

The MECA Project Report



An audit of **Minority Ethnic Communities** and **Migrant Workers**
in the North Down Borough, Ards Borough and Down District Council Areas

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A project funded and supported by Peace III programme managed by Special EU Programmes Body and delivered by North Down, Ards & Down Peace III Partnership





Executive Summary

The Minority Ethnic Community Audit of the North Down, Ards and Down Council areas, is a project supported by the EU's PEACE III Program, managed by the special EU Program's body (SEUPB) and delivered by the North Down, Ards & Down PEACE III Partnership.

The aim of the research was:

“to provide a quantitative audit of the number and location of migrant workers and people from ethnic minority groups, living in the North Down Borough Council, Ards Borough Council and Down District Council areas. The research assignment was also to ascertain the levels of economic activity, the issues in terms of access to services and levels of sectarianism and racism experienced by the black minority ethnic (BME) communities in each area”.

The rationale for the research was to address the need for a comprehensive audit across the three Council areas. It was recognised that while some mapping exercises had been undertaken in Ards and Down, in order to develop targeted and effective Good Relations strategies and action plans, a comprehensive baseline was needed. The final report provides the MECA partnership with a solid research base in terms of further work with BME and migrant workers in each area based on identified need.

The research has been undertaken at a time when the context both in terms of demographic trends in Northern Ireland and policy development in relation to cohesion and integration are evolving and changing.

A range of research methods were used to analyse the numbers and locations of migrant workers and people from ethnic minority communities in each area. The research methods included analysis of Government statistics, questionnaires, semi-structured interviews and focus group meetings. The findings from the research were analysed against good practice and emerging Government policy and strategies on Good Relations and Social Cohesion.

The statistical research is based on the data that is currently available to track the number of people who are living and working in Northern Ireland and across the three Council areas. The researchers acknowledge that available statistics do give an overview of the trends in terms of numbers and nationalities migrating in and out of each Council area. However the researchers also acknowledge that the statistics do not paint a full picture in terms of people who may be living in each of the areas who do not show up in any of the records. The research focused on the BME communities living and or working in each of the areas based on data available as at 2010. The main findings from the statistical reports are as follows:

- There were about 1600 people from the traditional BME communities in the three Councils areas;
- Migrant Worker registration numbers and National Insurance number applications and registrations were declining;
- BME and Migrant Worker children were present in the majority of schools across the three Councils.

Drivers for change in terms of European Directives, legislation at National level has influenced the development and implementation of policy in relation to promoting racial equality and eliminating discrimination at a local level. While it is acknowledged that progress has been achieved in addressing racism, sectarianism and intolerance at a local level it is also stated in the Programme for Government 2008-2011 that these problems are still all too evident in our society today.

In producing this report the researchers took the opportunity to examine the key issues affecting black and minority ethnic people and migrant workers in the three Council areas. The statistical analysis was supported through the qualitative research findings in demonstrating that although the numbers of new BME people and migrant workers arriving in Northern Ireland are declining, a large number have remained. However, the numbers are not significant across the three Council areas when compared to areas such as

Belfast, Dungannon or Newry although the issues and experiences of the minority ethnic communities are similar.

This report addresses issues faced by minority ethnic communities in key areas including: employment, housing, health and education. The recommendations arising from the research are as follows:

That further targeted research on: employment patterns and practices is undertaken in each of the three Council areas which targeted specifically at the retail sector, the catering and restaurant sector, care homes and the food processing industry. Opportunities should also be identified to disseminate good practices developed regionally and across Northern Ireland.

Further research in relation to access to training, and the type of training available, needs to be undertaken. There also appears to be an issue in terms of access to the training and advice available, to those wishing to set up their own business.

That Councils lobby Central Government on the need for clarification on equivalences in terms of qualifications for migrant workers.

A number of concerning issues were identified in relation to access to Housing. Information and advice in the form of the Code of Practice on Race and Accommodation must be issued by the Equality Commission and proactively disseminated to estate agents, private landlords and other housing providers. Councils should lobby the Minister on the issue of the Code.

Further research should be conducted into how foreign nationals and migrant workers access the private rented sector, to ensure proper regulation and to minimise potential for exploitation.

There is a need for a more joined up approach to challenging racism by educating children, parents, teachers and communities. Good practices identified in terms of promoting citizenship and civic leadership in some schools should be disseminated across the region.

Opportunities should be identified for more joined up working between the statutory agencies and community sector, and good practices such as those implemented by the YMCA and SEELB used as exemplars.

Opportunities should be identified for young people and communities to develop projects that would be eligible for future funding under the Programme for Sharing Cohesion and Integration (CSI).

There are clearly issues in terms of sectarianism and racism that need to be addressed across the three Council areas. Two Councils (Ards and Down) are further ahead in their approach to mainstreaming and promoting Good Relations. The three Councils in the PEACE III cluster area should explore disseminating and sharing good practice and approaches to mainstreaming Good Relations.

The joined up approach that has been adopted in Down and Ards between the Health Trust and the other statutory agencies be developed in North Down.

That some of the proactive approaches to training staff in cultural diversity training implemented in the Health Trust be shared across the statutory agencies.

That further research is undertaken into the problems experienced by a number of people from minority ethnic communities in accessing local GP services.

At the strategic level Councils could adopt a more joined up approach through working with other Councils. This would include working with Councils inside and outside the PEACE III cluster area, and with other public bodies, in order to learn from best practice and achieve economies of scale where possible.

It was established through the research that racist and sectarian incidents were occurring in each of the areas. The most common incidents reported were attacks on property and verbal abuse mainly from young people. This is an issue where Councils could become more proactively involved in

working with local communities to promote civic leadership, mutual respect and understanding.

- That the MECA partners explore the development of internet one stop shops similar to the Belfast City Council model to address the gaps in access to information identified through the research.
- That the Councils ensure that when they are issuing information on access to services for ethnic minority communities they include information on setting up your own business and on how to access benefits.
- A number of issues have been identified where the needs of the minority ethnic communities could benefit from advocacy workers who would work on their behalf. This is a service that could be developed in collaboration with a range of other Councils and the community and voluntary sector.
- The Councils in the MECA partnership could learn from the good practice developed in the Ballywalter area where it is clear that minority ethnic communities can suffer from isolation and problems in integrating with the local community.

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1.0 Introduction

- 1.1 The report was commissioned by North Down Borough Council (the lead agency) in the Minority Ethnic Community Audit (MECA) partnership, which also includes Ards Borough Council/ Ards Intercultural Forum, the East Down Rural Community Network (EDRCN) and Down Diversity in Action Forum. The Project has been supported by the EU's PEACE III Program managed by the special EU Program's body (SEUPB) and delivered by the North Down, Ards & Down PEACE III Partnership.

Research Aim

- 1.2 The principle research aim was as follows: "to provide a quantitative audit of the number and location of migrant workers and people from ethnic minority groups, living in the North Down Borough, Ards Borough and Down District areas. The research assignment was also to ascertain the levels of economic activity, the issues in terms of access to services and levels of sectarianism and racism experienced by the Black Minority Ethnic (BME) groups in each area".
- 1.3 The final report was to provide the MECA partnership with a solid research base in terms of further work with the BME groups and migrant workers in each area that would address identified needs.
- 1.4 The research assignment is set against a changing community in Northern Ireland and a growing set of challenges for the public sector, employers and the community itself.

The Research Objectives

- 1.5 The research objectives agreed for this assignment were as follows:
- To use the existing statistical records and secondary research data to map the numbers, locations and trends in terms of people from BME communities living in North Down, Ards and Down council areas;
 - Through primary research such as semi-structured interviews, questionnaires with activists working in this area, statutory agencies and employers to obtain a more detailed and accurate picture of the issues in terms of service provision, employment trends, sectarianism and racism in the cluster area.
 - To conduct focus group meetings with representatives from the BME communities and people working in this area, to test out and validate the research findings, obtained through primary and secondary research.
 - To present robust research findings in terms of: the number and nature of the migrant workers and minority ethnic groups in the cluster area; the issues they face and needs they have in terms of employment, race hate crime, access to services and relations with local communities in each council area.
 - To benchmark the research findings in the cluster in terms of each council area. Good practice that has been developed elsewhere, the policy framework for Good Relations, addressing social inclusion and local citizenship in Northern Ireland.

- To make recommendations on how the needs identified could best be met either on an individual Council basis or through collaborative working.

The Scope of the Research

- 1.6 The desk research is based on the data that is currently available to track the number of people who are living and working in Northern Ireland and across the three council areas. The researchers acknowledge, that, while the available statistics do give an overview of the trends in terms of numbers and nationalities migrating in and out of each council area, they do not paint a full picture in terms of people who may be living in each of the areas, but who do not show up in any of the statistics. The research focussed on the BME communities living and or working in each of the areas as in 2010.
- 1.7 In addition to gaining a snap shot of the numbers and nationalities of the BME and migrant workers in each of the areas, the researchers also gathered information on the experiences the BME communities had of living in Northern Ireland. Responses on access to services, economic activity and experiences of racism and sectarianism were tested. Consideration was also given to the emerging good practice in this area. The research findings have been used to develop a number of recommendations to take forward initiatives for migrant workers and BME groups based on identified needs.

The Methodology

- 1.8 The audit of the numbers of people from BME communities living and working in Northern Ireland and in the three Council areas

was followed up with questionnaires, semi-structured interviews and focus group meetings. The findings from the research were also analysed against good practice in this area and emerging Government policy and strategies on Good Relations and Social Cohesion.

- 1.9 Some difficulties were experienced in relation to the research methods used, such as low response rate to the questionnaires from employers and landlords. Moreover, even after follow-up phone calls were made it did not generate a better response rate. Problems were also experienced in organising focus group meetings in the Down District Council area, where despite repeated calls and emails, it did not generate the same response from the BME groups as in the other two Council areas. However it was possible to gain co-operation from a number of individuals from ethnic minority communities to the focus group questions.

Background: The Changing Demographics in Northern Ireland

- 1.10 Between 2001 and 2004 the population of Northern Ireland grew by around 7,000 people or 0.4% each year. This increase was due to natural change (more births than deaths) with only small changes in the size of the population due to net migration and this was concentrated in specific areas in the mid Ulster area. Over the following three years, from 2004 to 2007, annual increases in population doubled. Between 2004 and 2008, the population was estimated to have increased by 0.8% to 1% per year (NISRA 2009). The recent growth was primarily due to European Union expansion and the subsequent increase in migration of foreign nationals (migrant workers) into Northern Ireland.

- 1.11 The above changes were in addition to small but well established BME communities, made up mainly of Chinese, Indian, Pakistani, Jewish families and in some areas such as Ards an Italian community. The Traveller population in Northern Ireland remained at a steady level of about 1600 to 1700 individuals (Housing Executive, 2009).
- 1.12 The impact of migration and numbers of BME communities and migrant workers moving into the three Council areas in this study, was less evident over the period cited above, but nevertheless was still notable. Across Northern Ireland the challenges of population change were felt in housing, health care and education. Local communities were faced with new neighbours and in some instances in large numbers, many of whom did not speak English, nor did they understand local cultures and or traditions.
- 1.13 In the three Council areas of North Down, Ards and Down, as in the rest of Northern Ireland, employment is a central feature of the population change. People were coming to Northern Ireland because of the pull of employment. For many the experience has been a beneficial one and for some not so. Migrant workers, foreign nationals and employers alike have found the bureaucracy associated with working a burden, yet it is essential in many situations to gaining a level of rights to access local public services. BME families, migrant workers and other foreign nationals are also experiencing the effects of the recession.
- 1.14 Even though the overall experiences of many BME and migrant worker families in Northern Ireland have been found to be positive, some have been the target of racial harassment, abuse and violence. Myths have arisen that “these people” are taking our jobs and houses leading to new forms of racism (Animate, 2005) and unfounded negative attitudes arising.
- 1.15 This report considers these issues within the context of the three Council areas and highlights some of the key issues which are of particular relevance. The initial chapters of the report consider the methodology, the background and the statistical evidence available. The second part will look at the findings from the research and make recommendations aimed at addressing the issues highlighted in the report.

2.0 The Key Policy Drivers

- 2.1 Over the last forty years a range of measures have been taken at European, national and local level to target racial discrimination, to promote racial equality and to ensure the Human Rights of migrant workers and people from minority ethnic communities are protected. Within this section of the report we have summarised some of the main developments and drivers for change in terms of European Directives, national and local polices and legislation.

Race Relations (Northern Ireland) Order 1997

- 2.2 The Race Relations Order made it unlawful to discriminate, either directly or indirectly on racial grounds in the areas of employment and training; education; the provision of goods, facilities or services; the disposal and management of premises and advertisements. It also placed a statutory duty on Councils to make appropriate arrangements with a view to ensuring that various functions are carried out with due regard to the need:
- To eliminate unlawful racial discrimination; and
 - To promote equality of opportunity, and good relations, between persons of different racial groups. (Source: A Racial Equality Strategy for Northern Ireland 2005-10 OFM/DFM)

United Nations Convention on the Elimination of Race Discrimination 1960

- 2.3 In 1960, the United Nations (UN) General Assembly adopted a resolution condemning “all manifestations and practices of racial, religious and national hatred” as violations of the UN Charter and Universal Declaration of Human Rights and calling on the

governments of all states to “take all necessary measures to prevent all manifestations of racial, religious and national hatred”.

The Convention had a significant impact on national legislation, with many states adopting legislation outlawing racial discrimination by the state, in the workplace, or in the provision of services such as housing and education.

The European Union Racial Equality Directive 2000

- 2.4 The Racial Equality Directive is the main piece of European Union (EU) legislation combating racial or ethnic discrimination. It emphasises that individuals should receive no less favourable treatment regardless their racial or ethnic characteristics.
- 2.5 The Directive prohibits discrimination in the areas of employment, education, social protection including social security and healthcare, and access to the supply of goods and services, including housing.
- 2.6 The Racial Equality Directive sets minimum standards for EU Member States to combat discrimination and, in many Member States it was innovative in five key respects.

The directive required the creation of Equality Bodies and specialised judicial or administrative procedures to promote equal treatment in each Member State where they did not previously exist (Article 13).

It stipulated that Member States should ensure that associations or other legal entities have the possibility of engaging in such procedures in support or on behalf of individual victims.

It reversed the burden of proof, requiring only that the complainant bring forward facts “from which it may be presumed that discrimination has occurred”, thus requiring the defendant to prove that the principle of equal treatment has not been breached.

The directive also gave clear definitions as to what constituted the denial of equal treatment, and carefully defined direct discrimination, indirect discrimination and harassment (Article 13).

Direct discrimination is defined as where “one person is treated less favourably than another is, has been, or would be in a comparable situation on grounds of racial or ethnic origin”.

Indirect discrimination is defined as occurring where “an apparently neutral provision, criterion or practice would put persons of a racial or ethnic origin at a particular disadvantage compared with other persons, unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary”.

Harassment is defined as “unwanted conduct related to racial or ethnic origin with the purpose or the effect of violating the dignity of a person and of creating an intimidating, hostile, degrading, humiliating or offensive environment”.

The directive also instructs Member States to promote social dialogue between the two sides of industry with a view to fostering equal treatment in the workplace.

