

BUILDING CAPACITY TO SUPPORT TRANSITION IN THE SHANKILL

FIELDWORK REPORT FROM PHASE 1 – BUILDING CAPACITY IN COMMUNITIES IN TRANSITION

AUGUST 2018



The
Executive Office

Foreword

In July 2016 the Northern Ireland Executive published an Action Plan setting out 38 actions it would take to address some of the most difficult issues which continue to disrupt peaceful and democratic society, in particular, the issues of continued paramilitary activity, criminality and organised crime.

This plan seeks to achieve four ambitious outcomes; a society where citizens and communities feel safe and confident; where paramilitarism has no place; where the public support and have even more confidence in the justice system; and where those who wish to move away from paramilitary activity and structures are supported to do it.

The Executive Office has responsibility for delivery of Action B4 of the Executive Action plan through the Communities in Transition project, which aims to support eight areas where there has been a history of paramilitary activity and coercive control to transition into open and accessible communities where paramilitary activity no longer plays a role.

The Tackling Paramilitarism Programme Board, which oversees delivery of the Executive Action Plan, commissioned independent research which identified the eight areas of focus for this project that have been most impacted by paramilitary activity and associated criminality. The report will focus on the Shankill.

In September 2017, we appointed a Consortium, led by Co-operation Ireland in partnership with the Mitchell Institute (QUB), INCORE (Ulster University) and the Institute for Conflict Research (ICR) as Strategic Partner to develop a two-phase programme to build capacity to support transition within these communities.

A partnership approach sits at the very heart of this project; we recognise that delivery on the ground needs to include those people who are most affected by these issues.

Phase 1 of the project consisted of extensive consultation with local communities and key stakeholders in each of the areas. This report provides a summary of the findings from Phase 1 and our proposed next steps as we move forwards.

We recognise and value the extensive range of important and often challenging work that has already been undertaken by individuals and groups at local level in tackling these issues. This project gives us the opportunity to further drive forward with a new and innovative approach to tackling paramilitary activity and we look forward to continuing to work alongside the communities involved, who are often best placed to propose and deliver solutions to the problems they face.

The Executive Office, in partnership with the Communities in Transition Consortium

Introduction

It has been twenty years since our society said YES to peace. Although much has changed, there are still many challenges as we continue to transition into a peaceful society.

The Executive's Action Plan on Tackling Paramilitary Activity, Criminality and Organised Crime recognizes the role communities must play in tackling paramilitarism by developing a culture sympathetic to the rule of law and addressing the systemic issues that these groups seek to exploit. Lawfulness is binding on all, extending across communities, the justice system and statutory agencies. Many of the actions within the plan seek to promote culture of lawfulness across society.

ACTION B4

seeks to provide programmes to build community capacity so that they can move beyond the coercive control and malign influence of groups involved in criminality. As such, Action B4 will **'Support ambitious initiatives aimed at building capacity in communities in transition, including through developing partnership across civil society and across community divisions.'**

OUR AREAS OF FOCUS:

- Antville and Kilwaughter in Larne together with Northland and Castlemara in Carrickfergus
- Brandywell and Creggan in Derry/Londonderry
- Kilcooley (Clandeboyne 2&3 SOA) and Rathgill (Conlig 3 SOA) in North Down
- Drumgask and Kilwilkie in Lurgan
- Lower Falls, Twinbrook, Poleglass, Upper Springfield, Turf Lodge and Ballymurphy in West Belfast
- New Lodge and Greater Ardoyne in North Belfast
- Shankill (upper and lower, including Woodvale) in West Belfast
- The Mount and Ballymacarrett in East Belfast

Between November 2017 and March 2018, the CIT consortium conducted an engagement process in each of the selected eight areas as part of the phase 1 of the project.

The process included a desk-based review of the locality in conjunction with interviews and focus groups with a range of stakeholders in each area, including services providers, community groups, faith-based groups, elected representatives, the business sector, residents and others.

THIS REPORT REFLECTS THE MAIN FINDINGS THAT EMERGED FROM THE FIELDWORK AND THE PROPOSED NEXT STEPS.

The information presented in this document represents the views and suggestions expressed by the participants in Phase 1 of the project. We are conscious that there will be other views and perspectives on the document and the purpose of the publication is to stimulate discussion and promote debate on issues that are of utmost importance to the continuing development of your community. In addition, as stakeholder conversations took place over a limited period of 3-4 months, it was not possible to speak to everyone within the community.

