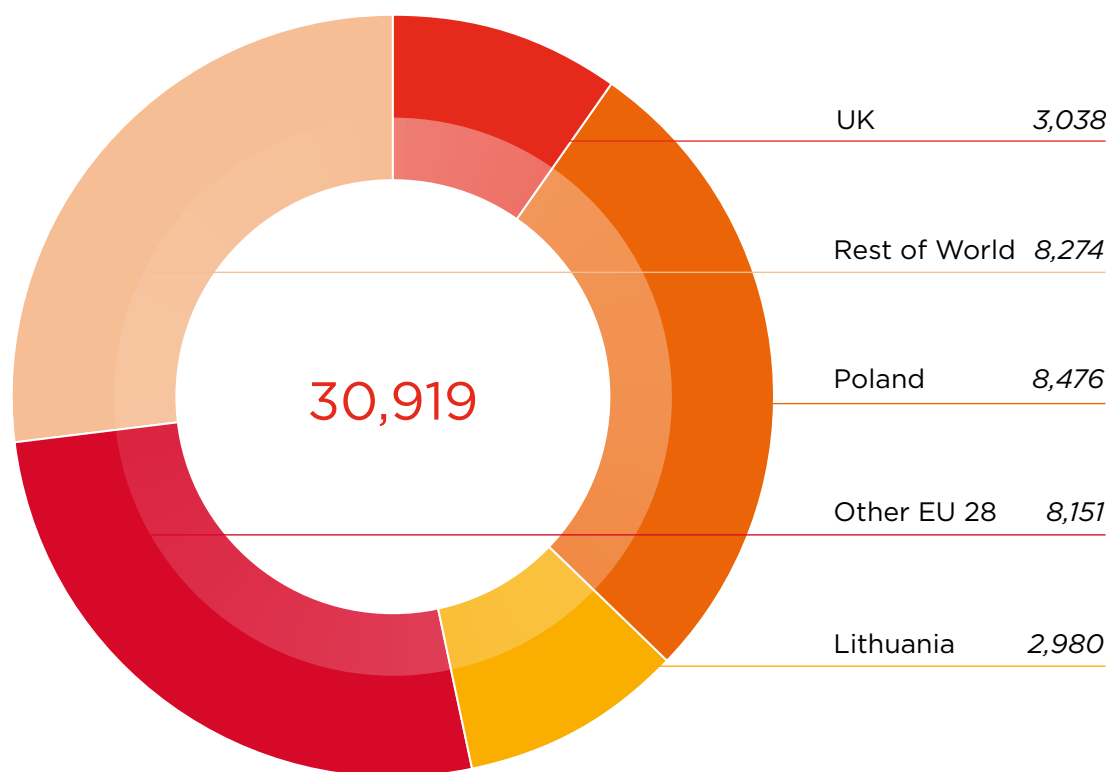
## 2. Statistical Data (continued)

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### Population Breakdown by Nationality

Of the usually resident population in South Dublin County Council, 87% indicated Irish nationality, 3% Polish, 2% UK, 1% Lithuanian, 3% Other EU28 and 3% rest of world. 1% did not state their nationality, including those with no nationality.