European Convention on Human Rights 2000

- 2.7 Under the Human Rights Act 1998 (which came into effect in 2000) it is unlawful for public authorities in Northern Ireland to act in any way that is incompatible with a person’s human rights under the European Convention on Human Rights (ECHR). Where any public authority acts in a manner that is incompatible with the European Convention on Human Rights service users can seek remedy in a UK court or tribunal.
- 2.8 The ECHR does not directly address the issue of migrant workers, but it does guarantee certain fundamental rights such as: due process of law; protection from inhumane and degrading treatment; the right to privacy and family life and to discrimination on the grounds of race and gender in the enjoyment of these basic rights.
- 2.9 Over the last number of years the Northern Ireland Council for Ethnic Minorities (NICEM) and the Human Rights Commission (HRC) in Northern Ireland have been advocating for enhanced protections for minority ethnic communities, migrant workers, asylum seekers through a Bill of Rights for Northern Ireland.
- 2.10 It is proposed that the Bill of Rights would ensure more robust implementation rights for all sections of the community in Northern Ireland including the most vulnerable and marginalised. Concerns have been raised by both NICEM and the HRC about how the rights of people from ethnic communities may be affected as a result of the economic downturn in Northern Ireland and the ongoing prejudices and misconceptions held by certain sections of the indigenous population.

The Belfast Agreement and Section 75 of the Northern Ireland Act (1998)

2.11 Central to the Good Friday Agreement was the acknowledgement of the need to address the inequalities that still existed in society in Northern Ireland and to take a more proactive and comprehensive approach to promoting equality across all sections of the community. The Agreement recognised “the right to equal opportunity in all social and economic activity, regardless of class, creed, disability, gender or ethnicity.” The Government’s Priorities and Budget 2005 – 2008 made it clear that the Government would “put in place co-ordinated actions to tackle racism and racial inequalities.

The Programme for Government 2008-2011

2.12 The overarching aim in the Programme for Government is to build a peaceful, fair and prosperous society in Northern Ireland with respect for the rule of law and where everyone can enjoy a better quality of life in the years to come. It is also recognised in the Programme for Government that equality is an important issue for the Executive and for society. Moreover, it is stated the inequalities exist and that we must strive to eliminate all forms of inequality. Under the priority on Tolerance Inclusion Health and Well-being it is stated that while progress has been made in terms of racism and sectarianism it is important that a better future is created based on tolerance and respect for cultural diversity.

Section 75 of the Northern Ireland Act (1998)

2.13 The Section 75 legislation was developed out of the Good Friday Agreement and requires public authorities (including appropriate UK departments operating in Northern Ireland and district Councils) “in carrying out their functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity” between persons of different racial group and to “have regard to the desirability of promoting good relations between persons of different racial group”.

A Shared Future, OFM/DFM, 2005

2.14 At the time of writing this report, A Shared Future and the Race Equality Strategy were both coming under review. The aim of these strategies was to eliminate racism and sectarianism. In A Shared Future it is acknowledged that Northern Ireland is no longer a bipolar society, but that it is enriched by its increasing cultural diversity. It outlines “how the practical steps and actions, based on common fundamental principles, can be co-ordinated across Government and throughout civic society to ensure an effective and coherent response to sectarian and racial intimidation with the aim of building relationships rooted in mutual recognition and trust”. The policies and mechanisms, put in place to implement the Good Relations Policy and Strategic Framework are not just about sectarianism and apply equally to tackling racism and promoting good race relations.

The Racial Equality Strategy for Northern Ireland 2005 – 2010

- 2.15 This strategy was developed as a result of consultation with affected communities and individuals. The strategy is based on past initiatives and legislation and also takes into account developments in International Law. The strategy sets out six strategic aims Government intends to pursue in order to eradicate racism and to tackle racial inequalities.

The strategy recommends a vision of society in which racial diversity is supported, understood, valued and respected, where racism in any form is not tolerated and where we live together as a society and enjoy equality of opportunity and equal protection.

The aims are as follows:

Elimination of Racial Inequality

To eliminate racism, racial inequality and unlawful racial discrimination and promote equality of opportunity in all aspects of life, including public life, for people of different ethnic backgrounds in Northern Ireland.

Equal Protection

To combat racism and provide effective protection and redress against racism and racist crime

Equality of Service Provision

To ensure equality of opportunity for minority ethnic people in accessing and benefiting from all public services

Participation

To increase participation and a sense of “belonging” of people from minority ethnic backgrounds in public, political, economic, social and cultural life

Dialogue

To promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms

Capacity Building

To build capacity within minority ethnic communities to develop a vibrant and sustainable minority ethnic sector at both local and regional level and to help minority ethnic people to fulfil the Government’s aim of a shared future for Northern Ireland.

The Strategy emphasises that in order to achieve the six shared aims will require, engaging, and working in partnership with, individuals, communities and organisations across society. The Strategy acknowledges and seeks to build on the efforts of many individuals and organisations who are working in their neighbourhoods, places of worship and work places to tackle racism.

This is a strategy for all sections of society in Northern Ireland and a key focus of the strategy it is about getting much better at identifying and responding to the specific needs of different people and different communities and ensuring that everyone in Northern Ireland is accorded her or his human rights.

The Strategy on Cohesion Sharing and Integration 2010

- 2.16 The Strategy on Cohesion Sharing and Integration(CSI) document was out for consultation at the time of writing this report. The CSI Strategy has been developed by the Executive to replace A Shared Future. It is intended that the Strategy will be implemented in tandem with the updated Race Equality Strategy and will provide a co-ordinated framework for all aspects of delivery. The Strategy extends the number of Section 75 categories that will fall within the Good Relations remit and aims to enhance the role of the local community in addressing cohesion and integration on the ground. The Strategy also enhances the role of elected representatives and local authorities in demonstrating a leadership role in this regard.
- 2.17 In order to support the commitment to building a cohesive, shared and integrated community Government has indicated it will provide £1.1 million in 2010/11 through the Minority Ethnic Development Fund to groups on the ground.
- 2.18 The CSI strategy comments on the important role of the migrant workers play in our society in Northern Ireland and complements those organisations that have developed guides on the rights of migrant workers and translation services for migrant workers. Reference is made within the Strategy document to the Migrant Workers Unit established in the Department for Employment and Learning to co-ordinate the needs of migrant workers and to the Strategy and Action Plan produced in relation to migrant workers.
- 2.19 The CSI strategy also makes reference to the fact that immigration is not a transferred matter and that responsibility for policy issues in this regard still reside with Westminster.

The Review of Public Administration

- 2.20 Preparatory work in relation to the Review of Public Administration (RPA) had been ongoing over the number of years. At the time of writing this report the original timetable for the RPA had been put on hold. However, a number of the research and discussion papers in relation to the RPA have identified an enhanced role for local authorities in promoting equality, diversity and Good Relations at local level and in adopting an enhanced civic leadership role. The Executive has indicated that while the original timetable for RPA has been put on hold they still wish to see a programme of reform implemented across local government.
- 2.21 Changes currently being implemented across the councils include; identifying opportunities for improvement collaboration and efficiency; new models of service delivery including the involvement of the community sector in delivery of services. Legislation is also to be introduced which will bring about the rationalisation of the Community Safety Partnerships and District Policing Boards based on a Community Planning model.

The Coalition Manifesto on Equality and Immigration

- 2.22 The Coalition Government has stated that it believes that immigration has enriched our culture and strengthened the economy, but that it must be controlled so that people have confidence in the system. Therefore it is recognised that in order to ensure cohesion and protect public services it is necessary to introduce a cap on immigration and to reduce the number of non-EU immigrants.

2.23 The following actions have been listed by the Coalition Government in relation to Equality and Immigration:

- That they will promote community relations and opportunities for Black, Asian and Minority Ethnic Communities and will provide internships for under-represented minorities in every Whitehall department and fund a national enterprise mentoring scheme for Black Asian and Minority Ethnic Communities who want to start a business.
- The Government will stop the deportation of asylum seekers who have had to leave particular countries because of their sexual orientation or gender identity puts them at proven risk of imprisonment, torture or execution.
- An annual limit will be introduced in relation to the number of non-EU migrants admitted to the EU to live and work.
- The Government will end the detention of children for immigration purposes.
- A dedicated Border Police Force will be created as part of the Refocused Services Organised Crime Agency
- Support will be provided to E-Borders and exit checks will be re-introduced
- Transitional controls will be introduced to all new EU member states
- New measures will be introduced to minimise the abuse of the immigration system for example via. Student routes and will tackle human trafficking as a priority.
- New ways will be identified to improve the current asylum system and to speed up processing applications.

2.24 The drivers for change at European and National level have influenced the development and implementation of policy in relation to promoting racial equality and to eliminating discrimination at a local level. The changes in demographics in society Northern Ireland have however lagged behind the rest of the UK and Ireland. Levels of migration flows into Northern Ireland peaked in the mid 1990's and are now showing signs of decline.

2.25 While a range of positive initiatives have been taken by the statutory agencies, the community and voluntary sector, trades unions and employers to address issues of racial equality there are still certain situations where inequalities and ignorance are militating against the development of a fully inclusive and cohesive society in Northern Ireland. In this report we seek to build a comprehensive picture of the migrant workers and people from ethnic minority communities living and working in the three council areas and of the issues that still need to be addressed to eradicate discrimination and to improve their quality of life.

Good Practice Examples Developed in Other Areas

2.26 There are a vast range of examples of how the statutory sector, local community and voluntary sector groups have worked together to meet the challenges of the more diverse population and to maximise the benefits of greater diversity in their areas. In this section we have set a number of examples of interventions and initiatives at strategic, regional and local levels.

Example 1: Migrant workers Strategy and Local Area Agreements (LAA's) Fens Rural Delivery Pathfinder project

- 2.27 Cambridgeshire County Council and Norfolk County Council two upper-tier Councils covering the Fens area of eastern England have piloted the use of Local Area Agreements (LAAs) to develop a strategic response to the high numbers of migrant workers in the area. Since 2004, the East of England region has received a large number of migrant workers from the expanded European Union, second only to London.
- 2.28 The Government's most recent accession monitoring report showed that nearly 65,000 people from the eight EU accession states, registered to work in the Anglia region between May 2004 and June 2006.
- 2.29 The East of England Development Agency (EEDA) has estimated that migrants bring £360 million to the economy. One in three migrant workers are employed in the food, agriculture, construction, hotels, catering, cleaning or manufacturing industries. The large numbers of migrants in places like Peterborough, West Norfolk and Fenland mean that it is a highly sensitive issue and one where the role of elected members is critical.
- 2.30 The main issues for the Councils was to ensure fair access to services for all and avoid intra-community tensions. Organisations 'on the frontline' – district Councils, charities and others – identified a gap at county level. There was a lack of a strategic position on migrants, and therefore no dedicated policy or funding support.
- 2.31 There is also a need for Councils to develop broader community cohesion strategies. These must address the needs of migrants, as well as Irish Travellers and other groups of 'new arrivals'. Strategies for migrants need to be developed in this wider context.
- 2.32 The Fens Pathfinder brings together four upper-tier Councils – Cambridgeshire County Council, Norfolk County Council, Peterborough City Council and Lincolnshire County Council. It is testing the use of LAAs in cross-boundary cooperation.
- 2.33 The Fens pathfinder began an initiative to provide support to the four upper-tier authorities. This was to enable them to develop county-level responses to migration and incorporate this into their LAAs. As well as helping the authorities formulate their own position, the initiative also promoted joint working. This was by sharing research and best practice and potentially by adopting shared targets and interventions.
- 2.34 On a practical level, support is provided in the form of neighbourhood renewal advisers. They are commissioned to help the Councils develop interventions, targets, evidence-base and so on for inclusion in their LAAs. The pathfinder managers coordinate this work and bring the authorities together to develop the shared elements of the work.
- 2.35 The cost of support to the four authorities provided by the Fens Pathfinder was £10,000. Cambridgeshire and Norfolk were the lead authorities, with Peterborough and Lincolnshire as partners.
- 2.36 The initiative was supported by the East of England Regional Assembly (EERA) and the East of England Development Agency (EEDA).
- 2.37 The four Councils have developed a position on migrants and community cohesion which was set out in Local Area Agreements. The Councils will now be in a stronger position to support local action with policy and funding. They have defined their priorities, interventions and targets and identified and aligned relevant

funding streams. Councils now have the necessary capacity to formulate policy on migrant workers, and to do so collaboratively.

- 2.38 In addition, an initiative intended to improve ways of producing 'welcome packs' was started. This is set out in a new guide for local authorities, 'Integrating new migrants', published by the Improvement and Development Agency (IDeA) in early 2008. Also an online community news is under development as is an information service. This will be available in migrant community languages, and maintained by the migrants.
- 2.39 The approach developed by the four local authorities is relevant to the region as a whole. Attempts are being made to spread the work to other authorities. The work will also help Councils develop a stronger collective position to feed into regional strategies and initiatives. This is receiving help from EERA and EEDA. Both bodies have a keen interest in this topic at a regional level.
- 2.40 The Fens Pathfinder work on migrants and LAAs has been featured in national 'good practice' events and programmes. Ideally, it will help with the development of strategies for migrants and LAAs in other parts of England and Wales. This is mainly being done through collaboration with IDeA's 'Rural excellence and Migration: sharing good practice' programmes. In addition, one-to-one information exchanges are taking place with other Councils and partnerships doing similar work – in Cornwall, for example.
- 2.41 Work done so far has been summarised in a briefing paper published by the EERA in 2007, 'Migrant workers and local area agreements in the Fens area'. The work has highlighted areas where funding and policy from central government departments could support local and regional efforts better.
- 2.42 The Fens Pathfinder initiative is an example of practice that can be adopted by other Councils including those in Northern Ireland.

It can improve strategic response and outcomes to community cohesion and migrants.

Example 2: Support Services for Migrant People in Belfast

- 2.43 Belfast City Council Good Relations Department developed a Migrant Worker Network of key statutory organisations to establish a joint working approach to migrant worker and other BME issues in Belfast. One of the initiatives was to develop a directory of support services for people who have migrated to Belfast. This guide aims to raise awareness and provide information about the range of support services available to migrant communities. It has proven to be a valuable resource for people looking for help themselves, or looking to provide help to migrant communities.
- 2.44 The directory covers information on a broad range of support services and in order to make it less complicated, it has introduced a series of symbols which will take the user through the complexity of services on offer.
- 2.45 The symbols that appear beside each entry help to break down language barriers and indicate the main support services provided by the agency, however as additional services may also be available, direct contact information is provided.
- 2.46 The directory also contains a list of minority ethnic support organisations, suitable training available in Belfast and useful guides on rights and entitlements for migrant communities.
- 2.47 This directory is also viewed as a living document open to amendment and additional information. It can be viewed at the address below:
<http://www.belfastcity.gov.uk/migrants/MigrantsSupport.asp>

Example 3: Overview of South Tyrone Empowerment Programme (STEP) Migrant workers' Support Project

2.48 STEP Migrant Workers' Support Project has been operating since 2001 when employees and other individuals volunteered advice and guidance for Migrant workers coming to the Dungannon area. From 2002 with funding assistance from the South Tyrone Area Partnership (Local Strategic Partnership) and the Community Fund a more formalized Migrant Support Project was established. Since this initial work with Portuguese speakers (from Brazil, East Timor, Portugal and Cape Verde), a wide range of nationalities including Polish, Czech and Lithuanian make up the Migrant Community in South Tyrone and further afield. With the increased number, the number of projects, services, activities and staff working within the Migrant Support programme in STEP has increased and diversified.