With this in mind, it should be noted that the suggested interventions are therefore not funding commitments but the starting point for continued dialogue on the possible options moving forward.

Outline

The first section of this report presents an outline profile of the area, the headline findings and the relevant context for successful transition in the area. The second part of the reports provides a detailed thematic description of the findings and possible solutions as suggested by various participants. Although each area is unique, seven mutual themes arose as the major issues regarding building community capacity for transition – Community safety and policing; Young people; Health and well-being; Environment and culture; Community development issues; Restorative justice and restorative practices and; Personal transition. The final section presents the next steps in the project and the timeline for their implementation.



Area Profile and Headline Findings

Area Profile of the Shankill

| Deprivation Domains | Shankill Ward: MDM Rank |
|---------------------------------------------|----------------------------|
| Overall Multiple Deprivation Measure | 4 |
| Income | 6 |
| Employment | 11 |
| Health Deprivation and Disability | 5 |
| Education, Skills and Training | 1 |
| Proximity to Services | 580 |
| Living Environment | 26 |
| Crime and Disorder | 27 |

Context for Transition:

Transition to a culture of lawfulness in the Shankill continues to be shaped by:

- Poverty and the challenges of deprivation;
- Limited employment opportunities;
- The Legacy of Conflict and paramilitary feuding;
- Low levels of educational attainment and aspiration; and
- Minimal levels of trust, support and confidence in the police and criminal justice agencies.

"Transition within loyalism is too often seen as the transition of loyalist paramilitaries, which fails to acknowledge all within a community."

"Money is often thrown at problems for 'quick wins', mere sticking plasters that never address systemic issues. People are really sceptical about what difference this (B4) will make as there never seems to be a joined-up, long term approach."

"This continuous deprivation and disadvantage; would not be tolerated anywhere else in Belfast or beyond."

Headline findings arising from Research in the Shankill

1. Many felt that the framing and focus of the B4 programme was negative and judgmental in relation to local communities. There was a perception that 'the Paramilitary Crime Taskforce' was disproportionately focused on loyalist communities. There was a universal dislike of terms such as 'culture of lawfulness' and 'transition' and a feeling that this fed a wider agenda to stigmatise and demonise the area.
2. Paramilitarism was seen as 'something that has always been present,' that is completely embedded within the fabric of the community and which is unlikely to go away.
3. There was no agreed definition or understanding of 'transition'. As a result, the term means different things to different people. For some the focus was on paramilitaries leaving the stage, while for others it was about transforming many aspects of the community.
4. There was a consensus that B4 will only be successful if it is integrated into a wider plan. Many people noted that B4 was the only element of the wider Tackling Paramilitarism programme where there had been direct community engagement. A large number had no understanding of the wider programme, while others struggled to see how the various actions linked together.
5. There is concern about poor or bad funding practice (particularly from government departments) and a fear that this is impeding the transition of the community. The criticism singled out the unwillingness to take political and social risks, bad administrative practice and the tendency to deliver/work within short-term frameworks, which meant that money, was often wasted on programmes with no long-term benefit.
6. The turnover of local police teams is a significant issue for local residents. For many in the community, this culture requires a constant process of building new relationships with officers. The community also believe that the police could do more in relation to tackling drugs (both dealing and usage).
7. There is widespread concern about the wider criminal justice system, especially in relation to dealing with the past.
8. Many young people feel that they are carrying the burden of the 'Troubles' and were concerned about mental health, educational underachievement and the lack of jobs, more so than paramilitarism. As such, 'transition' or notions of 'lawfulness' were rarely raised amongst this group.
9. There was a general perception that the prosperity and growth promised in the Good Friday Agreement has not materialised in the Shankill, and a general cynicism that this will ever happen.
10. It was suggested that whilst community development work appears to be collaborative in many respects, the reality is that groups often operated alone or with preferred partners.

What does this mean for the Executive Action plan

SUCCESS IN THE SHANKILL IS LARGELY DEPENDENT ON

- Joining up B4 with other neighborhood initiatives and strategies emanating from the action plan.
- Support for improved services for children, young people and families is crucial, especially around issues relating to health and wellbeing.
- Better co-operation and partnership working is crucial, especially within community development practice.
- Improved policing with the community, especially in areas of information sharing and communication.
- More opportunities for all within the community to have a say in the issues which affect them; especially as there is a suspicion and skepticism that exists because of perceived failures in previous actions and plans to deliver meaningful benefits.



Themes for transition

Although each area is unique with its own set of circumstances, needs and challenges regarding paramilitarism and associated criminality, seven common themes have arisen out of the fieldwork.