### Population breakdown by Nationality (not including Irish)

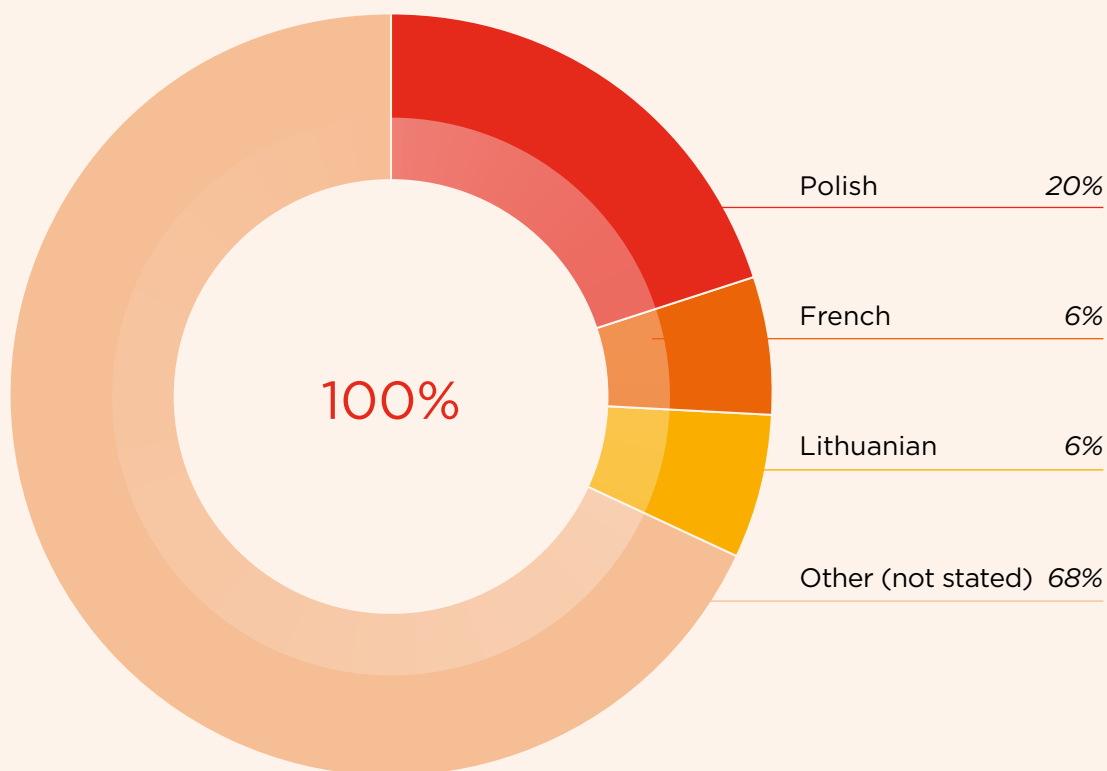




### Speakers of foreign language

According to the Census 2016 data 48,156 people stated that they speak foreign languages in South Dublin County. The main languages (other than English) spoken by migrants living here are; Polish (20%), French (6%), and Lithuanian (6%).

The remainder of the people able to speak a foreign language did not specify which language or languages they could speak.

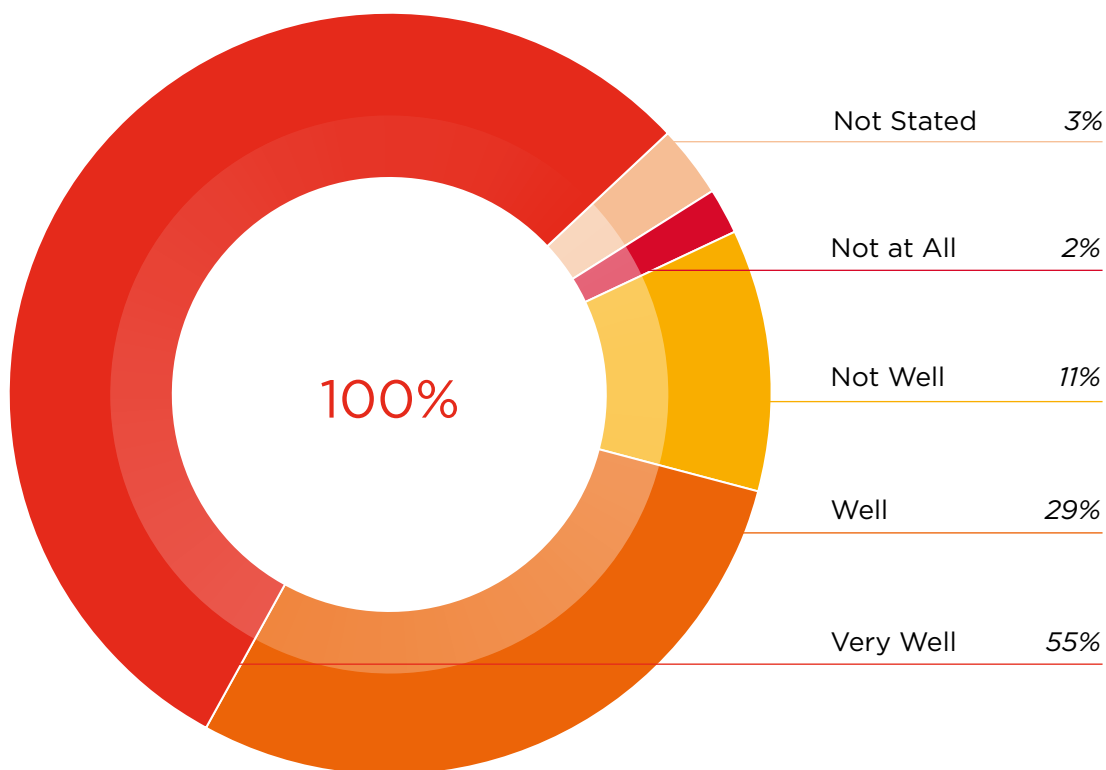


## 2. Statistical Data (continued)

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### Speakers of foreign languages by ability to speak English