The following areas are covered by the Migrant workers' Support Project at STEP

- 1: Community capacity development
- 2: Individual support for accessing services, advice and information
3. Language support programme
4. Training opportunities
5. Interpreting and Translation Services

Example 4: Ballywalter Migrant Worker Project

2.49 In October 2006 Ballywalter Community Action Group and Ballywalter Senior Youth Club enrolled on a "Capacity Building Towards Rural Reconciliation Peace Activity Project" coordinated and delivered by Rural Community Network. The project consisted of eight training sessions exploring the following areas.

- An introduction to Community Development
- Encouraging Community Development
- Group Working & Decision Making
- Tackling Disadvantage
- An Introduction to Networking
- Building Relationships
- An Introduction to Community Relations
- Peace Building in Northern Ireland

2.50 The project is ongoing currently and is complimented by other projects managed through the Community Centre, such as English as Second or Other Language (ESOL) classes.

The main aspects of the programme were to identify through the training, specific community needs in the area. Two issues that required direct action were identified:

- 1: Levels of disadvantage and isolation in communities, specifically Polish Migrant workers and the general Protestant Unionist Loyalist (PUL) community in the mid peninsula.
- 2: Lack of community spirit

- 2.51 With funding from the programme the groups combined their resources and designed, planned and organised a Christmas event in the village. The event was conducted between two venues in the village consisting of an outside event including carol singing and a village drama. A craft fair was held in Ballywalter Village Hall incorporating food from different cultures.
- 2.52 Different groups within the local community were invited to contribute to different aspects of the event. This included
- Local Children in the Nativity Play
 - Young People in the Drama Production
 - The local Flute Band provided the Music
 - Older People provided the Crafts, Santa and Mrs Claus
 - Local Businesses provided Prizes and Equipment Resources
 - Minority Ethnic/Migrant Groups contributed to the local cultural Food Fest, with local Churches provided the Carol Singing
 - The local unit of the NI Fire and Rescue Service played an active role on the night by providing the transport for Santa & Mrs Claus to arrive at the venue, the fire-fighters demonstrated to the children attending the event, the equipment on the engine used in emergencies .
- 2.53 The real success of the event was that it provided an opportunity to participate, break down barriers and form new relationships.
- 2.54 The project was operated principally from Ballywalter Village Hall, a shared space used by all sections of the community. It was funded through Community Foundation for Northern Ireland. The project was managed by Ballywalter Community Action Group and Ballywalter Senior Youth Club and in terms of migrant workers was enjoyed by 15 Polish people living in Ballywalter and 8 Polish people from nearby Portavogie.
- 2.55 The main challenges identified when the project was designed were to:
- Gain the confidence of the Polish Migrant workers and members of the PUL community
 - Diffuse suspicions between the above two groups and the local community.
- 2.56 The challenges were overcome by constant dialogue through participation at the Christmas event planning meetings. These meetings brought them together in closer proximity which increased understanding and promoted acceptance. The ESOL language classes attended by the Polish Migrant workers helped increase their communication and integration into community life.
- 2.57 The main successes of the project can be documented as follows:
- Barriers were broken down and new relationships formed through the event and ongoing integration;
 - Two Polish migrant workers were elected on to the committee of Ballywalter Community Action Group;
 - Young Polish nationals attending Ballywalter Youth Club and participating in youth activities;
 - Four ESOL language classes delivered in Ballywalter Village Hall in partnership with South Eastern Regional College funded by Investing for Health & Ards Borough Council Good Relations Unit;
 - Through the Council's Bonfire Programme a committee has been formed including members of the PUL community to manage the issues around Flags, Emblems and the 11th July activities;

- Wider input from the community to the community meetings resulting in greater acknowledgement and buy-in to the main issues affecting the area.

Example 5: South Eastern Education and Library Board Youth Project

- 2.58 The South East Education and Library Board (SEELB) Youth Section has been involved in a number of recent consultation exercises to establish the needs of young people from minority ethnic communities and has initiated a number of projects to challenge racism among indigenous young people.
- 2.59 The research undertaken by the Board suggested that the behaviour and participation of young people from BME is largely determined by parental choice and that parents often do not see the value of youth work. The research also established that young people from the BME community often have superficial relationships with their peers outside of the classroom. All the young people from BME communities involved in the research reported incidents of racism. The SEELB secured funding through the European Union's Peace III initiative to develop the leadership skills of young people from BME communities.
- 2.60 The project proposes that young people from BME communities will benefit through their participation in tailored training initiatives; developing leadership, communication and interpersonal skills. 'Indigenous' (white) workers and young people also undertake anti-racist training to increase their awareness of and capacity to include representatives of BME communities in their provision.

- 2.61 A further example of where a very positive initiative is being undertaken with young people in the three Council area is the support work undertaken by the YMCA with young people in Bangor. Representatives from the YMCA participated in the research and demonstrated how they were providing an important support function for young people from minority ethnic communities, facing difficulties with the indigenous young people in the area.

Example 6: Dungannon and South Tyrone Council

- 2.62 Dungannon and South Tyrone Borough Council expressed concern that local press coverage of migrants and 'foreign nationals' was doing harm to community relations in the Dungannon and South Tyrone area.
- 2.63 To address the above concerns MediaWise Trust was commissioned to analyse a selection of local newspaper coverage and to make recommendations aimed at establishing a better and fairer method of reporting issues and incidents that involved migrant workers and other BME groups.
- 2.64 The research made a range of recommendations aimed at Local Authorities, Law enforcement agencies and the media. The research report is available through the Dungannon and South Tyrone Borough Council website at www.dungannon.gov.uk

Lessons from Good Practice Examples

- At a Strategic Regional level the first example reinforces the merit in Councils working together with their counterparts in other areas and with public bodies they have a natural relationship with or where it can achieve efficiencies. This approach is very much in accordance with the new ICE principles that are being developed across the Councils in Northern Ireland at present.
- The Belfast example demonstrates the value of providing a one stop shop on-line to supporting BME groups and migrant workers more easily access services and valuable support.
- The lessons from the STEP project reinforce the need for Councils to examine the specific range of services needed by BME groups in their area; and then to use this information to identify opportunities to support the community and voluntary sector to provide such services, as this is often where valuable local knowledge and expertise exists.
- Ballywalter case study provides some useful lessons in terms of BME groups living in more isolated rural areas. Many migrant workers live in small rural towns and villages because accommodation is often less expensive. However this can add to the level of exclusion and suspicion they experience. Initiatives like Ballywalter can be very helpful in breaking down the barriers through including BME groups in Community events and activities.
- The lessons from the SEELB project and the work undertaken by the YMCA in North Down are extremely valuable in terms of building the confidence and competence of young people from BME groups to mix with indigenous young people and to address issues such as racism perpetuated by indigenous young people.

- Dungannon Press/media: The way in which racist incidents are reported by the Press can be very divisive and can create tensions within local communities. Through proactively monitoring press releases on racist incidents and building relationships with the local press Councils can minimise the impacts of irresponsible reporting.

The Rationale for the Research

- 2.65 The research was commissioned by the Minority Ethnic Community Audit (MECA) Partnership which is made up of the Ards Borough Council/Ards Intercultural Forum, East Down Rural Community Network (EDRCN) and North Down Borough Council (the lead partner).
- 2.66 A number of mapping exercises had previously been undertaken by the Ards Intercultural Forum in the Ards area and by the Down Diversity in Action Forum in Down. However, it was recognised by the MECA partnership that there was a need for a consultants to work with them to complete a comprehensive audit of the number and location of migrant workers and people from minority ethnic groups living in the North Down Borough, Ards Borough and Down District Council areas and to report on the findings.
- 2.67 The research assignment was also to ascertain the levels of economic activity, the issues in terms of access to services and levels of sectarianism and racism experienced by the BME groups in each area.
- 2.68 The final report was to provide the MECA partnership with a solid research base in terms of further work with the BME groups and migrant workers in each area based on identified need.

3.0 Mapping Black and Minority Ethnic and Migrant Worker families in North Down, Ards and Down Councils

- 3.1 This section of the report summarises the findings of desk research into the wide range of indicators of BME and Migrant Worker individuals and households in Northern Ireland and specifically in the North Down, Ards and Down Council areas.
- 3.2 The information was collected from a range of sources, each independent of the other and not definitive in terms of the date at which it was collected. This lack of definitive and authoritative data reduces the accuracy of the findings. However, this is a common problem in examining international population data and migration flows where there is freedom of movement, as within the EU.
- 3.3 This is acknowledged in many recent studies including the Oxford Economics report “The Economic, Labour Market and Skills Impacts of Migrant workers in Northern Ireland”. This report sets out the characteristics of a migrant worker as:
- 3.4 “Our research suggests overwhelmingly that migrant workers in Northern Ireland conform to the popular image of being hard-working, relatively over-skilled for their position and displaying a short-term focus on maximising hours and earnings before seeking to return home. We found that a typical migrant is:
- Aged 20-45 (with most in their late twenties)
 - From eastern Europe, particularly Poland (though there are significant concentrations of other nationalities in particular occupations, for example Asians in the healthcare sector, Portuguese in the food processing industry, and south and east Asians in higher-skilled IT roles)
 - Significantly over-skilled for their job (a main motivation has been a desire to learn English, travel and engage in new cultural experiences featuring, with less concern paid to

matching skills to suitable employment and long-term career development)

- Willing to work long hours or overtime to maximise earnings
- Intent on returning home within 1-2 years of arriving in Northern Ireland (though recent evidence from the Schools Census on rates of family formation suggests that an increasing number are choosing to settle in NI in the longer-term).

Our survey of employers shows that around half of migrant workers leaving their jobs in NI do indeed return home (highest at around 60 percent in manufacturing and construction), supporting the notion of a ‘short-termist’ approach. One notable exception, however, is the health and social care sector, in which 40 percent of migrant workers leaving their jobs choose to move into another job within NI. Against an economy-wide average of just 14 percent, this suggests a trend of much greater flexibility for migrants in this sector, and probably reflects the fact that migrants in health are generally more ‘long-term’ in their settlement in NI and are often resident alongside their families.”

- 3.5 The information collected does however provide a series of indicators which individually and collectively paint a picture of the flows, benefits and challenges of diversity and migration in our society. By examining the “footprints” of BME people and migrant workers we can estimate numbers. By looking at the softer data, the need for language support for example, we can examine the need for societal responses to a changing population.

Key Findings - Demographics

- 3.6 Information on Ethnic Minorities in Northern Ireland was collected for the first time in the 2001 Census. Northern Ireland has

been home to minority ethnic people for centuries, (for example Irish Travellers are an indigenous minority ethnic group), and there has been a Jewish community here for well over a century. The first members of the Indian community arrived in Northern Ireland in the 1920s and 1930s. There have been significant numbers of Chinese people here since the 1960s and settled communities from Italy.

Irish Travellers

- 3.7 The Traveller Community has protection under the Race Relations Order NI (1997) and is an indigenous section of the community in Northern Ireland. There is no reference to Irish Travellers in the research findings however as no issues were identified in relation to Irish Travellers in the research.

Research conducted by the Housing Executive in 2008 concluded the following:

There were a total of 1,486 individuals identified in 449 households across Northern Ireland.

Almost half (45%) of HRPs (Household Reference Persons) were aged between 25 and 39 and only 6% were over 60.

Most HRPs (85%) were economically inactive, with only 11% in employment. Almost half (47%) of HRPs were looking after family/home.

Almost two-fifths (39%) of HRPs were separated and the predominant household type was lone parent (33%). For Northern Ireland's population as a whole, the comparative figure for lone parent households is 6.4%.

Most households (94%) contained one family unit.

One-quarter (25%) of households comprised more than five persons and one-fifth (20%) had only one person.

The younger age profile of the population is indicated by the fact that 28% of household members were aged between 6 and 15 and 21% were aged five and under. For Northern Ireland's population as a whole, only 22% are aged under 16.

The largest proportion (22%) of respondents resided in the Belfast area.

The research also identified the locations of Traveller households and concluded that only a very small proportion of the total Traveller households were located in Ards, North Down or Down Council Areas.

The following table (from the Housing Executive report) profiles the Traveller Community by Council Area

	Number	%
Belfast	99	22
Dungannon	76	17
Craigavon	53	12
Derry/Londonderry	49	11
Omagh	44	10
Armagh	43	10
Newry & Mourne	38	9
Ballymena	16	4
Cookstown	10	2
Strabane	7	2
Antrim	6	1
Other (Magherafelt/Fermanagh/Lisburn/Ards/North Down)	8	2
Total	449	100

Table 1: Current location (of Traveller households) by District Council

3.8 This small scale in terms of numbers of Irish travellers living in the research area was reflected in the fact that there were no issues relating to Traveller families raised during this project. We note however that there are generic issues affecting the Traveller Community including access to accommodation, healthcare and education.

Minority Ethnic Communities in Northern Ireland

3.9 The 2001 Census provides the first details of the size and make up of the established minority ethnic communities in Northern Ireland. Census data quantify the size of minority ethnic population in Northern Ireland as 14,279. The numbers for the study area are as follows; North Down 696, Ards 468, and Down 418. This is set out in detail in Appendix 1.

3.10 As stated above there are no accurate and definitive figures on the numbers of migrant workers and their families in Northern Ireland. The situation is complicated by the fact that citizens from the European Economic Area which encompasses the European Union and Norway, Iceland and Lichtenstein have the right to move freely into and out of Northern Ireland without their details being recorded. The data below is a collage of information, which we have previously referred to as “footprints” which profile the scale of migration and its effects in each of the three Council areas.

3.11 NISRA mid year population estimates show a 0.9% increase in the population for the three Councils. The greatest increase in population was in Down with almost a 1% (0.9%) increase over the year with smaller increases of 0.6% in Ards and 0.3% in Down see Appendix 2.

3.12 NISRA components of change estimates show that net total international migration has increased over the one year period from mid 2007 to mid 2008 by 4,311. This rate of increase is approximately half of the increase from mid 2006 to mid 2007 (8,037). Appendix 3 sets out the information for the three Council areas. The greatest increase was again in Down with an international migration of 117. Ards had an international migration of 55 and North Down an international migration of minus 63. However, it is also important also to consider the scale of flows. Even though North Down reports a negative international migration it experienced the greatest international flow.

3.13 NISRA working age statistics shown in Appendix 4 sets out the Council data and again shows Down as the only area with a net increase in working age of 0.7%.

3.14 Claimant Count Council figures in Appendix 5 show that in Ards claimants increased from 824 in July 2007 to 1560 in July 2008 an increase of 736 or 89%. In North Down the increase was from 732 to 1497 which represented an increase of 765 or 104% and in Down the figures were 901 to 1856, an increase of 955 or 106%.

3.15 Births registered in Northern Ireland are shown in Appendix 6. The information in Appendix 6 is set out at Northern Ireland level as this data is not available locally.

3.16 The Worker Registration Scheme (WRS) is an important indicator. The figures for each Council are set out in Appendix 7. Each area showed a decline in WRS approved applications with Ards declining over the year from 175 to 110, Down from 140 to 110 and North Down from 90 to 75.