These themes have been used to frame the findings in this next section which are based on the participants opinions and suggestions.

It is important to note that solving the issues raised by the participants will take a multi-faceted and collective response and it is beyond the scope of this project to solve on its own.

Transition will take time and cannot be achieved by communities alone. This project seeks to help build capacity within communities to forge their own pathways towards a peaceful, democratic society where paramilitarism has no place as part of a wider programme. The next section should be read within this context.

Community Safety and Policing

Key issues

There was an underlying sense of concern surrounding aspects of policing and the wider criminal justice system in the Shankill. In the view of many participants, progress in building meaningful and sustainable relationships between local residents and the PSNI had gradually slowed - because of the view that not enough was being done to address criminality. This impacts on public confidence in the organisation and is reflected in levels of engagement and the reporting of crime. There was some criticism of the Paramilitary Crime Taskforce, reflecting a concern that it was concentrating its focus on Loyalist communities and reducing attention on the activities of Republicans.

More generally:

- The local community were keen to build and develop meaningful relationships with the police, but a large number of experiences had been negative which feeds a narrative that 'the police could do much more to address criminality and improve confidence in the system';
- Traditional suspicions, an underlying distrust of policing, and ideological opposition in some areas have enabled armed groups to claim on-going legitimacy and at times exercise coercive control;
- The main local relationships between the police and community remain male dominated;
- There are repeated complaints that the police do not consistently act on local information about criminality in the area which lends support to the view that 'policing with the community' is a PR soundbite;

Despite the criticisms, there was no doubt that the community are committed to the success of policing and are keen to work together with the PSNI to build relationships and improve outcomes for everyone.

Possible solutions

Improving relations of trust, communication and collaboration between the PSNI and the local community can reduce levels of coercive control and influence of paramilitaries.

In the immediate future, the evidence suggests that a transition plan should consider:

- How the local PSCP/Policing Committee can best support community initiatives to develop meaningful and positive working relationships with the PSNI.
- Bespoke mechanisms to support communities to develop knowledge and understanding about the wider criminal justice system; and to manage community expectations of policing.
- A process/tool-kit to ensure that new probationary police officers are aware of the culture and dynamics of the Shankill and what the community can offer in terms of partnership working.
- Increase in neighborhood policing and more visible policing, especially in specific areas and times. Alongside an opportunity for the most vulnerable to articulate how the police can support their needs.
- Specific police responses to local illegal and criminal behavior, especially focusing on drugs.

"There should have been more, not less police to fill the void left in communities after paramilitaries had ceased. They were the ones that were policing the communities for so long, and instead of addressing this, they reduced the numbers of police."

"I believe that there is a process of political policing against Protestants. I have no confidence that the PSNI or other criminal justice agencies will have the best interests of this community at heart."

"The local police tend to have relationships with certain stakeholders or gatekeepers in the community. Others are rarely consulted about key issues and when women are asked into the room, their presence is tokenistic at best."

Young People

"Some young people see their progression into paramilitaries as a rite of passage, as it has become part of our communities, and the political vacuum leaves a space that has been filled by violence before."

"paramilitaries are the last thing on my mind, but I do know that some young fellas have got caught up in it all because they owe money for drugs or whatever else."

"I really feel that we (young people) are carrying the burden of the Troubles. There is so much trauma here, there is real hurt and nothing has been done. I really struggle with it all. It's hard to see so many people relying on prescription drugs or whatever to get them through."

Key findings

It was suggested that young people in vulnerable situations become targets for recruitment, coercive control and influence of paramilitaries.

Discussions with community development workers, faith-based representatives, young people and youth workers focused on issues relating to mental health; drugs; education; employment; life opportunities; peer relationships; sense of identity and inclusion; policing and violence.

Young people often maintained that their culture and identity is under threat and they are unable to express themselves as loyalists without insult, ridicule or restriction. Youth workers claim that this 'sense of oppression' makes young people susceptible to engaging in anti-social behaviour and gangs, which may progress to more organised criminality and paramilitarism.

There was also a suggestion that substance misuse and addiction, is a growing concern for young people. In fact, it was suggested that this impacted negatively on young people's mental health, and often brought them to the attention of criminal elements within the community.

Possible solutions

Increased resilience of those vulnerable to paramilitaries can reduce levels of coercive control and influence.