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

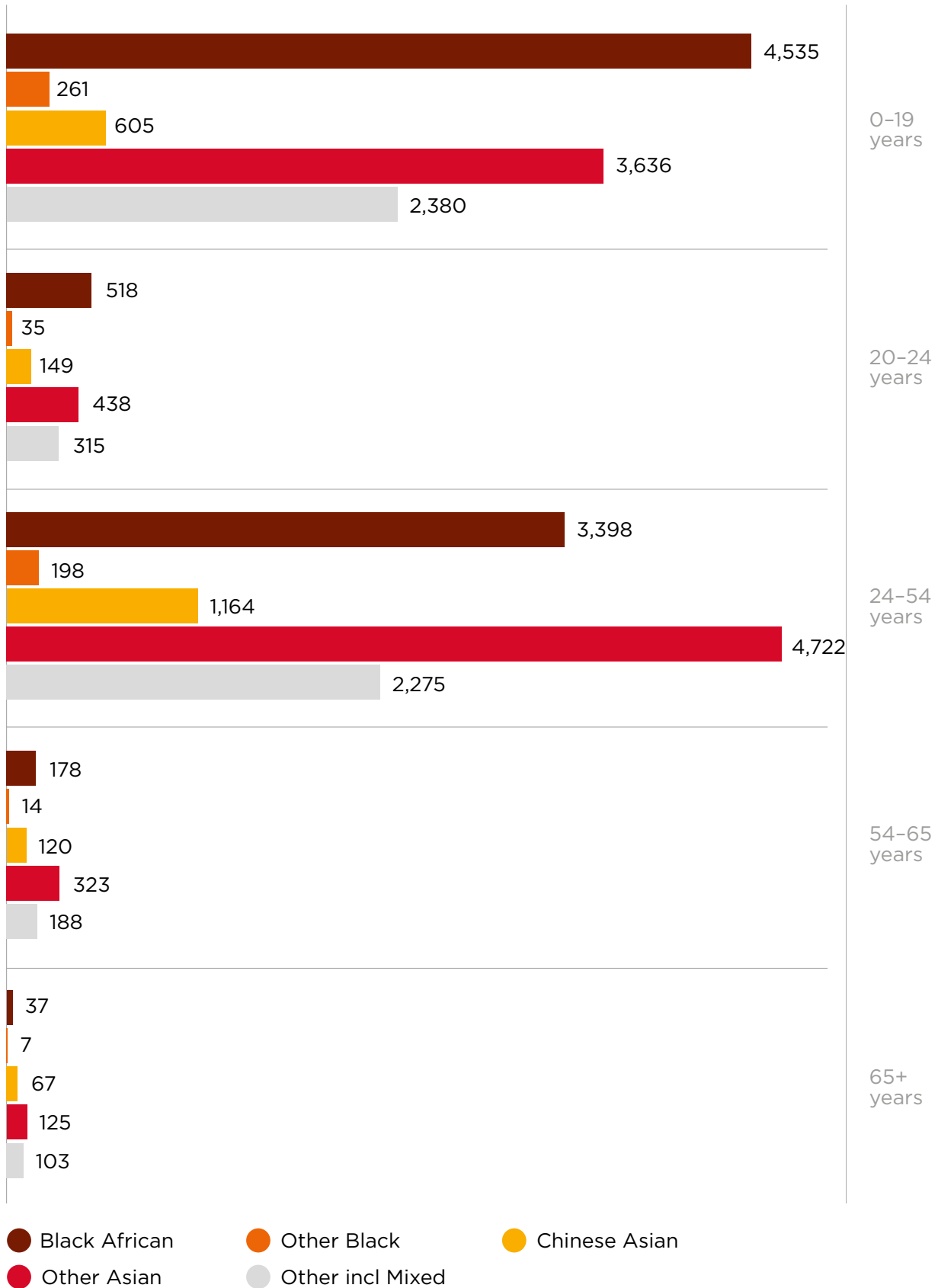


### Ethnic minorities by age group

The graph and table below sets out the age profile of ethnic minorities in South Dublin County. The Census 2016 data indicates that the largest age grouping is the 24 to 54 year old (11,757) and the next being those in the 0 to 19 grouping (11,417).

| Age range | Black African | Other Black | Chinese Asian | Other Asian | Other incl Mixed | Total  |
|-----------|---------------|-------------|---------------|-------------|------------------|--------|
| 0-19 yrs  | 4,535         | 261         | 605           | 3,636       | 2,380            | 11,417 |
| 20-24 yrs | 518           | 35          | 149           | 438         | 315              | 1,455  |
| 24-54yrs  | 3,398         | 198         | 1,164         | 4,722       | 2,275            | 11,757 |
| 54-65 yrs | 178           | 14          | 120           | 323         | 188              | 823    |
| 65+yrs    | 37            | 7           | 67            | 125         | 103              | 339    |

### Migrant Population by Age Group





## Section B

# EU, National and Local Context

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



## 3. EU Context

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### **EU Common Basic Principles for Immigrant Integration (2004)**

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

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

### **European Ministerial Conference on Integration: Zaragoza Declaration (2010)**

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

- Employment,
- Education,
- Social inclusion,
- Active citizenship.

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

### 3. EU Context (continued)

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#### Human rights

Ireland is a party to a number of international human rights treaties including:

- The International Convention on the Elimination of all forms of Racial Discrimination,
- The Council of Europe Framework Convention for the Protection of National Minorities, and
- The European Convention for the Protection of Human Rights and Fundamental Freedoms.

Human rights also form a core part of Ireland's Constitution.

South Dublin County Council is committed to upholding these international treaty obligations in all the areas that fall within our competence.

South Dublin County Council will do all that it can to ensure that these commitments are mainstreamed throughout our work and our services.