3.17 National Insurance number application levels are also an important indicator although these are only available by application centre. There are three centres in Northern Ireland

- with Shaftsbury square is the closest centre to the three Councils. Appendix 8 sets out the profile of national insurance number applications over the past three years.
- 3.18 National Insurance number registrations are people who have completed the process of receiving a national Insurance Number. Appendix 9 presents a profile of registrations for the past five years across Northern Ireland by Council area. In relation to the three Councils, Ards had 140 registrations in 2010 compared to a high of 340 in 2007/2008; Down had 170 in 2010 compared to a high of 450 in 2006/2007; North Down had 170 registrations compared to a high of 480 in 2006/2007.
- 3.19 Work Permits issued are shown Appendix 10. In North Down work permits issued reduced to 75 in 2007 – 2008 from a high of 285 in 2004 - 2005. In Ards, the numbers fell from a high of 140 in 2006 - 2007 to the current figure of 75. In Down District the numbers of work permits issued fell from 45 to 30.
- 3.20 School Census data in Appendices 11a, 11b, and 11c demonstrates the flows of children from BME communities or children with English as an additional language. Appendix 11a sets out the demographic of “non white” children for the South Eastern Education and Library Board. This shows that there were a total of 1,366 children who responded (response from parents) to the ethnic origin question as other than “white”. Appendix 11b sets out the numbers of pupils with language support needs (English as an additional language). In Ards, this increased from 56 to 73 for primary level pupils and reduced from 23 to 20 for post primary pupils. In Down, the corresponding numbers were 58 to 79 for primary and 37 to 47 for post primary. In North Down, primary level pupils needing language support fell from 81 to 74 and 46 to 24 for post primary pupils.
- 3.21 Health Card registrations are shown in Appendix 12 which profiles this for each Council area for the past five years. Although the net figure is important in establishing numbers of foreign nationals the flows of individuals is also significant. In Ards, in 2008, 263 people registered with 141 de registering making a net figure of 122. In Down, 288 people registered and 110 deregistered making a net total of 178. In North Down, 339 registered and 203 deregistered with a net total of 96.
- 3.22 The A8 population as a proportion of total population The economic and social impacts of migrant workers in local areas are dependent, not purely on the total number of new arrivals, but on the proportion of the local population and labour force, they represent and on the capacity of local institutions and services to cope with the additional demands placed on them (Green, 2008). Appendix 13 shows the relative proportions for Ards, Down and North Down. However it should be noted that Dungannon has seen the ‘largest’ relative impact of A8 migrant workers, with 7 percent of its total population in 2007 estimated to be post 2004 arrivals from the A8 countries. This is mostly a reflection of industrial structure, as Dungannon is home to plentiful job opportunities in food processing and manufacturing industries. The corresponding proportions for Down (0.9), Ards (0.6) and North Down (0.4) were significantly less.

Conclusion

- 3.23 The BME population of Ards, North Down and Down can be viewed in two sectors that are not significantly interrelated. The traditional longstanding populations of Chinese, Indian, and in the case of Ards, Bangladeshi and Italian communities have not visibly changed, however the 2011 Census will provide greater

clarity. The combined total of just less than 1600 represents just under 1% of the population which is in line with the proportions in Northern Ireland.

Ireland of the 26 Council areas, in terms of proportions of A8 migrant workers to population generally, Down is ranked 14th, Ards 19th and North Down 24th with only Larne and Carrickfergus ranking lower.

Migrant Workers

- 3.33 The situation with migrant workers is much more fluid. The recent June 2009 Labour Force Survey demonstrated with little doubt that the position in relation to migrant workers was changing, mainly due to the decline in the economy. Northern Ireland experienced significant flows of migrant workers in the years following the 2004 accession to the EU. Even without recession these flows will have been affected by the topping off of the labour market as vacancies are filled. Fluctuations in the exchange rate (with the pound losing ground against the Euro and other European currencies) and the opening up of labour markets in other EU countries has also encouraged migrant workers to widen their scope of host countries.
- 3.34 In Northern Ireland migrant workers were drawn to the agri-food processing business, construction, hotel and restaurants and manufacturing generally. The Oxford Economics report "The Economic, Labour Market and Skills Impacts of Migrant workers in Northern Ireland" shows that over 18% of people employed in the manufacture of food and beverages were migrant workers. On this basis it can be seen that those areas of Northern Ireland with the higher concentrations of this type of industry, namely Dungannon, Craigavon and Newry and Mourne, will have the higher levels of migrant workers.
- 3.35 Ards, North Down and Down are not highly dependent on this type of industry, although these types of businesses do exist. However, to put the position of these Councils in the context of Northern

4.0 Methodology

4.1 The Research Objectives

- To use the existing statistical records and secondary research data to audit and map the numbers locations and trends in terms of people from BME Communities living in North Down, Ards and Down Council areas.
- Through primary research such as semi-structured interviews, questionnaires with activists working in this area, statutory agencies, and employers - to obtain a more detailed and accurate picture of the issues in terms of service provision, employment trends, sectarianism and racism in the cluster area.
- To use focus group meetings with representatives from the BME communities and people working in this area to test out and validate the research findings obtained through primary and secondary research.
- To present robust research findings in terms of the number and nature of the migrant workers and minority ethnic groups in the cluster area, the issues they face and needs they have in terms of employment, race hate crime, access to services and relations with local communities in each Council area.
- To benchmark the research findings in the cluster, in terms of each Council area, good practice that has been developed elsewhere, the policy framework for Good Relations, addressing social inclusion and local citizenship in Northern Ireland.
- To make recommendations on how the needs identified could best be met either on an individual Council basis or through collaborative working.

Research Methods

- 4.2 A range of different research methods were used in undertaking this assignment and these are detailed below.

The research methods used by the researchers were as follows:

- A quantitative analysis of the statistics that are currently held in relation to health, education and Housing and Employment on BME across Northern Ireland and in the three Council areas;
- A range of meetings were held with the members of the Minority Ethnic Cultural Audit Steering group to report on research findings and to make the necessary changes to approach to the research and to test out the findings;
- Questionnaires were distributed to the employers in the area, to Estate Agents and to a range of statutory agencies such as the PSNI, Libraries, Councils, Health Trusts and Education and Library Boards. When a low response rate was generated from the employers and the Estate Agents, follow-up telephone calls were made, but this did not improve the overall number of responses received;
- A range of one to one interviews were held with representatives from the community and voluntary sectors and statutory agencies, who have experience of working with the BME in their community across the three Council areas;
- Interviews were conducted with the Jobs and Benefits Agencies and with the Enterprise Agencies in each of the areas;
- Desk research was also undertaken into best practice examples in this area.

- Focus group meetings were held in Ards and North Down, with a range of representatives from BME groups. Despite repeated efforts it did not prove possible to hold a focus group in Down, however two members of the Lithuanian community from Down did attend the focus group meeting in Ards.

5.0 Findings

Employment

- 5.1 The BME population of Northern Ireland can be viewed in two general sectors: the traditional longstanding communities (such as the Chinese, Indian and Pakistani communities); and the new migrant worker groups (such as the Polish, Portuguese, Lithuanian and Latvian communities among others). For both sectors employment is a central focus with many of the traditional sectors employed in the restaurant/take away business, professional healthcare (both public and private) and business generally.
- 5.2 Employment is a pull for the new migrant population and they are drawn in on the promise of employment for a limited period of time. Many new migrants were initially drawn to the food processing industry, based mainly in the mid Ulster area, followed closely by the high levels of migrant workers servicing the building industry. Currently with the decline of the building industry and the economy generally, migrant workers are employed in all the main employment sectors right across Northern Ireland. A recent Oxford Economics study profiled the density of migrant workers in certain industry sectors in Northern Ireland in 2008, the main sectors of which is set out below:

Manufacturing	33.4% of all migrant
Construction	11.3 %
Hotels and Restaurants	10.4%
Health and Social Care	20.3 %

Table 2: The Density of Migrant Workers in the Various Sectors in Northern Ireland

- 5.3 This report concluded that migrant workers have made a significant positive contribution to the economy, filling labour shortages during the “golden era” of the economy in the mid 2000s and bringing a strong work ethic welcomed by their employers.

However, this report also suggests that there will not be a mass exodus of migrant workers in the face of the economic conditions, because economic conditions remain weak in other countries and also non economic drivers can be strong (such as the desire to learn English). South Tyrone Empowerment Programme (STEP) have also commented that many of the low paid less popular jobs, originally filled by migrant workers, are still in place and are still being filled by migrant workers, as local people find these jobs unattractive. The Oxford Economics study also states that Northern Ireland is likely to remain an attractive destination for migrant workers, once both the global and local economies begin to expand again.

- 5.4 Calculating how many migrant workers are in Northern Ireland, or indeed the three Council areas is extremely challenging, since there is no standardised mechanism for recording their entrance or departure from the UK or Northern Ireland. At best, estimates can be made from a synthesis of the data available and from evidence from employers. There are a number of key indicators including worker registration scheme figures, national insurance number registrations, and work permits issued. These figures are set out below for the three Council areas:

	Worker registration scheme 2008/9	National Insurance Registrations 2008/9	Work Permits issued 2008/9
Ards	110	240	75
Down	110	260	30
North Down	75	270	75
Northern Ireland	5,175	12,620	1,420

Table 3: Worker Registration Scheme Applications and Work Permits Issued in the Three Council Areas

- 5.5 The figures in table 3 show the numbers registering for work in the three Council areas are not significant, however it should be noted that this is a simple snapshot of one year. Appendices 7 (a) and (b), 8, 9 and 10 set this data out in more detail and provide a profile over a number of years. This shows the flows of migrant workers and gives a better indication of the aggregation of migrant workers in the three Council areas.
- 5.6 Since it was first researched in 2002, much has been written about employment of migrant workers and associated issues. Both Soares and Jarman's research indicates that migrant workers are an attractive labour option for a growing number of businesses in Northern Ireland, either due to a lack of suitably skilled individuals or due to a lack of willingness to take up work in some sectors by local people. Increasing flexibility in the regulation of the employment of migrants and a wider range of recruitment practices, indicated that migrant workers will increase in number in coming years with, at that stage, the anticipated expansion of the EU in 2004. Clearly their prediction was correct.
- 5.7 The research also revealed that many migrant workers are recruited to their job through an employment agency, which acts as an intermediary between employer and employee. While many agencies and recruitment processes are thorough, fair and supportive of the people they recruit, there is anecdotal evidence that others are less scrupulous. The research found at the time, that employment agencies in Northern Ireland were unregulated and some agencies appear to have adopted practices that exploit the vulnerability of the migrant workers. Whilst the issue of regulation has changed an Equality Commission investigation in 2009 concluded:
- “The Commission's investigation found areas of good practice in the recruitment sector, on the part of government agencies and among community support groups. These agencies and groups do much good in making the task of finding work easier and more accessible.
- The investigation also found that while there is a considerable body of legislation governing the recruitment sector, not all recruitment agencies work within its terms and barriers to equality of opportunity do exist for those who use their services. The experiences recounted during the investigation show that many workers encounter problems, find it difficult to obtain work that matches their qualifications and are confined to irregular and temporary work. Difficulties of consistency in payment and, in particular, a real and substantial difficulty with language were also identified as issues.”
- 5.8 The report also included a range of positive and important recommendations to help the recruitment sector to recognise and to comply with the law and to assist migrant workers to understand and vindicate their entitlements.
- 5.9 One important criticism of the employment of migrant workers was the relationship between employment and accommodation. Soares and Jarman were among several who had identified practices where accommodation was being arranged by employers or the recruitment agencies. This arrangement gave greater control over the employee with rent (and transport costs) being deducted directly from wages. This arrangement also meant that if employment ceased then the accommodation is terminated. This can have devastating effects, if little notice to leave accommodation is given and many migrant workers and their families could find themselves homeless. Recent anecdotal

evidence and discussions with the representative sector, such as SEEDS (Solidarity, Equality, Education, Diversity, Support) in Derry/Londonderry, have suggested that the practice of terminating accommodation with little, or no notice, continues.

Research Findings

- 5.10 It is notable in the current research that there was a very low response rate to the questionnaire from local employers and that only four questionnaires out of a total of 46 were returned. Moreover, even after the employers were issued with reminders, it did not elicit any further response. The employers that did respond were from the food processing sector. In terms of those who responded, it was clear that the majority of the migrant workers employed were from Lithuania, Poland and Latvia with small numbers also coming from India, Czech Republic, Slovakia and the Ukraine. These findings are reflective of the problems faced by the Ards Intercultural Forum, which undertook a similar mapping exercise several years ago and had difficulty in getting a response from local employers.
- 5.11 Through the one to one interviews with representatives from the community and voluntary sectors and the statutory agencies, it was confirmed that the majority of the migrant workers in each of the three Council areas were employed in the health care sector (hospitals and nursing homes), the catering sector (hotels and restaurants), the food processing and manufacturing sector, and the retail sector. It was also confirmed that there were a number of people from the Philippines employed in the fishing industry at the two harbours at Ardglass and Portavogie, and from Eastern Europe in Ardglass.
- 5.12 The employers who did respond commented upon the fact that the migrant workers were hard working and good timekeepers and that they had good experience. None of the employers identified any specific issues, in terms of the integration of the migrant workers into the workforce, although one employer did comment that they tended to keep themselves to themselves.
- 5.13 There were a number of examples of good practice identified through the responses to the questionnaires and the focus group meetings, such as employers holding information sessions for migrant workers and providing training and access to English classes.
- 5.14 There were a number of common themes identified through the focus group interviews. In general, the experiences reported on by those who were in employment were favourable, with the exception of one group, which stated that they were expected to work at the weekends without overtime, that there were problems with Health and Safety, and that they had gone for many interviews without success.
- 5.15 It was also stated that obtaining contracts of employment had been difficult. Moreover, in the one to one interviews, anecdotal evidence was given in relation to the following: that employers gave the migrant workers all the weekend shifts and unpopular tasks; that some employers had prevented them becoming members of a trade union or organisation; and that it was understood that migrant workers were being employed illegally or were being exploited. It was also stated that there was a perceived reluctance by some of those working in the statutory agencies to recognise there were any problems.
- 5.16 The Lithuanian community commented that the courses that were available to them were not so helpful in terms of gaining

employment. It was also stated that they felt that more could be done to help people interested in setting up their own business.

- 5.17 The Bangladeshi Women's Group stated that there were difficulties for minority groups, posed by the rules and regulations around contracts. One person stated that she had tried to get work from an agency and that the Jobs and Benefit Agency had "not been particularly helpful". The same respondent said she had done some interpreting, but that there were not many jobs around. The Malayalee group also reported that they did not find the staff in the Jobs and Benefits Agency to be particularly helpful. Members of the Lithuanian community confirmed that this had also been their experience and said that the staff in the offices had lost the paperwork on a number of occasions.
- 5.18 The Malayalee group also reported mixed experiences. Some reported a very positive experience, whilst others experienced patronizing behaviour and in one case, suggested racist undertones within the workplace.
- 5.19 Members of the Polish group, in the main, reported positive experiences at work, however one of the respondents did say that in the past she had experienced discrimination at work
- 5.20 Some members of BME groups and migrant workers interviewed had set up, or sought advice on, setting up businesses in the three Council areas. It was stated by some of the groups that they felt that more accessible information and support, needed to be provided, on setting up your own business and that there was a need for short, modular type, management programmes. Access to the training courses was also cited as an issue for the BME community, in terms of, where courses were delivered, as a number of people did not drive and access to childcare was also an issue.
- 5.21 Those working in the nursing sector identified problems, in terms of, recognition for professional qualifications in social work gained outside of the UK.
- 5.22 The Jobs and Benefits Agencies in each of the areas, reported that the numbers contacting them to seek employment, were extremely low and the view was expressed, that the majority of migrant workers in each area, were seeking employment through recruitment agencies and or through word of mouth. Those seeking employment were said to be mainly from Poland and Lithuania. The type of employment being sought also tended to be for construction work and domestic jobs.
- 5.23 The Enterprise Agency in each of the three Council areas indicated that people from the BME community had participated in the Invest NI "Go for it Programme". In Down and Ards, it was confirmed that the numbers enquiring about setting up their own business and coming on the programme were low. However, it was added, that those who had come on the programme, had not experienced any problems with English and that resources for translation was available where it was needed.
- 5.24 The situation reported on in the North Down Enterprise Agency differed from the other two Council areas, where a need had been identified, to run Business English classes, to provide people from the BME community with a foundation before they went on the Invest NI programmes. It was also stated that there was a need for greater support, for those wishing to set up their own business. Examples of the types of business that had been set up by the BME communities were mainly in retail, car repair and construction.