Moving forward the evidence suggests that a transition plan should include:

- A series of youth programmes across multiple age groups designed to encourage an inter-generational culture of lawfulness and supporting existing youth and schools provision.
- Targeted programmes and interventions for 'vulnerable' young people linked with 'restorative programmes and youth justice'.
- Expansion of existing youth delivery partnerships, with an emphasis on promoting and supporting volunteering opportunities, employability and educational visits.
- Specific programmes focusing on police – youth relationships that are connected to the Shankill.

Health and Well-being

Key findings

Poor mental and physical health, substance and drug abuse are perceived as symptoms of the conflict, 'The Feud' and the continued presence of paramilitarism and criminality.

The discussions focused on poor mental health, suicide, addiction and substance/drug abuse, and the legacy of the Troubles. Given that this broad theme was an area of mutual concern for all, it was widely agreed that any immediate interventions relating to mental and physical health and well-being, would be welcomed in the Shankill area. On numerous occasions, it was suggested that closure of FASA had left significant gaps in service provision, which has not been replaced. For many, this reaffirmed that the needs of Shankill were not being met by policy makers and health officials.

"The Shankill has been battered relentlessly.

From the exodus of people and the loss of jobs, to the Troubles, then the feud which devastated this community from the inside out. No wonder there is so much trauma and ill-health."

"It's so hard for people, the young ones in particular to get the help they need straight away. A crisis is a crisis and waiting on an appointment for weeks, for mental health professionals is simply not working for people."

"Prosperity and success means that all members of the community should be able to take part in their community and have ability to do that."

"I think that loyalists see legacy and 'victimhood' as Republican agendas.

There is an unwillingness to shout about the suffering here, and there is entrenched trauma."

Possible solutions

Improved support for those coping with mental health, drug and substance abuse issues can reduce levels of coercive control and influence.

Moving forward the evidence suggests that a transition plan should include:

- Programmes to address issues, which contribute to recruitment, victimisation and intimidation aimed specifically at drug misuse, addiction and substance abuse.
- Promotion of inter-statutory coordination on working with vulnerable individuals to increase awareness of available support and services around mental health, substance misuse and addiction.

Environment and culture

Key findings

The local environment is perceived to be dominated by images, symbols and structures of the conflict, coupled with a lack of pride in one's identity.

The overwhelming majority of participants argued that the community (physically, psychologically and emotionally) had failed to experience significant transformation during the peace and political processes – although many acknowledged that the Loyalist feuds had also impacted progress.

For others, transformation was generally viewed through a lens of redevelopment and regeneration. Whilst some were concerned about the potential gentrification of the area, the majority argued that any physical transformations to the local environment would provide a renewed sense of optimism around government's commitment to the process.

It was also suggested that the focus should be on instilling community pride and presenting the positive elements of the Shankill, given that it is constantly demonised and stigmatised. However, there was also recognition that the area is very territorial and defined as being associated with particular organisations or groups.

Possible solutions

There is a need to create an environment promoting a positive sense of identity, regeneration and civic participation.

Moving forward the evidence suggests that a transition plan should include:

- Improve the physical environment and increase a sense of pride and identity in the area.
- Support for interventions which encourage active citizenship and pride in the community.
- Programmes to advocate for efforts to promote local economic, development and private investment in the community.

"This place has been left to decay. The shops are crumbling, there's more vacant sites than anything and the place looks like the land that time forgot."

"The feud was almost like a civil war within a few square miles here. It was so traumatic for so many families and their children. The impact is still here today."

"The majority of children in our schools are entitled to free school meals, they are often the kids with the most complex needs and the kids with little hope or aspiration for their futures, and all that brings needs to be broken – now."

"I realise that many see the parades and bonfires as contentious, but that's not what it's about. It is about me celebrating my culture. There is a lot of work to be done to make these things more welcoming and safer, but there has been progress."

Community Development Issues

Key finding

The lack of comprehensive and coordinated community development initiatives, has allowed paramilitaries to exert coercive control and influence.

There is a significant amount of community development work and practice within the Shankill, especially when compared to some of the other B4 areas i.e. Greater Shankill Partnership. Furthermore, this work is extremely well structured and organised with a number of groups operating in the area for the last decade or more. However, this well-developed community infrastructure does not always equate to partnership or collaboration between individuals, organisations and groups on less macro issues. Furthermore, the fact that there are distinctive constituencies within the area means that particular groups are more comfortable operating within their own environments. It is also important to recognise that much of the relationship building, networking and communication between the PSNI and other service providers is done through community development organisations and their staff (more so than through more formal mechanisms such as the local DPCSP and policing committees). Yet, it should be noted that this approach caused some to suggest that people/organisations act as gatekeepers and therefore restrict the flow of information, the opportunity to engage and ultimately influence the decision-making processes.