#### The International Convention on the Elimination of all forms of Racial Discrimination (ICERD)

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

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





## 4. National Context

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### **Migrant Integration Strategy ‘A Blueprint for the Future’**

Ireland has a nationwide integration strategy, ‘A Blueprint for the Future’ which identifies specific roles for local authorities.

- Undertake initiatives to increase the number of migrant representatives in local authority forums, like Public Participation Networks (PPNs) and other representative groups,
- Update integration strategies,
- Establish a Migrant Integration Forum in every local authority area, ideally through existing Public Participation Network (PPN) structures, which will meet regularly,
- Make multilingual materials on voter registration and on elections accessible and available,
- Make sure that local authorities have migrant representation on all Joint-Policing Committees,
- Develop and publish policy on the early removal of racist graffiti in their respective counties.

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

### **Sector Integration Strategies** **Intercultural Education Strategy 2010-2015**

This Intercultural Education Strategy aims to make sure the following.

1. All students experience an education that “respects the diversity of values, beliefs, languages and traditions in Irish society and is conducted in a spirit of partnership” (Education Act, 1998).
2. All education providers are helped to ensure that inclusion and integration within an intercultural learning environment become the norm.



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

### Second National Intercultural Health Strategy (2018–2023)

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

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

## 5. Local Context

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### South Dublin County Council Corporate Plan 2015–2019

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

- Value for money
- Accountability and transparency
- Quality service
- Sustainability
- Inclusiveness, equality and accessibility

The five themes set out below, in our Corporate Plan are reflected in this Strategy, 'A More Inclusive County'.

#### Economic Development

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

#### Quality of Life - Health and Wellbeing

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



#### Social Inclusion

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

#### Citizen Engagement

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



### **Collaboration with Others**

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

### **The Local Economic and Community Plan 2016–2021**

The Local Government Reform Act 2014 requires each local authority to produce a six-year Local Economic and Community Plan. Our Plan was produced following a year consulting with stakeholders and economic development sectors in the county. The Plan sets goals in the following seven areas:

- 
- Infrastructure (example: roads, bridges),
  - Enterprise and employment,
  - Health and wellbeing,
  - Environment,
  - Poverty and inclusion,
  - Education and training,
  - Citizenship and participation.

### **Customer Service Action Plan and Citizen’s Charter**

Our Customer Service Action Plan and Citizen’s Charter promises to comply with quality service standards covering:

- Equality / diversity,
- Physical access,
- Provision of information,
- Timeliness and courtesy,
- Customer care complaints,
- Consultation and evaluation,
- Choice,
- Official languages and equality,
- Better coordination.

# Section C **Thematic Strategic Plans**



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

**Theme One:** Inclusive Communities

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**Theme Two:** Lifelong Learning

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**Theme Three:** Enterprise and Employment

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**Theme Four:** Health and Wellbeing

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**Theme Five:** Inclusive Service Delivery

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

## Theme One: Inclusive Communities

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Respect between all communities in our county is essential to meet our goal of integration. This Strategy aims to facilitate interaction between migrants and the local population. The actions identified in this Strategy intend to encourage migrants to take part in groups, partnerships and committees

that we host. Through this increased involvement we aim to make sure that:

- Migrants are supported to express their views, and
- Their voices are heard and represented throughout all our activities at a community level.





| Actions  | SDCC lead  | SDCC / Outside agency partner  | Success indicators  |
|--|--|--|---|
| Provide advice and help to make sure local community committees provide opportunities for people from diverse backgrounds to become involved in local community events like village festivals, family days, and summer projects. | <ol style="list-style-type: none"> <li>1. Community Development Team</li> <li>2. Event organisers</li> <li>3. South Dublin County Partnership (SDCP)</li> </ol>  | <ol style="list-style-type: none"> <li>1. Multicultural groups</li> </ol>  | <ol style="list-style-type: none"> <li>1. Advice and assistance provided to community committees</li> </ol>   |
| Support the setting up of residents associations in new estates and strategic development zones, paying particular care to make sure opportunities for representation from those different ethnic backgrounds exist              | <ol style="list-style-type: none"> <li>1. Community Development Team</li> </ol>  | <ol style="list-style-type: none"> <li>1. South Dublin Migrant Integration Forum (SDMIF)</li> <li>2. Estate management committees</li> <li>3. Residents association</li> <li>4. Neighbourhood Watch Committees</li> <li>5. Local schools' parent /teacher associations (PTAs)</li> </ol> | <ol style="list-style-type: none"> <li>1. Support provided to resident associations being set up in new estates and strategic development zones</li> </ol>  |
| Continue to promote the involvement of people from migrant backgrounds in youth focused activities in South Dublin County, in particular Comhairle na nÓg  | <ol style="list-style-type: none"> <li>1. Community Development Team</li> <li>2. Social Inclusion Unit</li> </ol>  | <ol style="list-style-type: none"> <li>1. An Pobal</li> </ol>  | <ol style="list-style-type: none"> <li>1. Increased participation in youth focused activities</li> </ol>  |
| Promote the positive contribution made by migrant communities in SDCC  | <ol style="list-style-type: none"> <li>1. Social Inclusion Unit</li> </ol>   | <ol style="list-style-type: none"> <li>1. SDMIF</li> <li>2. Intercultural centres</li> </ol>   | <ol style="list-style-type: none"> <li>1. Positive awareness of migrant communities and the benefits of diversity promoted</li> <li>2. Awards at Intercultural Food and Craft Festival and Social Inclusion Week</li> </ol> |
| Measure migrant volunteerism in local sports organisations and investigate how to increase numbers, if necessary   | <ol style="list-style-type: none"> <li>1. Sports and Recreation Section</li> <li>2. South Dublin Sports Partnership</li> <li>3. Social Inclusion Unit</li> </ol> | <ol style="list-style-type: none"> <li>1. SDCC Leisure Services</li> <li>2. Sports Development Officers</li> <li>3. Community Centres</li> <li>4. SDMIF</li> <li>5. South Dublin Volunteer Centre</li> </ol>   | <ol style="list-style-type: none"> <li>1. Data gathered on adult migrant volunteerism</li> <li>2. Measures identified to increase adult migrant volunteerism, if necessary</li> </ol>                                       |