Findings and Sector Specific Recommendations

- 5.25 In view of the disappointing level of response to the survey from employers, in each of the three Council areas and the anecdotal evidence on some of the unscrupulous practices reported, it is recommended that further targeted research on employment patterns and practices, be undertaken in each of the three Council areas, targeted specifically at the retail sector, the catering and restaurant sector, care homes and the food processing industry.
- 5.26 In terms of the evidence of good practice being implemented by some of the employers, it is recommended, that examples of these case-studies should be disseminated, through events sponsored by the Economic Development Departments in each of the Councils.
- 5.27 Further research in relation to access to training, and the type of training available, needs to be undertaken. There also appears to be an issue, in terms of, access to the training and advice that is available, to those wishing to set up their own business. In particular childcare was identified as a barrier, that prevented many people from BME communities participating in training.
- 5.28 Consideration also needs to be given to researching and lobbying on the issue of qualifications and equivalencies in the three Council areas.

Housing and Accommodation

- 5.29 This section of the report looks at the issue of housing and accommodation for BME households and migrant workers living in the three Council areas. This issue is explored from the perspective of the strategic housing implications, as set out by the

NI Housing Executive, the role of estate agents and the experiences of families.

- 5.30 Housing tenure amongst the BME households and migrant workers in the three Council areas can be summarised as follows;

Most traditional BME families, such as members of the Chinese community, live in owner occupied accommodation

Most migrant worker households live in private rented accommodation.

- 5.31 This is something of an over simplification as recent research by the Housing Executive (BME and Migrant Worker Mapping Report 2009) did determine that social housing was a realistic choice for BME and Migrant Worker households. The table below sets this out.

March 2010	North Down	Ards	Down	Northern Ireland
Number of Non White housing applicants	26	20	1	898

Table 4: Number of Applications from Minority Ethnic Communities for Housing

	1 Yr To 31st July 2008	1 Yr to 31st July 2009	1 Yr to 31st July 2010
Ards	19	15	8
Down	5	15	15
Bangor	32	15	15.5
Northern Ireland	1055	1225	1368

Table 5: Migrant workers Social Housing Applications

	1 Yr To 31st July 2008	1 Yr to 31st July 2009	1 Yr to 31st July 2010
Ards	1	2	2
Down	0	2	2
Bangor	6	0	5
Northern Ireland	143	205	256

Table 6: Migrants Workers Social Housing Allocations

	At 31st July 2008	At 31st July 2009	At 31st July 2010
Ards	0	5	2
Down	2	4	4
Bangor	17	17	4
Northern Ireland	353	503	653

Table 7: Migrant Workers Social Housing Tenants

- 5.32 However, it can be seen that this represents very small numbers. Discussions with the Housing Executive in the three areas, also concluded that there were no specific housing based issues, with BME groups or migrant workers in any of the three Housing Executive Districts in the three Council areas.

Strategic Housing Issues

- 5.33 BME households and migrant workers have featured in the Corporate and Business Plans of the Housing Executive since the early 2000s. As the body with strategic responsibility for housing in Northern Ireland, the Housing Executive recognised that the housing demands of BME groups, and particularly the more dynamic migrant workers, had the potential to impact on housing markets within Northern Ireland.

- 5.34 In response to this the Housing Executive developed a Race Relations policy, which set out a thematic approach to managing race relations in the housing arena. This policy looked at;

- Mainstreaming race relations in housing policy;
- Tackling Racial harassment and intimidation;
- Promoting Black and Minority ethnic Social Inclusion;
- Community Participation and Development;
- Migrant workers

- 5.35 This policy set the strategic direction for the mainstreaming of BME and Migrant Worker issues into the Corporate Strategy of the Housing Executive. Initiatives included;

- Incorporating BME and migrant worker issues into general research to allow a race analysis of housing research projects;
- Specific research projects including the annual mapping report and the Dungannon housing market analysis;
- Establishment of a BME Forum;
- Development of a Race Relations charter for community organisations;
- Standardised welcome packs for new housing tenants.

- 5.36 At a strategic level, the Housing Executive noted the main impacts that BME groups and migrant workers made on housing markets across Northern Ireland. The Housing Executive also noted that all parts of the housing market have been affected, from homelessness through to high value detached accommodation.

In summary the following was noted:

Homelessness

- 5.37 There were direct and indirect affects. Firstly, migrant workers themselves were finding themselves homeless, where their employment contracts incorporated tied accommodation. A number of studies including Jarman and Soares, had identified a relationship between accommodation and employment, where accommodation payment, was tied into employment contracts. Investigations by a number of people including Jarman, STEP and the Housing Executive, revealed that migrant workers experience a range of problems associated with living in Northern Ireland. Many migrant workers living in rented accommodation had experienced problems over housing, particularly when their employer supplied their home in a tied arrangement. In such cases, leaving a job also meant finding a new home. Some people had also experienced harassment related to their housing situation.
- 5.38 The Housing Executive also noted, that as the numbers of migrant workers began to increase in a number of areas, the increasing accommodation demands were driving up the costs and reducing the availability of certain types of accommodation, for example, bed and breakfast accommodation or private rented accommodation. This has the effect of reducing the availability of these housing options from the broader public, thus reducing their housing choices. It also removed these types of accommodation from the Housing Executive's temporary accommodation register, thus affecting its ability to easily house homeless people in local areas.

Social Housing

- 5.39 The Housing Executive's BME Mapping reports from 2007 to 2010 show that although the flows of migrant workers and other BME groups are decreasing, or at best remaining steady, the demands on public sector housing services are increasing. This, it is suggested, is linked to the fact that the Workers Registration Scheme is only necessary for the first 12 months of continuous working (at which stage migrant workers receive full entitlements to public funds including the right to apply for social housing), and that migrant workers are becoming more aware of social housing as a realistic option.
- 5.40 The Housing Executive also points out that many private rented properties used by BME families and migrant workers, are located in existing social housing estates. Anecdotal evidence (initially identified by ANIMATE in Dungannon) suggested that the tenure of these properties was not always evident to neighbours and the letting to foreign nationals often led to the perception that they were being given preferential treatment in the allocation of "social" houses. On some occasions this ill informed resentment was accompanied by harassing or violent behaviour. ANIMATE described this as "housing racism".

Private Rented Sector

- 5.41 The private rented sector quickly became the natural choice of many migrant worker households. This flexible arrangement met the key needs, namely shelter with furnishings for a fixed period of time. Increase in demand, for private rented housing, has been fuelled by the increasing demands from the migrant worker sector, as evidenced by the recent study into the Dungannon housing

market. This study demonstrated, that the private rented sector can quickly expand to accommodate the demands, but that sudden market changes, including the effects of the recent recession, can have negative impacts. The Dungannon study showed significant investment in housing, resulting in large parts of new private housing development being bought for private rental. This was successful in a growing housing market, but with recession and a fall in demand for private renting, these properties effectively oversupplied the market and were difficult to re-let or resell. The scale of the private rented sector in 2006 in Ards was 2570 dwellings or 8.3% of total housing stock; Down was 2480 dwellings or 8.8% and North Down totalled 3630 dwellings or 11.2%. The comparative figure for Northern Ireland as a whole was 80870 dwellings or 11.5% of total housing stock. It is also of note that the Northern Ireland total from the 2009 House Condition Survey had increased to 124600 dwellings or 16.8% of the total housing stock. Individual figures for each Council area are not yet available.

Private Sector

- 5.42 The basic link between increasing numbers of households brought about by inward migration and demand for housing, was a direct economic one. Even though the main choice by migrant workers was the private rented sector, in some areas the main way of increasing the supply of private rents, was to build new houses, which were sold to private investors for rental. The private sector was again fuelled by migration.

Survey of estate agents

- 5.43 As part of this research estate agents from the three Council areas were interviewed by phone. The survey sought to identify how many agents were letting houses to migrant workers, how many houses they individually were letting and if there were any specific issues.

The results are as follows:

- 5.44 North Down: Eleven Estate agents were interviewed. Three agents did not let property, but had enquiries from foreign nationals, including enquiries about buying. Of the eight agents who were letting properties, only two were currently letting more than ten properties to foreign nationals and migrant workers. Two agents had no current tenancies, but had previously let to migrant workers and the remaining six were currently letting less than ten properties.
- 5.45 Ards: Thirteen estate agents were interviewed in the Ards area. Two agents were not directly involved in letting properties and in some cases referred prospective clients to “sister agencies”. Of the remaining agents, one Newtownards based agency estimated that it was letting to between 25 and thirty “migrant worker families”. The lettings were mainly town centre, but there were some in the West Winds and Glen estates. Only two other agents suggested they were handling more than ten lettings to foreign nationals and migrant workers, with the remainder of those letting to foreign nationals, only having one to five lettings. In one interview, the agent suggested that they did not let to “migrant workers” because their “system of required references tends to block them”. When the agent was asked for further explanation, it was suggested that a number of references were required, including those from previous landlords and employers. Quite often migrant workers

were not in a position to provide this and were blocked from making applications.

- 5.46 Down: Nine estate agents in the Down area were interviewed. All agents were involved in the private rental market, but four were not letting currently to foreign nationals/migrant workers. Only one agent was letting more than 20 properties. Two were letting five to ten properties and two were letting less than five properties. In the course of conducting the survey one agent responded by saying "I will only let houses to local people".
- 5.47 Other forms of access to housing: The response from estate agents indicates, that not all foreign nationals and migrant workers who live in private rented accommodation, access it direct from estate agents. This suggests that other means of sourcing accommodation is available. Anecdotal information as well as some comments from interviews and focus group meetings, suggest that, these sources can include, word of mouth, basic shop window adverts and recruitment agency allocation of accommodation. In one interview with a Latvian family in Bangor, it was suggested that housing was arranged by a fellow national, who they did not know, but who had been referred to them when they arrived speculatively in Bangor. They did not meet the landlord, paid rent direct to the fellow national and made any complaints direct to him. At no stage, did they receive a rent book or tenancy agreement.

Research Findings

- 5.48 Many of the traditional BME communities live in owner occupied accommodation and have little, or no, contact with the Housing

Executive. Migrant workers and members of BME communities interviewed, lived in private rented accommodation. In the interview with a Polish group in Bangor, some of those at the meeting indicated that, they had experienced negative situations when trying to move house and they were asked to pay £90 for a credit check, then were told the house they were interested in was no longer available. Others stated that they were told by estate agents in Bangor, that particular properties were not for them.

- 5.49 Some had also commented on negative experiences in their homes, including racially motivated harassment. The Bangladeshi Women's Group in Ards also stated that, they had difficulty in buying property, where individuals had refused to sell to them. One of the members of the Malayalee group in Bangor, stated that they had taken up the issue of access to social housing with the Minister and that nothing had happened.
- 5.50 The focus group members in Bangor and Ards commented that, they were aware of acts of anti-social behaviour and racist attacks on homes in the local areas.
- 5.51 The Lithuanian community from Down and Ards commented that, there had been problems in terms of the level of paperwork that landlords were seeking. Other problems identified with landlords, related to a landlord in Comber who gave someone 24 hours to leave the property.

Summary of Findings and Sector Specific Recommendations

- 5.52 Clearly housing is a fundamental need for everyone and particularly for people with no family support, or strong community network behind them. A number of worrying issues

emerged that require action. Foreign Nationals and migrant workers are being refused services, restricted in the properties they can apply for, are being subject to criteria that disadvantages them and are experiencing racially motivated harassment in their homes. To address these issues, it is recommended that:

- 1: Information and advice, in the form of the Code of Practice on Race and Accommodation, must be issued by the Equality Commission and proactively disseminated to estate agents, private landlords and other housing providers.
2. Referrals to the Equality Commission, must be taken, where acts of discrimination take place, such as cherry picking tenants or refusing certain locations based on nationality.
3. Further research should be conducted, into how foreign nationals and migrant workers access the private rented sector, as to ensure proper regulation and to minimise potential for exploitation.
4. Councils should lobby the Housing Minister regarding the lack of progress in producing the Code of Practice.

Education

5.53 Many migrant workers arrive in Northern Ireland alone or with friends or colleagues. However, in recent years the education system has recognised that, an increasing number of migrant workers and other foreign nationals, are placing their children in the education system. Schools have an obligation, to meet the cultural and language needs of children, but this presents challenges to the system. Concordia “Migrant workers in Northern Ireland” 2007, suggested that, this challenge also provided a valuable opportunity, to enhance the inclusiveness of a particular

school and to provide a valuable learning opportunity for the whole school. The scale of the challenge in the three Council areas, is substantial. Children of foreign nationals and migrant workers, who have English as an additional language, or where English is not the first language, attend 20 out of 31 primary schools in Ards; 18 out of 45 primary schools in Down; and 10 out of 20 primary schools in North Down. Equivalent data for post primary schools, show that, children with language needs attended 6 out of 6 post primary schools in Ards; 10 out of 12 in Down and 4 out of 6 in North Down .

5.54 The breakdown of the Northern Ireland School Census, shows that in the South Eastern Education and Library Board a total of 1,366 pupils in the Other Ethnic groups category (not “White”) were in attendance at schools in 2007/8. This is set out in greater detail in Appendices 11(a), (b), (c) .

A more telling figure associated with direct support, is the number of pupils, requiring language support, namely English as an additional language and this is illustrated in Table 8 below.