Possible solutions

Building and enhancing community capacity and promoting more comprehensive development work with increased coordination and collaboration can reduce coercive control and influence.

Moving forward the evidence suggests that a transition plan should include:

- A designed community dialogue and engagement process which encourages inclusive participation and engagement around key community themes such as culture of lawfulness, transition and the end of paramilitarism, and includes advice and design of projects and ideas.
- Increased support for community development to ensure better and consistent standards and increased ability to liaise directly with statutory organisations.
- Encourage individuals who have no current involvement in any illegal activity to participate in community development and activities and prevent the demonization and stigmatisation on the basis of unproven or unfounded allegations.
- Leadership and Development programmes to ensure the participation of women in the governance of community organisations.

"There are so many innovative and creative approaches to community development in this area, but we are very poor at highlighting this great work and sharing the learning."

"Many organisations should ask themselves 'why they exist,' for too long there has been a chronic case of mission drift and chasing funding in the Shankill."

"We have a history of creating a group or programme to fit an issue, just for that group to survive. Instead we should look at what skills we have and collectively, how can we achieve a common outlook for this place. I don't think we use community development to reach some form of common vision."

"Every human need is basically catered for within the community development field and yet the Shankill remains the most deprived ward in Northern Ireland."

Restorative justice and restorative practices

Key findings

Interviewees viewed some aspects of restorative justice and practice initiatives work as mainly constituency specific, which has implications for reach and remit.

Stakeholders consistently expressed the view that restorative justice had created an important additional service at the local level, particularly in terms of the practical support for victims of crime and anti-social behaviour. In fact, there was a perception that restorative justice engages the most 'hard to reach' in prevention and intervention programmes, particularly vulnerable young people and their families.

There was also an acknowledgement of how much the work and practice had developed over the last decade and was seen as a key influencer in supporting young people in the community.

Many argued that further resourcing of restorative practices had the potential to build relationships between the community and criminal justice system in a positive context and improve the lives of young people (particularly in relation to education, employment and community safety).

"Many victims within the Shankill continue to use the informal justice system and it is imperative that their needs are met through an alternative community mechanism to support transformational change."

"In terms of promoting a culture of lawfulness, this needs to start with young people at an early stage, in order to shape their thinking about their role within the community."

"Restorative justice has a strong history in this community. It has made a real difference to families. The difficulty is around issues with accreditation, some organisations, not just based here cannot get because there is no justice minister."

Possible solutions

Further resourcing of restorative justice and practices initiatives has the potential to improve relationships between the community and the criminal justice system.

Moving forward the evidence suggests that a transition plan should include:

- Building on the success around existing 'restorative' work in local primary and post-primary schools, youth clubs, community forums and community development.
- support existing groups engaged in promoting a culture of lawfulness through their outreach work, engagement in schools, and partnerships with the criminal justice system.
- Raising and maintaining standards in relation to community restorative justice should be tackled at a regional as well as local level, to ensure consistency and support in the most difficult areas.
- Increased support for existing and developing community-based Restorative Justice Programmes including professional development, to ensure better and consistent standards, full accreditation and integration with other justice services.

Personal Transition

Key findings

Ex-prisoners/ combatants continue face various social and economic barriers preventing them to fully reintegrate into society.

This is a very complex and emotive topic and one that goes to the very heart of the concepts of transition and lawfulness. In 2018 the culture of both media and community, suggests that rumour and innuendo continue to influence perceptions about individuals and organisations and their alleged role in illegal organisations.

Across all B4 areas, we were consistently told that the ‘dogs in the street’ are aware of information that was not formally acknowledged, that ‘everybody knows who is involved with paramilitarism’ or that ‘people wear one hat during the day and another at night’. This constantly leads back to the question – who is right and who is wrong?

This approach both traps people in a past that is no longer relevant or current, AND creates suspicion for organisations and groups, which prevents them contributing to community life. To that end, “people should be allowed to have a past and equally, they should be allowed to have a future.”

Ex-prisoner/former combatants continue to face various social and economic barriers preventing them to fully reintegrate society with consistent high levels of long term unemployment; implicit or explicit discrimination; difficulties accessing finance for self-employment and insurance or mortgage facilities; inability to access compensation when they are victims of attacks on their person or their property; exclusions relating to international travel; exclusion from adopting children, etc.