## Theme One: Inclusive Communities (continued)

| Actions  | SDCC lead  | SDCC / Outside agency partner   | Success indicators  |
|--|--|---|---|
| Facilitate communication between South Dublin Migrant Integration Forum (SDMIF) and new communities in the County (Open forums held at least once a year)  | 1. Social Inclusion Unit   | 1. South Dublin County Partnership<br>2. Intercultural Centres<br>3. The Towers Residents Association<br>4. Community Centres / Family Resource Centres<br>5. New Communities Partnership | 1. Increased membership of SDMIF<br>2. SDMIF hold an open night during Social Inclusion Week                                |
| Continue to facilitate the reporting of racist incidents within council housing estates  | 1. Estate Management<br>2. Allocations Support Unit  | 1. Local Policing Forum<br>2. Estate Management Committees<br>3. Residents associations<br>4. Intercultural Liaison Volunteers  | 1. Public confidence in the reporting of racism increased<br>2. Safety in residential levels increased                      |
| Include information on diversity and anti-racism in all pre-tenancy courses for new tenants in Council Housing   | 1. Housing Department  |   | 1. Development of an information leaflet for inclusion in the new tenant handout  |
| Develop improved representation and participation from minority ethnic communities in Local Policing Forums to ensure comprehensive representations of and communication with all community groups and issues of concern as they arise. Joint Policing Committee (JPC) work plan to support strategy actions | 1. Local Policing Forum  | 1. Garda Síochána<br>2. Local Drugs Task Force<br>3. SDCC<br>4. Joint Policing Committee (JPC)  | 1. Diverse representation to fully reflect the demographics and issues of concern amongst communities within SDCC increased |
| Make sure that South Dublin County Council public offices display anti-racism information  | 1. Corporate Services<br>2. Community Development Team<br>3. Libraries<br>4. Social Inclusion Unit | 1. Council Community Centres  | 1. Anti-racism information displayed in public offices, libraries and community centres                                     |

| Actions  | SDCC lead   | SDCC / Outside agency partner                         | Success indicators  |
|--|---|---|---|
| Compile an accredited list of interpretation and translation services available within SDCC to make sure information is accessible by migrants   | 1. Customer Services<br>2. Housing department             |   | 1. List of interpretation and translation services available online   |
| Initiatives will be undertaken aimed at increasing the number of migrant representatives in local authority fora, like Public Participation Networks (PPNs), and other representative forums | 1. Social Inclusion Unit                                  | 1. PPN<br>2. SDMIF<br>3. JPC<br>4. Sports Partnership | 1. Increased number of migrant groups registered with the PPN<br>2. Number of migrant representatives elected to decision making structures |
| Encourage new community groups to participate in the annual Social Inclusion Week  | 1. Social Inclusion Unit                                  |   | 1. Increased number of new migrant communities participating  |
| Continue to support and engage with the South Dublin Migrant Integration Forum and develop annual programme of works   | 1. Social Inclusion Unit                                  | 1. SDMIF  | 1. Increased membership<br>2. Work programme in place<br>3. PPN   |
| Make migrant communities more aware of community funding schemes to support cultural events  | 1. Social Inclusion Unit<br>2. Community Development Team | 1. SDMIF<br>2. PPN                                    | 1. Increased number of migrant groups receiving funding   |
| Work with Council-led community centres to monitor and strengthen uptake of services by migrant communities  | 1. Community Development Team                             | 1. Community Centres                                  | 1. Increased uptake of services by migrant communities  |
| Develop a policy on the removal of racist graffiti   | 1. Public Realm<br>2. Estate management                   |   | 1. Policy developed<br>2. Removal of graffiti within timeframe contained in the policy  |