Council Area	Primary		Post Primary	
	2007	2008	2007	2008
Ards	56	73	23	20
Down	58	79	37	47
North Down	81	74	46	24
Northern Ireland	3,542	4,311	1,714	2,142

Table 8: Number of Pupils Requiring Language Support – English as an Additional Language

Research Findings

- 5.55 It is important to note that, there were many positive comments about the experiences of migrant worker children in education, in the three Council areas. The Bangladeshi Women's group used the term "exemplary", in describing the approach of one school in the Ards area, in terms of the pastoral care received by children of foreign nationals and migrant workers. During the focus group with members of the Polish community in the Bangor area, some very positive comments were made in relation to children in secondary education in the Bangor area. Parents from the Lithuanian community also commented that primary and nursery schools in the Ards and Down areas had been very helpful.
- 5.56 However, several comments reflected more negative experiences, both in terms of cultural sensitivity and racially motivated incidents. The incidents reported included bullying, name calling and a child being "victimised". Other reports suggested that some schools do not offer culturally sensitive food choices.
- 5.57 Experiences of racism and discrimination are not a core element of this research, however, it is an important feature of any study into BME and/or migration issues. Recent research in an adjoining area, Lisburn, concluded that every single member of a target set of 44 young BME children, had experienced some form of racially motivated incident. This was mainly verbal abuse, but did include some more sinister incidents, including breaking of windows and criminal damage to cars.
- 5.58 This report suggested, that these experiences have the effect of deterring BME children from accessing a range of services, including youth and leisure services, which are often provided by Councils. Examples of incidents of bullying of young people in schools, were reported in the North Down area and, to a lesser degree, by the Bangladeshi Women's Group in Ards.
- 5.59 There were also, however, good practice examples of the support being provided to young people through organisations such as the YMCA (Meeting with June Spingler YMCA Bangor 7-9-2010). The Good Relations Officer in Ards has also undertaken diversity workshops in local primary schools, and in senior schools through Local Democracy Week.
- 5.60 Meanwhile, the focus group representatives from Ards, North Down and Down, all stated that the majority of the incidents in terms of verbal abuse, were by young people. It was also confirmed that minority ethnic communities had been attacked by young people in Kircubbin and Portavogie
- 5.61 Concerns around young peoples experiences of racism are enhanced further by the NCB report "Attitudes to Difference" which quotes;
- "Young people from minority ethnic groups are significantly more likely to have personally experienced and witnessed racist attacks and bullying. Of the young people who reported that they had been bullied in school, about half of respondents belonging to minority ethnic groups said they had experienced bullying in the previous two months, compared with less than one-third of respondents who did not belong to a minority ethnic group.
- Males were marginally more likely than females to be affected by xenophobic bullying and harassment. According to young people racism is not replacing sectarianism in Northern Ireland: their belief is that sectarianism has not gone away and that both racism and sectarianism are prevalent in the population."

5.62 The negative experiences noted in this report are significant when we consider this section is primarily concerned about children. It is clear that there is a role for education and in fact the NCB report concludes

“There is a need to explore the definitions of ethnicity in the classroom and the staffroom which should inform the wider public debate about the important indicators that we should use to capture appropriate and relevant information”

5.63 A number of the representatives from the statutory sector, who were interviewed and who completed the questionnaire, commented on the good practice project, in terms of civic leadership and citizenship, that was being undertaken in the Lisburn area and how lessons from this exercise could be disseminated elsewhere.

5.64 In this report, aspects of racism, aspects of housing and education have been identified, where services to BME communities and migrant workers could be enhanced with a more joined up and coordinated approach.

through projects being implemented by the YMCA in North Down and the SEELB in Lisburn.

3. Consideration should be given across the three Council areas, to the priority in the CSI document in relation to “Young People” and to identifying a way of developing the capacity of young people and local communities, to draw down some of the future funding available through the CSI.
4. Local Fora should give consideration to ways in which Citizenship and Diversity training for young people (currently being provided in some schools), could be provided and disseminated across three Council areas. Further research should be undertaken, to determine ways of dovetailing with and working in, a joined-up way given the constraints on funding in the Boards.
5. Councils consider as part of the Good Relations strategies, working on activities in relation to enhancing personal relationships and building trust between youth groups and developing civic leadership and citizenship.

Summary of Findings and Sector Specific Recommendations

1. Links have been identified, between where children experience or witness racially motivated incidents, which point to the need for a more joined up approach to challenging racism by educating children, parents, teachers and communities.
2. Lessons should be disseminated across the three Council areas, in relation to the good practice activities being implemented to support young people and to promote positive attitudes

Health and Social Services

5.65 Health and Social Services issues can be examined from two perspectives. This sector has for many years been an employer of BME people/migrant workers who are drawn by the skills shortages in this sector. In a factsheet produced by the Health Service union UNISON it was quoted:

“Without migrant workers public services would be in real trouble. In the UK migrant workers make up:

- 19% of social workers (22,000)
- 16% of care workers (105,000)
- 11% of housing/welfare workers (19,000)
- 10% of nursing assistants (23,000)
- 8% of education assistants (29,000)

In total, around 13% of all workers in health, education and public administration are migrants. The UK has a falling birth rate and an ageing population. If we don't bring in migrant workers, the work won't get done.”

5.66 In addition, members of BME communities and migrant workers are users of Health and Social Services where they are eligible. In 2008, over 2,300 babies out of a total of 25,600 babies born in Northern Ireland, were born to mothers from outside Northern Ireland, the UK or Ireland. In addition, the numbers of people who registered for health cards from outside Northern Ireland, is set out below.

	Health Card Registration 2008	Health Card Deregistration 2008
Ards	263	141
Down	288	110
North Down	339	263
Northern Ireland	15,350	6,864

Table 9: Health Card Registration and Deregistration

5.67 This data is set out in greater detail over a four year period in Appendix 12. This profile, provides a better indicator of the flows of migrant workers over that period, by examining the net figure of Health registrations less the number of de-registrations.

Summary of Findings and Sector Specific Recommendations

5.68 A view was sought from the South East Health Trust on the prevalent issues in health care, across the three Council areas. The main issues were described as, the gap in relation to mental health and well being of migrant workers and ethnic minority communities. Other issues included:

- Language and communication skills
- Signposting health services
- Childcare
- Family support counselling
- Understanding cultural norms

5.69 In terms of the interviews and the questionnaire responses, it became clear that the Health Trust had invested considerable resources in cultural diversity training for employees and in

translation and interpretation services. The Trust has also been proactive in working with the other statutory agencies on the Ards Intercultural Forum and the Down Diversity Forum.

- 5.70 A number of issues emerged through the focus groups and interviews and attendance at networking events. At a networking event in North Down, the representatives identified the need for a more joined up approach between education and health and social services. The Bangladeshi Women's Group, noted a problem with language support, resulting in the need to be accompanied by husbands, during visits to GPs for women's health issues, or staff in GP surgeries not being culturally aware. Some women also stated, that they were unable to get access to circumcision for young boys, until they were much older than in England. This was described as distressing for parents and children.
- 5.71 The Lithuanian community living in Down and Ards, stated that the services they had received through the Down Lisburn Trust in Lisburn, were very good, however, others stated that the GP surgeries in Crossgar and two of the surgeries in Ards, were not helpful at all.
- 5.72 No significant issues were raised by the Polish group, other than delays in getting appointments with GP's or dentists. One interviewee noted that both he and his wife have registered with a GP and had encountered no problems. Neither have registered with a Dentist, as it is "cheaper to go back to Poland" for dental work. The Lithuanian community also commented that they tended to return home for dental treatment, as the dentists in Northern Ireland were more likely to recommend extraction, than repair of a tooth.

Summary of Findings and Sector Specific Recommendations:

- 5.73 It is recommended that:
1. The joined up approach adopted in Down and Ards between the Health Trust and the other statutory agencies, be developed in North Down.
 2. That some of the proactive approaches to training staff in cultural diversity training, be shared across the statutory agencies.
 3. That further research is undertaken in relation to GP surgeries, dentists and pharmacies across the three Council areas, to identify if there are any issues, in terms of staff awareness of cultural issues and ensuring accessible information and translation services are made available.

Racism and Sectarianism

- 5.74 The issue of racism in society generally, is a difficult and challenging issue, for those experiencing it, those charged with eradicating it and communities who may have little experience of diversity. In a society such as Northern Ireland, this is further complicated by the legacy of the "Troubles" and the impact of segregation, invisible territorial boundaries and wide range of symbolic imagery portraying allegiances. The net result is that quite often it is difficult to separate out acts of racism and sectarianism as people, including BME people and migrant workers, can experience acts of harassment or violence, because of both racial and sectarian issues.

5.75 STEP in a report into difficulties faced by BME and Migrant Worker groups, found that BME and Migrant Workers in Northern Ireland face certain barriers, exclusions and vulnerabilities. These arise from basic barriers to communication, such as language, cultural difference and xenophobia, where what is different is seen as not belonging. Many people are differentiated both officially and unofficially (a general perception) as “ineligible”, for example, limited rights to certain “benefits” of the state. This can be augmented by an assumption, within the two mainstream communities, that “they” are getting better jobs, pay, working conditions, houses and services. This can be exacerbated at times of scarcity, for example the current economic downturn.

5.76 In addition, it is important for BME communities and Migrant Workers to come to terms quickly with the detail of segregation, namely the implications in making choices about accommodation, school, church and where to socialise.

5.77 The figures in table 8 below and in Appendix 14 detail the numbers of reported race incidents. However, there is a view that there is still a degree of under-reporting and this has been confirmed through the interviews conducted, as part of this research. The most significant example of recent times was the Roma incident in June 2009, when a number of families were forced to leave their homes and ultimately had to leave Northern Ireland, following violent attacks on their homes. This was portrayed by the media in very negative terms and made worldwide news.

5.78 This had also followed on from the events surrounding a football match between Northern Ireland and Poland in April 2009. Since the riots on the day itself, a campaign against ethnic minorities in the South Belfast area, close to the original trouble, led to over forty people leaving their homes.

5.79 These high level examples disguise significant numbers of incidents on the ground across Northern Ireland. In the three Council areas (as set out in Table 10), the reported levels of incidents are relatively low although in North Down and Down there has been an increase of incidents over the past year.

5.80 The research project has identified in the section on good practice, the importance of the media adopting a positive approach to working with the statutory agencies and adopting a responsible approach to reporting.

	2007/8	2008/9	2009/10
Ards	18	21	21
Down	8	12	31
North Down	35	19	21
Northern Ireland	976	990	1038

Table 10: Incidents reported to the PSNI

Summary of Research Findings and Sectorial Recommendations

5.81 In the returned questionnaires and follow-up interviews with the PSNI, it was confirmed that the number of reported incidents in each area was low. The later point was however qualified, in that the PSNI and a number of the statutory agencies felt that ethnic minority communities were reluctant to report incidents and therefore there was under-reporting.

5.82 Comments made during the one to one interviews, confirmed that the PSNI in North Down had been very proactive in meeting with representatives from the BME community and in trying to build their trust.

- 5.83 Interviews with the statutory agencies and comments in the returned questionnaires, demonstrated that Ards and Down Councils are very conscious of the local problems that still needed to be addressed and were taking positive steps to mainstream and promote Good Relations in all Council activities. In one of the Councils however, the view was expressed that some local issues arose with the local indigenous community, as the minority ethnic communities liked to keep themselves to themselves and not to integrate.
- 5.84 During the focus group meetings, concerns were raised in two of the Council areas in terms of sectarianism and racism and these are therefore issues that need to be addressed through the future strategies.
1. There are clearly issues in terms of sectarianism and racism that need to be addressed across the three Council areas. Two of the Councils (Ards and Down), are further advanced in their approach to mainstreaming and promoting Good Relations and in their internal and external activities. There is, therefore, the opportunity for the three Councils to collaborate and to share good practice.
 2. The CSI Strategy and the research papers in relation to RPA, identify the important civic leadership role for elected members and for Council employees, in promoting Good Relations. Further consideration needs to be given to engaging the local representatives in implementing Good Relations Strategies across the three Council areas. There is also an urgent need to address Good Relations training once the new Councillors are elected, post May 2011.
3. The Good Relations Strategies in each of the Councils will be due for review in the near future, there is also currently a review of the existing arrangements in terms of the Community Safety Partnership (CSP) and the District Policing Partnership (DPP). It would, therefore, be an opportune time, to take cognizance of the Improvement Collaboration and Efficiency (ICE) initiative and to adopt a more joined up and strategic approach to Good Relations, in the future strategies, which also addresses the potential linkages with community planning.
 4. That greater attention is directed to capacity building and to supporting all sections of the local community, to become more involved in civic leadership activities and in preparing local projects, that could be supported through the future Good Relations budget.

Local Government

- 5.85 In many parts of Northern Ireland, Local Government has taken a lead role, in embedding Equality of Opportunity and Good Relations, through their policies and delivery of services. Some examples of the initiatives taken by Councils include addressing:
- Language barriers through producing information and directories in a range of languages;
 - Cultural differences and faith/belief issues, through working with the local community and with BME groups
- 5.86 The BME community also interact with their local Councils in relation to the Council services such as: bin collection and recycling, leisure services and births deaths and marriages. In a number of Councils, efforts have been made to ensure the services

delivered, are sensitive to the specific needs of different BME groups. Some examples include;

- Translated information labels placed in bins
- Specifically agreed swimming times for Muslim women
- Special burial services for certain faith groups
- Working with the local community and grant funding events to celebrate cultural diversity and enhance mutual trust and understanding
- Undertaking research on the issues for migrant workers and BME communities in the Council area
- Running awareness raising sessions on good practice for organisations employing migrant workers.
- Providing joint funding for English classes

5.87 Councils have been identified as the hub of good relations in 'A Shared Future', and this approach will be continued and strengthened through the new CSI Strategy, which will be subject to consultation during the latter part of 2010. Councils will be expected to develop strategies, policies and action plans, that promote better cohesion between different communities, faiths and ethnic groups and to adopt a civic leadership role in this area.

Summary of Findings and Sector Specific Recommendations

5.88 Questionnaires were returned by Officers in all three Councils, in each case the main issues identified for the BME community and migrant workers, were issues around language; a lack of awareness of the services the Council provides; and reluctance to contact the Council.

5.89 The Council Officers in Down and Ards have identified a small number of sectarian and racist incidents in the area. The incidents reported had however, taken place some time ago. In relation to the incident sited in Ards, it was noted that the Council had taken the lead in bringing about a successful intervention and resolution to issues that had arisen in Comber. The information obtained from the PSNI, confirmed that there were low levels of reported incidents in each of the Council areas. It was however, also stated, that the low levels of reported incidents maybe due to under-reporting.

5.90 During the focus group meetings, the participants were favourable in their comments about their local Councils. Participants in the focus groups in Ards, in particular, commented favourably on the assistance and support they had received from the Council, where they were experiencing difficulties accessing services.

5.91 A number of the participants at the focus group meetings indicated that they were unclear about the services provided by the Council. Most of them only knew about the Council responsibilities, in terms of refuse collection, street cleaning, recreation and leisure and registration. The one area, where the respondents felt the Council could be more proactive, was in relation to providing more information and support on setting up your own business and in promoting good practices among local employers.

1. At the strategic level, Councils could adopt a more joined up approach, through working with other Councils, both inside and outside the PEACE III cluster area and with other public bodies, in order to learn from best practice and achieve economies of scale where possible.
2. There was evidence from the interviews, questionnaires and focus group meetings, that the Councils were working

effectively with the community and voluntary sector in each area and supporting the sector to deliver important services for the BME groups. It is recommended that, the Councils should explore further how to support the sector, to build the capacity to provide services to the BME groups, as this is often where important local knowledge resides.

3. Through the questionnaires, interviews and the focus group meetings, it was established that racist and sectarian incidents were occurring in each of the areas. The most common incidents reported, were attacks on property and verbal abuse mainly from young people. This is an issue, where Councils could become more proactively involved, in working with local communities to promote civic leadership, mutual respect and understanding.
4. A number of the comments made in the focus group meetings and through the interviews, on employment, are also worthy of note in terms of the recommendations. In the first instance, it was noted that people from BME groups were not aware of the Council functions, in terms of local economic development, or that they provided support and signposting for people who were interested in setting up their own business. There were also several concerning issues raised through the interviews, questionnaires and focus group meetings, in relation to some employment practices in each of the three Council areas. However, the concerning practices in relation to exploitation of migrant workers and failure to issue them with contracts, was counterbalanced by the positive experiences identified. The Councils may therefore, wish to consider running dissemination events, to promote good practices in relation to employment of migrant workers, across all sectors.