Therefore, those previously associated/affiliated to paramilitary groups and other scheduled activity, should be supported in their efforts to transition and to assume full and undifferentiated membership of community organisations; if they are committed to a culture of lawfulness.

Possible solutions

A need to provide support and legitimate alternatives to allow ex-prisoners/combatants to reintegrate into society and to move away from any affiliation to a group.

Moving forward the evidence suggests that a transition plan should include:

- Training and employment support services for those with a conviction for a scheduled offence should be reviewed, and if necessary enhanced, to ensure that they are fit the purpose and support transition to lawful employment.
- A programme of leadership training for community organisations and ex-prisoners/combatants around models of community development and leadership.
- Any person convicted of a scheduled offence in connection with the affairs of Northern Ireland should be eligible to ask the PSNI for formal confirmation that they have no current involvement with criminal activity or issues of a security concern for 3 years or more. Formal confirmation should allow them to participate without hindrance in the affairs of any community organisation on the basis of full and equal membership, including employment. This includes the receipt of public money by organisations in which they are employed. It is important to provide support for those who want to transition.



What next for the Project

Next Steps

The Executive's Action Plan on Tackling Paramilitary Activity, Criminality and Organised Crime sets out a range of actions which will work towards an end to all forms of paramilitary activity, the use of peaceful and democratic means and the rule of law in all communities.

This is a challenge for society as a whole and we all have a part to play. Delivery of the Executive Action Plan presents a unique opportunity for new partnerships to develop both across Government and with the community sector. Through the Communities in Transition project, we want to support areas that are significantly impacted by paramilitarism and criminal activity and build capacity amongst the people who live there and the community organisations that are working extremely hard to make a difference to their neighbourhoods.

The scope of the Communities in Transition Project is to build the capacity of these communities through specific, practical interventions to enable them to affect positive change for themselves, break the grip of coercive control and transition away from paramilitary activity.

Tackling Paramilitary Programme Outcomes:

- Paramilitarism has no place
- Citizens and communities feel safe and confident
- The public support and have increasing confidence in the justice system
- Support is available for those who wish to move away from paramilitary activity and structures

The Project will work with those local communities to put in place interventions to develop capacity and confidence through:

- building capacity to address underlying social issues and achieve improved outcomes for all;
- building capacity to transition in neighbourhoods and places and for groups of people that make up local communities;
- building capacity to proactively move towards a culture of lawfulness; and
- building capacity to become open, accessible and lawful communities.

The area-based approach being taken forward in this project enables activities to be tailored to take consideration of local contexts and for them to be designed and delivered in a way which empowers and supports citizens to continue to deliver change in their communities beyond the lifetime of the project.

Underpinning Principles:

- **Empowerment:** Empower and support citizens and communities to address the problems they face.
- **Sustainability:** Embedding capacity within communities so that change can be continued beyond the lifetime of this programme.
- **Collaboration:** Working together within communities and between communities and statutory agencies.
- **Lawfulness:** Commitment to the use of peaceful and democratic means and upholding the rule of law across all communities.
- **Inclusivity, Fairness, transparency, impartiality and democratic accountability**

Next Steps – In Your Community

PARTICIPATORY DESIGN

We would like to thank everyone who was involved during the first phase of this programme, and we look forward to continuing the collaborative work achieved up until now and extending the range of voices involved in the process.

Over the next few months we will bring together individuals from the Shankill who want to see an end to paramilitarism and are willing to act to make change happen. We will work together to define priorities, activities and outcomes that will form the basis of commissioned activity in the Shankill. The activities will add value to existing provision and develop the capacity and resilience of individuals and of the local community to address issues connected with paramilitarism and organised crime. This will mean both building capacity to proactively move towards a culture of lawfulness and to address the underlying systemic issues which are exploited by paramilitary and organised criminal gangs.

ACTIONS TO SUPPORT THE PARTICIPATORY DESIGN PROCESS

As part of the participatory design process and to help inform design discussions in this phase, there will be a number of supporting activities happening within your area:

- **Health and Well-being Dialogue Activities**
Community led events to promote dialogue and increase awareness of available support and services around mental health, substance misuse and addiction.
- **Community Learning and Safety Dialogue Activities**
Community led events to increase knowledge and understanding of the justice system and the responsibilities of the different agencies within the system.

This document is the result of a community engagement process commissioned by TEO from the Communities in transition consortium: Co-operation Ireland in partnership with the Mitchell Institute (QUB), INCORE (Ulster University) and the Institute for Conflict Research (ICR)