## Theme One: Inclusive Communities (continued)

| Actions  | SDCC lead   | SDCC / Outside agency partner       | Success indicators  |
|--|---|-------------------------------------|---|
| Record and collate data on ethnicity and nationality of social housing applications including unsuccessful applications and those presenting as homeless | 1. Allocations  |                                     | 1. Data recorded  |
| Record data on ethnicity and nationality of people currently in social housing stock.  | 1. Allocations  |                                     | 1. Data recorded  |
| To support residents associations to engage with migrants in their catchment area  | 1. Estate Management<br>2. Community Development Team |                                     | 1. Support given to residents associations and migrants engaged in the process            |
| Communicate supportive public messages on key dates reflecting important cultural celebrations for migrant groups  | 1. Communications Unit<br>2. Social Inclusion Unit    |                                     | 1. Key dates recognised on Council internet and social media                              |
| Delivery of an Intercultural Food and Craft Festival   | 1. Social Inclusion Unit                              |                                     | 1. Festival organised   |
| Make multilingual materials on voter registration and on elections that are produced nationally will be made accessible and available                    | 1. Register of Electors<br>2. Libraries               | 1. PPN<br>2. Residents associations | 1. Multilingual materials on voter registration and on elections available and accessible |

## Theme Two: Lifelong Learning

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South Dublin County Council is committed to ensuring that opportunities for education and learning go beyond school-age years. The theme of 'Lifelong Learning' captures South Dublin County Council's commitment to supporting learning opportunities for adults, children and young people.

This includes people from migrant backgrounds. Proficiency in the English language is one of the main drivers in

education, so this Strategy strongly encourages migrants to take up English language courses. The Council also wants to educate young people about the benefits of immigration to Ireland and the importance of seeing migrant integration as a process that the host country nationals must also be involved in. Therefore, the development of a Migrant Awareness Programme in schools is an action in this Strategy.



## Theme Two: Lifelong Learning (continued)

| Actions  | SDCC lead                                | SDCC / Outside agency partner   | Success indicators   |
|--|--|---|--|
| Develop a Migrant Awareness Programme in Schools   | 1. Social Inclusion Unit                 | 1. Department of Justice and Equality   | 1. Number of schools taking part in programme  |
| Promote community led English programmes and classes   | 1. Libraries                             | 1. Fáilte Isteach<br>2. South Dublin Volunteer Centre<br>3. Education and Training Board (ETB)<br>4. South Dublin County Partnership (SDCP) | 1. Language learning capacity increased locally<br>2. Number of classes and participants recorded  |
| Research the provision of a range of specialist English for Speakers of Other Languages (ESOL) modules such as ESOL for older people   | 1. Libraries                             |   | 1. Research carried out  |
| Promote the informal local adult education programmes amongst migrant communities  | 1. Libraries<br>2. Social Inclusion Unit | 1. AONTAS<br>2. SDCP<br>3. ETB  | 1. Increase in number of migrant communities taking part   |
| Make sure migrant communities are included in Council Arts activities (example: Rua Red, Civic Theatre) through culturally appropriate outreach, active audience diversification, engagement of a cultural diversity co-ordinator, funding opportunities and evaluation methods to measure impact and learning | 1. Arts Office                           | 1. Tallaght Community Arts<br>2. Arts Council   | 1. Active participation of migrant communities in developing and delivering arts activities so that they have culturally diverse programmes and projects |

| Actions  | SDCC lead    | SDCC / Outside agency partner | Success indicators  |
|--|--------------|-------------------------------|---|
| Record and collate data on ethnicity and nationality of current and new library members – new application forms to be developed if necessary   | 1. Libraries |                               | <ol style="list-style-type: none"> <li>1. Data record</li> <li>2. New application form developed if identified as being necessary</li> </ol>                |
| Stocktake of materials available in languages of key migrant groups in the local area (based on available census data). Improve collection of materials as necessary in consultation with local migrant groups | 1. Libraries |                               | <ol style="list-style-type: none"> <li>1. Stocktake complete</li> <li>2. Additional material available</li> </ol>   |
| Stocktake of materials available for ESOL (English for Speakers of Other Languages) students   | 1. Libraries |                               | 1. Stocktake complete   |
| Write to all primary and secondary schools in the area asking how the library service can assist and support English language and mother tongue needs of students  | 1. Libraries |                               | <ol style="list-style-type: none"> <li>1. Number of schools receiving correspondence</li> <li>2. Feedback recorded and actions taken if required</li> </ol> |

## Theme Three: Enterprise and Employment

Employment is a gateway to financial independence and can protect migrants from the risk of poverty and social exclusion. This Strategy recognises the importance of helping migrants become economically active and also recognises that conventional employment is only one of many other pathways to achieve this. As well as raising awareness

amongst migrants of training and support programmes available, the theme of Enterprise and Employment recognises that some migrants have significant entrepreneurial skills. These skills need to be further supported and assisted, so that entrepreneurs have sufficient support to launch successful businesses.