6.0 Overall Recommendations

- 6.1 That further targeted research on employment patterns and practices is undertaken in each of the three Council areas: targeted specifically at the retail sector, the catering and restaurant sector, care homes and the food processing industry. In addition to identifying opportunities identified, to disseminate good practice developed regionally and across Northern Ireland.
- 6.2 Further research in relation to access to training, and the type of training available, needs to be undertaken. There also appears to be an issue, in terms of access to the training and advice that is available, to those wishing to set up their own business.
- 6.3 That Councils lobby Central Government on the need for clarification on equivalences, in terms of qualifications for migrant workers.
- 6.4 A number of concerning issues were identified in relation to access to Housing. Information and advice in the form of the Code of Practice on Race and Accommodation, must be issued by the Equality Commission and proactively disseminated to estate agents, private landlords and other housing providers. Councils should lobby the Minister on the issue of the Code.
- 6.5 Further research should be conducted, into how foreign nationals and migrant workers access the private rented sector and to ensure proper regulation and to minimise potential for exploitation.
- 6.6 There is a need for a more joined up approach to challenging racism, by educating children, parents, teachers and communities. Good practices, identified in terms of promoting citizenship and civic leadership in some schools, should be disseminated across the region.
- 6.7 Opportunities should be identified for more joined up working, between the statutory agencies and community sector and good practices, such as those implemented by the YMCA and SEELB, used as exemplars.
- 6.8 Opportunities should be identified for young people and communities, to develop projects that would be eligible for future funding under CSI.
- 6.9 There are clearly issues in terms of sectarianism and racism that need to be addressed across the three Council areas. Two of the Councils (Ards and Down), are more advanced in their approach to mainstreaming and promoting Good Relations. The three Councils should explore dissemination of good practice and approaches to mainstreaming Good Relations.
- 6.10 The joined up approach that has been adopted in Down and Ards, between the Health Trust and the other statutory agencies, be developed in North Down.
- 6.11 That some of the proactive approaches to training staff in cultural diversity training, being implemented in the Health Trust, be shared across the statutory agencies.
- 6.12 That further research is undertaken into the problems experienced, by a number of people from minority ethnic communities, in accessing local GP services.
- 6.13 At the strategic level, Councils could adopt a more joined up approach, through working with other Councils, both inside and outside the PEACE III cluster area and with other public bodies, in order to learn from best practice and achieve economies of scale where possible.

- 6.14 It was established, through the research that, racist and sectarian incidents were occurring in each of the areas. The most common incidents reported, were attacks on property and verbal abuse mainly from young people. This is an issue where Councils could become more proactively involved, in working with local communities, to promote civic leadership, mutual respect and understanding.
- 6.15 That the MECA partners, explore the development of Internet One Stop Shops, similar to the Belfast City Council model, to address the gaps in access to information, identified through the research.
- 6.16 That the Councils, ensure that, when they are issuing information on access to services for ethnic minority communities, they include information on setting up your own business and on how to access benefits.
- 6.17 A number of issues have been identified, where the needs of the minority ethnic communities could benefit from advocacy workers. The advocacy service could be developed, in collaboration with a range of other Councils and the community and voluntary sector.
- 6.18 The Councils in the MECA partnership, learn from the good practice developed in the Ballywalter area, where it is clear that minority ethnic communities can suffer from isolation and problems in integrating with the local community.

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APPENDIX 1:

Census 2001: Ethnic Group

The MECA Project Report

Local Government District	All persons	White	Irish Traveller	Mixed	Indian	Pakistani	Bangladeshi	Other Asian	Black Caribbean	Black African	Other Black	Chinese	Other ethnic group
Antrim	48,366	47,959	11	133	55	32	4	4	9	8	12	121	18
Ards	73,244	72,776	17	142	20	6	58	5	5	11	7	156	41
Armagh	54,260	54,008	82	59	18	-	-	4	6	3	5	54	21
Ballymena	58,609	58,205	74	89	38	36	4	5	-	16	11	92	39
Ballymoney	26,889	26,788	15	25	16	-	-	-	-	4	-	37	4
Banbridge	41,392	41,219	26	60	13	8	-	3	5	4	5	34	15
Belfast	277,391	273,595	251	729	438	158	62	76	62	148	74	1,318	480
Carrickfergus	37,659	37,390	5	69	21	6	10	7	6	11	4	85	45
Castlereagh	66,488	65,588	18	165	79	47	25	24	10	62	15	403	52
Coleraine	56,316	55,812	32	139	84	14	3	9	10	15	12	155	31
Cookstown	32,585	32,429	19	34	8	3	3	3	-	3	4	72	7
Craigavon	80,670	79,863	133	144	86	118	10	-	5	14	17	222	58
Derry	105,066	104,120	171	255	205	28	10	5	28	34	20	143	47
Down	63,826	63,408	43	126	18	8	-	-	16	16	34	99	58
Dungannon	47,735	47,363	154	68	23	12	3	3	3	9	14	58	25
Fermanagh	57,528	57,196	86	97	21	11	4	5	3	15	18	47	25
Larne	30,831	30,714	5	60	12	3	-	-	-	3	3	21	10
Limavady	32,421	32,161	26	61	6	-	-	-	6	6	77	33	45
Lisburn	108,694	107,888	58	213	95	17	10	11	15	28	18	245	96
Magherafelt	39,779	39,555	27	62	49	4	-	-	3	3	3	63	10
Moyle	15,932	15,882	8	15	7	-	-	-	3	-	-	14	3
Newry and Mourne	87,057	86,543	239	93	15	21	3	-	9	11	8	93	22
Newtownabbey	79,995	79,205	24	146	113	64	6	4	9	30	7	322	65
North Down	76,323	75,627	18	225	31	57	32	22	32	26	8	205	40
Omagh	47,949	47,640	115	46	55	9	-	-	5	9	5	43	22
Strabane	38,245	38,054	53	64	41	-	-	-	3	3	6	10	11
Northern Ireland	1,685,267	1,670,988	1,710	3,319	1,567	666	252	194	255	494	387	4,145	1,290

Source NISRA Census 2001

APPENDIX 2:
Mid-Year Population Estimates
2002 - 2008

The MECA Project Report

Local Government District	2002	% Change	2003	% Change	2004	% Change	2005	% Change	2006	% Change	2007	% Change	2008
Antrim	48,877	0.8	49,260	1.2	49,833	1.4	50,530	1.9	51,510	2.2	52,621	1.2	53,243
Ards	74,079	0.4	74,369	0.4	74,648	0.8	75,279	1.2	76,179	1.2	77,117	0.6	77,614
Armagh	54,958	0.9	55,449	-1.0	54,876	1.6	55,755	1.9	56,789	1.6	57,685	0.8	58,173
Ballymena	58,953	1.0	59,516	0.9	60,026	1.2	60,738	1.0	61,352	1.2	62,118	1.0	62,738
Ballymoney	27,478	1.2	27,809	1.6	28,260	1.7	28,730	1.7	29,225	1.8	29,741	1.2	30,106
Banbridge	42,356	1.7	43,083	1.6	43,774	2.3	44,778	1.6	45,497	2.1	46,449	1.1	46,966
Belfast	274,114	-0.9	271,596	-1.0	268,978	-0.4	267,999	-0.2	267,374	0.1	267,535	0.3	268,323
Carrickfergus	38,109	0.9	38,466	0.6	38,715	1.2	39,175	1.4	39,715	0.8	40,026	0.0	40,031
Castlereagh	66,329	-0.4	66,076	-0.4	65,795	-0.2	65,665	0.0	65,633	-0.1	65,562	1.0	66,205
Coleraine	56,181	-0.3	56,024	0.9	56,530	0.1	56,565	0.3	56,718	0.2	56,815	0.3	57,006
Cookstown	33,039	1.1	33,387	0.8	33,660	1.3	34,102	2.0	34,769	1.9	35,429	1.5	35,944
Craigavon	81,500	0.8	82,155	1.2	83,168	1.8	84,679	2.5	86,766	2.4	88,820	2.3	90,843
Derry	106,193	0.2	106,456	0.4	106,889	0.4	107,296	0.6	107,904	0.6	108,535	0.5	109,097
Down	64,836	0.6	65,195	2.4	66,759	1.0	67,436	1.3	68,314	1.3	69,188	0.9	69,816
Dungannon	48,232	1.0	48,695	1.3	49,307	2.9	50,747	3.1	52,334	3.8	54,306	2.0	55,386
Fermanagh	58,148	1.0	58,705	1.0	59,279	0.7	59,712	1.4	60,570	1.2	61,291	1.1	61,966
Larne	30,944	0.0	30,948	-0.1	30,908	0.5	31,067	0.6	31,256	0.3	31,344	-0.2	31,292
Limavady	33,210	1.1	33,571	1.3	34,010	0.4	34,147	0.6	34,346	0.2	34,428	-0.9	34,117
Lisburn	109,384	0.2	109,565	0.6	110,247	1.2	111,521	1.3	112,929	0.5	113,520	1.1	114,766
Magherafelt	40,400	1.1	40,837	1.1	41,296	1.3	41,819	1.4	42,419	1.6	43,099	1.7	43,844
Moyle	16,244	0.4	16,302	0.7	16,424	0.6	16,515	0.2	16,541	1.2	16,740	0.8	16,876
Newry & Mourne	88,549	1.2	89,644	0.7	90,290	1.4	91,572	2.0	93,432	2.2	95,494	1.9	97,289
Newtownabbey	80,218	0.1	80,285	0.0	80,279	0.7	80,834	0.5	81,204	0.6	81,690	1.3	82,744
North Down	76,984	0.2	77,110	0.7	77,624	0.8	78,272	0.5	78,681	0.0	78,657	0.3	78,889
Omagh	48,919	1.3	49,560	1.1	50,082	1.3	50,730	0.6	51,030	0.9	51,508	1.2	52,115
Strabane	38,407	0.4	38,565	0.3	38,665	0.2	38,745	1.0	39,132	0.8	39,430	0.5	39,614
Northern Ireland	1,696,641	0.4	1,702,628	0.5	1,710,322	0.8	1,724,408	1.0	1,741,619	1.0	1,759,148	0.9	1,775,003

APPENDIX 3:
Resident Population Estimates Mid-2008:
Components Of Change Ranked
by % Change in Population

The MECA Project Report

LGD	Mid-2007 Pop'n	Births Mid 07- Mid 08	Deaths Mid 07- Mid 08	Natural Change	Internal Migration (Mid 07 - Mid 08)			External Migration (Mid 07 - Mid 08)			Net Int'l national Migration	Net Migration Within the UK	Total Migration (Mid 07 - Mid 08)			Other Changes Mid 07 - Mid 08	Migration & other changes	Mid-2008 Pop'n	% Change in Population Mid 2007 to Mid 2008
		In	Out		Net	In	Out	Net	In	Out			Net	In	Out				
Antrim	52,621	845	388	457	1,292	1,170	122	802	561	241	190	51	2,094	1,731	363	-198	165	53,243	1.2
Ards	77,117	979	714	265	1,824	1,505	319	670	696	-26	55	-81	2,494	2,201	293	-61	232	77,614	0.6
Armagh	57,685	897	459	438	1,177	1,214	-37	865	614	251	147	104	2,042	1,828	214	-164	50	58,173	0.8
Ballymena	62,118	858	529	329	1,066	1,159	-93	1,028	624	404	376	28	2,094	1,783	311	-20	291	62,738	1.0
Ballymoney	29,741	425	220	205	846	753	93	275	193	82	68	14	1,121	946	175	-15	160	30,106	1.2
Banbridge	46,449	683	312	371	1,254	1,093	161	393	358	35	37	-2	1,647	1,451	196	-50	146	46,966	1.1
Belfast	267,535	3,778	2,805	973	7,591	8,562	-971	6,264	5,309	955	519	436	13,855	13,871	-16	-169	-185	268,323	0.3
Carrickfergus	40,026	465	385	80	812	871	-59	470	406	64	18	46	1,282	1,277	5	-80	-75	40,031	0.0
Castlereagh	65,562	825	606	219	2,523	2,215	308	693	597	96	77	19	3,216	2,812	404	20	424	66,205	1.0
Coleraine	56,815	701	451	250	1,182	1,371	-189	931	841	90	4	86	2,113	2,212	-99	40	-59	57,006	0.3
Cookstown	35,429	520	295	225	800	738	62	497	264	233	234	-1	1,297	1,002	295	-5	290	35,944	1.5
Craigavon	88,820	1,473	609	864	1,868	1,498	370	1,628	881	747	647	100	3,496	2,379	1,117	42	1,159	90,843	2.3
Derry	108,535	1,633	761	872	1,177	1,334	-157	1,385	1,551	-166	-214	48	2,562	2,885	-323	13	-310	109,097	0.5
Down	69,188	957	529	428	1,252	1,183	69	752	666	86	117	-31	2,004	1,849	155	45	200	69,816	0.9
Dungannon	54,306	879	406	473	1,019	1,269	-250	1,504	717	787	694	93	2,523	1,986	537	70	607	55,386	2.0
Fermanagh	61,291	855	508	347	859	880	-21	1,105	816	289	202	87	1,964	1,696	268	60	328	61,966	1.1
Larne	31,344	359	280	79	535	636	-101	315	285	30	-5	35	850	921	-71	-60	-131	31,292	-0.2
Limavady	34,428	499	229	270	529	567	-38	267	393	-126	-49	-77	796	960	-164	-417	-581	34,117	-0.9
Lisburn	113,520	1,759	826	933	3,016	2,889	127	1,637	1,371	266	78	188	4,653	4,260	393	-80	313	114,766	1.1
Magherafelt	43,099	682	282	400	828	731	97	505	312	193	169	24	1,333	1,043	290	55	345	43,844	1.7
Moyle	16,740	215	136	79	419	363	56	213	167	46	21	25	632	530	102	-45	57	16,876	0.8
Newry & Mourne	95,494	1,579	683	896	996	1,136	-140	1,714	945	769	692	77	2,710	2,081	629	270	899	97,289	1.9
Newtown-abbey	81,690	1,145	710	435	2,507	2,117	390	948	949	-1	-43	42	3,455	3,066	389	230	619	82,744	1.3
North Down	78,657	932	806	126	1,781	1,627	154	1,391	1,362	29	-63	92	3,172	2,989	183	-77	106	78,889	0.3
Omagh	51,508	693	340	353	776	887	-111	804	535	269	266	3	1,580	1,422	158	96	254	52,115	1.2
Strabane	39,430	544	324	220	472	633	-161	428	328	100	74	26	900	961	-61	25	-36	39,614	0.5
Northern Ireland	1,759,148	25,180	14,593	10,587	38,401	38,401	0	27,484	21,741	5,743	4,311	1432	65,885	60,142	5,743	-475	5,268	1,775,003	0.9

Notes on data :-

- 1 Internal migration relates to population migration across Local Government District boundaries within Northern Ireland only.
- 2 External migration relates to migration flows with Great Britain, the Republic of Ireland and the rest of the world.
- 3 Other changes principally include changes in the number of armed forces stationed in Northern Ireland.
- 4 Components are provided to enable understanding and to inform comment. The components are estimated in as robust a manner as possible given available data sources. However, they should not be regarded as accurate at the level shown.