| Actions  | SDCC lead  | SDCC / Outside agency partner   | Success indicators   |
|--|--|---|--|
| Increase awareness amongst migrants of employment and enterprise opportunities and develop a referral pathway into formal and informal, training education and employment supports | 1. Local Enterprise Office<br>2. Social Inclusion Unit | 1. ETB<br>2. Local Employment Services Network (LESN)<br>3. SDCP                                      | 1. Knowledge and use of employment support and training opportunities increased<br>2. Understanding of career opportunities promoted<br>3. Collaboration and referral system among organisations increased |
| Research the possible provision of an “English for Business” language course to improve the linguistic proficiency of migrants   | 1. Local Enterprise Office<br>2. Libraries             |   | 1. Research done   |
| Promote the “Start and Grow your own Business” programme and other training programmes amongst migrant communities   | 1. Local Enterprise Office<br>2. Social Inclusion Unit |   | 1. Increase of migrant uptake of “Start and Grow your own Business” programme  |
| Promote the Entrepreneurs Network and Mentoring Programme among migrant communities  | 1. Local Enterprise Office<br>2. Social Inclusion Unit | 1. SDMIF  | 1. Increase of migrant participation of Entrepreneurs Network and Mentoring Programme  |
| Actively include migrant communities in Local Enterprise Week  | 1. Local Enterprise Office                             | 1. Department of Employment Affairs and Social Protection (DEASP)<br>2. SDCP<br>3. Training Providers | 1. Migrant communities’ participation in Local Enterprise Week   |
| Explore if it is useful to develop and offer specific courses and training for ethnic entrepreneurs to address specific needs as identified  | 1. Local Enterprise Office                             |   | 1. Research undertaken<br>2. Specific courses and training developed if a need is identified   |

## Theme Four: Health and Wellbeing

Good health and wellbeing are often essential to individuals enjoying other rights and entitlements. They are key factors in promoting migrant integration and are included in the Zaragoza Declaration. Language barriers and social isolation can often act as barriers to migrants accessing healthcare.

This Strategy recognises that good health and wellbeing require access to healthcare but also access to and uptake of, healthy lifestyle activities to prevent

poor health. It, therefore, proposes a number of actions to encourage migrants to take part in sporting and recreational initiatives. South Dublin County Council recognises the opportunities that physical activity and sport can play in integrating migrants into Irish society. Therefore, included under this theme is an action to hold a dedicated event during Health and Wellbeing Week for migrant integration.



| Actions   | SDCC lead   | SDCC / Outside agency partner   | Success indicators   |
|---|---|---|--|
| Hold a dedicated event during Health and Wellbeing Week for migrant integration   | <ol style="list-style-type: none"> <li>1. Social Inclusion Unit</li> <li>2. Sports and Recreation Section</li> <li>3. South Dublin County Sports Partnership (SDCSP)</li> </ol> | <ol style="list-style-type: none"> <li>1. Sports Development Officers</li> <li>2. National Governing Bodies</li> <li>3. Health Service Executive (HSE)</li> <li>4. SDMIF</li> </ol> | <ol style="list-style-type: none"> <li>1. Integration event held</li> </ol>  |
| Promote and increase awareness of applications to Community Endeavour Awards in categories like Sports and Recreation; Social Inclusion; Health and Wellbeing | <ol style="list-style-type: none"> <li>1. Community Development Team</li> <li>2. Social Inclusion Unit</li> </ol>   |   | <ol style="list-style-type: none"> <li>1. Increase the number and quality of award applications received</li> <li>2. More migrant groups achieving an award</li> </ol> |
| Continue to support migrant communities to include health actions (such as walks, community games, Operation Transformation) in their lives                   | <ol style="list-style-type: none"> <li>1. Sports and Recreation Section</li> <li>2. SDCSP</li> <li>3. Communications Unit</li> </ol>  |   | <ol style="list-style-type: none"> <li>1. Number of migrants taking part in health actions</li> </ol>  |
| Explore the need to establish a Health and Wellbeing group as part of the South Dublin Migrant Integration Forum or include it in the work programme          | <ol style="list-style-type: none"> <li>1. Social Inclusion Unit</li> </ol>  | <ol style="list-style-type: none"> <li>1. SDMIF</li> </ol>  | <ol style="list-style-type: none"> <li>1. Sub group established</li> <li>2. Migrant specific health and wellbeing programme identified</li> </ol>                      |
| Inclusion of migrant voice in Sports Partnership  | <ol style="list-style-type: none"> <li>1. SDCSP</li> </ol>  | <ol style="list-style-type: none"> <li>1. PPN</li> </ol>  | <ol style="list-style-type: none"> <li>1. Work of the Sports Partnership includes a migrant need where identified</li> </ol>   |
| Migrant voice to be raised through the Healthy County process   | <ol style="list-style-type: none"> <li>1. Interagency Section</li> </ol>  | <ol style="list-style-type: none"> <li>1. PPN</li> <li>2. SDCP</li> </ol>   | <ol style="list-style-type: none"> <li>1. The Healthy County process includes migrant need where identified</li> </ol>   |
| Research how to encourage Health and Wellbeing programmes for those placed in direct provision  | <ol style="list-style-type: none"> <li>1. Social Inclusion Unit</li> <li>2. Interagency Section</li> <li>3. Sports and Recreation Section</li> <li>4. SDCSP</li> </ol>          |   | <ol style="list-style-type: none"> <li>1. Research completed</li> </ol>  |

## Theme Five: Inclusive Service Delivery

South Dublin County Council understands that it needs to model how best to engage with migrants. The theme of Inclusive Service Delivery makes sure that the Council itself is accountable for its actions towards migrants. Our commitment to diversity training of our

own staff is an important part of this approach, as is a transparent, accessible and timely process of dealing with complaints of racism against Council staff through the customer care charter.



| Actions   | SDCC lead  | SDCC / Outside agency partner  | Success indicators  |
|---|--|--|---|
| Diversity awareness training for all Council staff  | 1. HR Training   |  | 1. Number of Council staff completed training   |
| Continue to develop and promote an organisation-wide “Plain English” approach   | 1. Communications Unit<br>2. Equality Officer<br>3. Social Inclusion Unit<br>4. Community Development Team<br>5. Libraries | 1. National Adult Literacy Agency (NALA)   | 1. Council publications, correspondence and documentation are produced using the “Plain English approach” |
| Further develop the project identifying language skills of Council staff  | 1. Customer Care Section<br>2. Learning and Development Unit   |  | 1. List of Council staff available to deal with non-English speaking customers                            |
| Explore the use of translation bots for South Dublin County Council website   | 1. IT Department   |  | 1. Research piece undertaken and translation bots available, if feasible                                  |
| Run a registration and Political Awareness Programme in migrant communities (voters registration, Council Chamber tour and so on)               | 1. Corporate Services<br>2. Social Inclusion Unit<br>3. Community Development Team<br>4. Libraries                         | 1. SDMIF<br>2. SDCP<br>3. Immigrant Council of Ireland                               | 1. Increased participation by eligible migrants in democratic processes                                   |
| Examine recruitment processes with a view to ensuring that migrants have equal opportunities to access public jobs in line with national policy | 1. HR recruitment  | 1. Local Government Management Agency (LGMA)<br>2. Public Appointments Service (PAS) | 1. Processes examined in line with national policy  |

## Theme Five: Inclusive Service Delivery (continued)

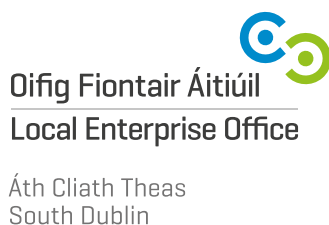
| Actions   | SDCC lead   | SDCC / Outside agency partner  | Success indicators   |
|---|---|--|--|
| Investigate a migrant integration proofing tool across South Dublin County Council services   | <ol style="list-style-type: none"> <li>1. Social Inclusion Unit</li> <li>2. Communication Unit</li> </ol>   | <ol style="list-style-type: none"> <li>1. Immigrant Council of Ireland</li> </ol>  | <ol style="list-style-type: none"> <li>1. Consultation with Immigrant Council of Ireland to establish best practice for developing a migrant integration proofing tool</li> <li>2. Migrant integration proofing tool developed if appropriate</li> </ol> |
| Form a co-ordination group among the Dublin Local Authorities   | <ol style="list-style-type: none"> <li>1. Social Inclusion Unit</li> </ol>  | <ol style="list-style-type: none"> <li>1. Dublin City Council; Fingal County Council, Dun Laoghaire-Rathdown County Council</li> </ol> | <ol style="list-style-type: none"> <li>1. Group formed and meet on a quarterly basis</li> </ol>  |
| Make sure that reports of racist complaints are dealt with in line with the Council's existing customer care charter  | <ol style="list-style-type: none"> <li>1. Corporate Services</li> <li>2. Human Resources</li> </ol>   |  | <ol style="list-style-type: none"> <li>1. Racist complaints are dealt with in line with customer care charter</li> </ol>   |
| Explore the development of a South Dublin County Integration Working Group through the LCDC (this group will facilitate inter-agency collaboration on migrant integration). | <ol style="list-style-type: none"> <li>1. LCDC</li> <li>2. Children and Young People's Services Committees (CYPSC)</li> <li>3. Social Inclusion Unit</li> </ol> | <ol style="list-style-type: none"> <li>1. SDCP</li> </ol>  | <ol style="list-style-type: none"> <li>1. Sub-group established, if appropriate</li> </ol>   |
| Establish a monitoring group made up of relevant Council Officials to update the progress on this strategy's actions  | <ol style="list-style-type: none"> <li>1. Social Inclusion Unit</li> <li>2. Other South Dublin County Council departments</li> </ol>                            |  | <ol style="list-style-type: none"> <li>1. Monitoring Group set up and regular meetings held</li> <li>2. Progress on delivery of actions updated regularly</li> </ol>   |

## List of Abbreviations:

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

This strategy was developed in conjunction with the South Dublin County Partnership











**Comhairle Contae Átha Cliath Theas**  
Halla an Contae, Tamhlacht, Átha Cliath 24

**South Dublin County Council**  
County Hall, Tallaght, Dublin 24

01 414 9000  
info@sdublincoco.ie  
www.sdcc.ie

 sdublincoco.ie  
SMS: 51678