5 The mid-year population estimates are generally quoted in rounded form, this is because population counts from the census and subsequent updates involving births, deaths and migration cannot be precise.

In general the precision of the population estimates could be considered to be no better than to the nearest 100.

6 Source: Demography and Methodology Branch, NISRA

APPENDIX 4:
Resident Population Estimates,
Comparing Mid 2007 with Mid 2008:
Selected Age Groups

The MECA Project Report

All ages	All ages				Children 0 - 15				Working age '16-64M/59F				Older people '65M/60F and over			
	Mid 2007	Mid 2008	+ / -	% Change	Mid 2007	Mid 2008	+ / -	% Change	Mid 2007	Mid 2008	+ / -	% Change	Mid 2007	Mid 2008	+ / -	% Change
Antrim	52,621	53,243	622	1.2	12,243	12,389	146	1.2	32,886	33,104	218	0.7	7,492	7,750	258	3.4
Ards	77,117	77,614	497	0.6	15,170	15,285	115	0.8	47,724	47,640	-84	-0.2	14,223	14,689	466	3.3
Armagh	57,685	58,173	488	0.8	13,517	13,599	82	0.6	35,007	35,187	180	0.5	9,161	9,387	226	2.5
Ballymena	62,118	62,738	620	1.0	12,856	12,920	64	0.5	37,719	37,995	276	0.7	11,543	11,823	280	2.4
Ballymoney	29,741	30,106	365	1.2	6,491	6,587	96	1.5	18,291	18,448	157	0.9	4,959	5,071	112	2.3
Banbridge	46,449	46,966	517	1.1	10,301	10,371	70	0.7	29,053	29,280	227	0.8	7,095	7,315	220	3.1
Belfast	267,535	268,323	788	0.3	52,748	52,448	-300	-0.6	167,651	168,779	1,128	0.7	47,136	47,096	-40	-0.1
Carrickfergus	40,026	40,031	5	0.0	8,319	8,182	-137	-1.6	24,800	24,832	32	0.1	6,907	7,017	110	1.6
Castlereagh	65,562	66,205	643	1.0	12,955	12,953	-2	0.0	39,427	39,922	495	1.3	13,180	13,330	150	1.1
Coleraine	56,815	57,006	191	0.3	11,658	11,615	-43	-0.4	34,315	34,283	-32	-0.1	10,842	11,108	266	2.5
Cookstown	35,429	35,944	515	1.5	8,187	8,153	-34	-0.4	22,099	22,516	417	1.9	5,143	5,275	132	2.6
Craigavon	88,820	90,843	2,023	2.3	19,758	20,121	363	1.8	55,237	56,462	1,225	2.2	13,825	14,260	435	3.1
Derry	108,535	109,097	562	0.5	25,821	25,737	-84	-0.3	68,499	68,744	245	0.4	14,215	14,616	401	2.8
Down	69,188	69,816	628	0.9	15,427	15,356	-71	-0.5	42,722	43,029	307	0.7	11,039	11,431	392	3.6
Dungannon	54,306	55,386	1,080	2.0	12,486	12,581	95	0.8	33,954	34,749	795	2.3	7,866	8,056	190	2.4
Fermanagh	61,291	61,966	675	1.1	13,064	13,175	111	0.8	38,007	38,296	289	0.8	10,220	10,495	275	2.7
Larne	31,344	31,292	-52	-0.2	6,181	6,045	-136	-2.2	19,300	19,199	-101	-0.5	5,863	6,048	185	3.2
Limavady	34,428	34,117	-311	-0.9	7,879	7,848	-31	-0.4	21,946	21,572	-374	-1.7	4,603	4,697	94	2.0
Lisburn	113,520	114,766	1,246	1.1	25,922	26,166	244	0.9	70,069	70,537	468	0.7	17,529	18,063	534	3.0
Magherafelt	43,099	43,844	745	1.7	10,078	10,204	126	1.3	27,023	27,557	534	2.0	5,998	6,083	85	1.4
Moyle	16,740	16,876	136	0.8	3,471	3,478	7	0.2	10,117	10,154	37	0.4	3,152	3,244	92	2.9
Newry & Mourne	95,494	97,289	1,795	1.9	23,273	23,504	231	1.0	58,782	60,070	1,288	2.2	13,439	13,715	276	2.1
Newtownabbey	81,690	82,744	1,054	1.3	16,675	16,802	127	0.8	50,265	50,926	661	1.3	14,750	15,016	266	1.8
North Down	78,657	78,889	232	0.3	14,538	14,501	-37	-0.3	48,020	47,892	-128	-0.3	16,099	16,496	397	2.5
Omagh	51,508	52,115	607	1.2	11,861	11,879	18	0.2	32,327	32,697	370	1.1	7,320	7,539	219	3.0
Strabane	39,430	39,614	184	0.5	9,189	9,171	-18	-0.2	24,149	24,242	93	0.4	6,092	6,201	109	1.8
Northern Ireland	1,759,148	1,775,003	15,855	0.9	380,068	381,070	1,002	0.3	1,089,389	1,098,112	8,723	0.8	289,691	295,821	6,130	2.1

NOTE : The mid-year population estimates are generally quoted in rounded form, this is because population counts from the census and subsequent updates involving births, deaths and migration cannot be precise. In general the precision of the population estimates could be considered to be no better than to the nearest 100. Source: NISRA Demography and Methodology Branch

APPENDIX 5:
Claimant Count by
District Council Area
July 2009

The MECA Project Report

District	Claimants - June 2007	% Of Working Age June 2007	Claimants June 08	% Of Working Age June 08	Claimants July 09	% Of Working Age July 09	Change over Year July 07 to June 08		Change over Year July 08 to July 09		Jobs Density (2005)
	Total	%	Total	%	Total	%	Number	%	Number	%	Indicator*
Antrim	474	1.5	513	1.6	1,154	3.5	39	8.2	641	125.0	0.93
Ards	848	1.8	824	1.7	1,560	3.3	-24	-2.8	736	89.3	0.44
Armagh	548	1.6	608	1.8	1,534	4.4	60	10.9	926	152.3	0.71
Ballymena	619	1.7	638	1.7	1,396	3.7	19	3.1	758	118.8	0.99
Ballymoney	269	1.5	350	2.0	848	4.6	81	30.1	498	142.3	0.51
Banbridge	278	1.0	372	1.3	932	3.2	94	33.8	560	150.5	0.51
Belfast	6,305	3.8	6,174	3.7	10,469	6.2	-131	-2.1	4,295	69.6	1.36
Carrickfergus	390	1.6	454	1.8	997	4.0	64	16.4	543	119.6	0.39
Castlereagh	407	1.0	442	1.1	1,083	2.7	35	8.6	641	145.0	0.74
Coleraine	714	2.1	827	2.4	1,628	4.7	113	15.8	801	96.9	0.80
Cookstown	287	1.4	360	1.7	1,082	4.9	73	25.4	722	200.6	0.66
Craigavon	892	1.7	1,164	2.2	2,581	4.7	272	30.5	1,417	121.7	0.79
Derry	2,831	4.2	2,908	4.3	4,811	7.0	77	2.7	1,903	65.4	0.72
Down	760	1.8	901	2.1	1,856	4.3	141	18.6	955	106.0	0.54
Dungannon	399	1.3	526	1.6	1,640	4.8	127	31.8	1,114	211.8	0.78
Fermanagh	763	2.1	781	2.1	1,574	4.1	18	2.4	793	101.5	0.73
Larne	302	1.6	306	1.6	813	4.2	4	1.3	507	165.7	0.54
Limavady	544	2.5	656	3.0	1,396	6.4	112	20.6	740	112.8	0.57
Lisburn	1,281	1.9	1,382	2.0	2,839	4.1	101	7.9	1,457	105.4	0.69
Magherafelt	258	1.0	335	1.3	1,145	4.2	77	29.8	810	241.8	0.67
Moyle	241	2.4	310	3.1	577	5.7	69	28.6	267	86.1	0.47
Newry & Mourne	1,109	2.0	1,243	2.2	3,077	5.2	134	12.1	1,834	147.5	0.70
Newtownabbey	866	1.7	822	1.6	1,880	3.7	-44	-5.1	1,058	128.7	0.70
North Down	759	1.6	732	1.5	1,497	3.1	-27	-3.6	765	104.5	0.54
Omagh	593	1.9	656	2.1	1,446	4.5	63	10.6	790	120.4	0.72
Strabane	934	3.9	1,076	4.5	1,615	6.7	142	15.2	539	50.1	0.48
NI TOTAL	23,671	2.2	25,360	2.4	51,430	4.7	1,689	7.1	26,070	102.8	0.78

APPENDIX 6:
Births Registered in Northern Ireland
Classified by Mother's Country of Birth
(January 2001 - June 2009)

Mother's Country of Birth	Registration Year								
	Jan 2001 - Dec 2001	Jan 2002 - Dec 2002	Jan 2003 - Dec 2003	Jan 2004 - Dec 2004	Jan 2005 - Dec 2005	Jan 2006 - Dec 2006	Jan 2007 - Dec 2007	Jan 2008 - Dec 2008*	Jan 2009 - Jun 2009*
Northern Ireland	18,993	18,507	18,610	19,056	19,040	19,611	20,325	21,095	10,405
Rest of UK	1,557	1,480	1,459	1,408	1,463	1,477	1,456	1,410	668
Republic of Ireland	722	653	654	689	705	736	723	779	338
A8 Countries	12	16	21	34	118	390	775	1,080	587
All Other Countries	649	708	875	1,096	986	1,058	1,170	1,267	615
Unknown	29	21	29	35	16	-	2	-	-
All Births	21,962	21,385	21,648	22,318	22,328	23,272	24,451	25,631	12,613

* Provisional Data

Source: NISRA (July 2009)

APPENDIX 7(a):
Workers Registration Scheme
Approved Applications by Local Authority

Local Authority	May 04 - Mar 06									April 06 - Mar 07								
	Czech Rep	Estonia	Hungary	Latvia	Lithuania	Poland	Slovakia	Slovenia	Total	Czech Rep	Estonia	Hungary	Latvia	Lithuania	Poland	Slovakia	Slovenia	Total
Antrim	45	5	15	10	115	180	195	5	570	15	0	15	0	50	160	140	0	380
Ards	0	5	0	45	80	95	5	0	235	0	0	0	10	60	100	5	0	180
Armagh	40	5	25	65	275	240	20	0	665	20	5	20	30	135	210	30	0	440
Ballymena	70	0	0	30	15	250	410	0	775	50	0	0	5	10	335	205	0	600
Ballymoney	0	0	0	20	5	60	20	0	110	0	0	0	0	0	45	0	0	60
Banbridge	15	0	0	10	60	115	5	0	205	0	0	0	0	25	95	0	0	125
Belfast	230	10	20	45	125	1,390	450	0	2,265	80	0	25	20	50	1,170	215	0	1,555
Carrickfergus	0	0	0	10	0	5	5	0	25	0	0	0	10	0	15	0	0	40
Castlereagh	5	0	0	20	40	100	10	0	180	0	0	0	0	15	60	10	0	90
Coleraine	5	0	0	25	15	420	35	0	500	0	0	0	5	0	270	15	0	300
Cookstown	15	0	0	95	465	65	165	0	805	0	5	0	30	45	70	95	0	240
Craigavon	70	5	20	55	310	720	55	0	1,230	30	0	10	15	180	425	45	0	685
Derry City	5	0	0	5	15	180	10	0	220	0	0	0	0	15	120	15	0	150
Down	5	5	0	20	30	60	30	0	150	10	0	0	0	25	100	30	0	165
Dungannon	20	5	10	80	590	425	110	0	1,245	15	0	10	50	365	340	55	0	835
Fermanagh	40	0	10	65	195	300	25	0	635	0	0	0	15	80	220	10	0	325
Larne	5	0	0	0	0	10		0	15	0	0	0	0	0	5	0	0	5
Limavady	5	0	0	20	15	120	15	0	170	0	0	0	10	5	90	5	0	115
Lisburn	30	0	20	25	145	260	80	0	560	10	0	15	15	70	280	35	0	420
Magherafelt	65	0	5	65	100	225	160	0	620	20	0	5	50	45	180	110	0	405
Moyle	0	0	0	0	10	40		0	50	0	0	0	0	0	20	0	0	25
Newry and Mourne	25	5	5	90	310	580	70	0	1,085	5	0	0	40	155	615	25	0	850
Newtownabbey	0	0	0	5	5	160	5	0	180	0	0	0	0	10	180	5	0	200
North Down	5	0	0	5	10	50	10	0	85	5	0	0	5	5	85	15	0	120
Omagh	5	0	35	30	45	185	100	0	405	0	0	55	15	30	150	80	0	335
Strabane	0	5	10	5	20	90	5	0	130	0	0	25	0	5	45	0	0	80
Total	720	55	175	830	2,995	6,330	1,990	5	13,095	285	15	200	340	1,395	5,370	1,160	0	8,755

Source: LGAR / Home Office
 The data in this publication are based on Management Information, are provisional and may be subject to change. The data are not National Statistics.
 This table shows registered workers rather than the number of applications made. The figures are for initial applications only (not multiple applications, where an individual is doing more than one job simultaneously, nor re-registrations, where an individual has changed employers).
 Currently 94% of approved applications have an accurate post code. Applications where post codes could not be matched to the Office of National Statistics database are excluded from this dataset
 Figures based on Employers address and the date the application is approved, rather than the date on the application form as used and published in the Accession Monitoring Report.
 Figures are rounded to nearest 5
 0 Indicates 0, 1 or 2
 Because of rounding, figures may not add up to totals shown

Local Authority	April 07 - March 08									April 2008 - March 09								
	Czech Rep	Estonia	Hungary	Latvia	Lithuania	Poland	Slovakia	Slovenia	Total	Czech Rep	Estonia	Hungary	Latvia	Lithuania	Poland	Slovakia	Slovenia	Total
Antrim	20	0	20	0	55	175	125	0	410	0	0	5	5	30	135	65	0	250
Ards	10	0	0	5	45	75	20	0	175	0	0	5	0	35	55	5	0	110
Armagh	25	0	30	15	90	200	15	0	375	5	0	35	40	90	80	0	0	275
Ballymena	40	0	0	0	10	230	165	0	460	50	0	0	0	0	235	160	0	450
Ballymoney	0	0	0	0	0	80	10	0	95	0	0	0	5	0	30	5	0	60
Banbridge	0	0	0	0	10	60	0	0	75	0	0	0	0	10	30	0	0	45
Belfast	75	0	40	10	35	970	170	0	1,300	25	0	25	15	40	655	125	0	875
Carrickfergus	0	0	0	0	0	30	0	0	35	0	0	0	0	0	15	0	0	20
Castlereagh	0	0	0	5	10	60	0	0	85	0	0	0	5	0	50	5	0	60
Coleraine	0	0	0	5	5	270	10	0	305	0	0	0	0	0	130	0	0	145
Cookstown	5	0	0	15	30	75	85	0	210	5	0	5	10	10	40	100	0	185
Craigavon	20	0	0	20	100	420	65	0	630	5	0	10	30	85	205	90	0	420
Derry City	0	0	0	0	5	155	0	0	170	0	0	0	0	0	70	0	0	80
Down	15	0	5	0	10	75	25	0	140	10	0	15	5	10	60	10	0	110
Dungannon	5	0	20	40	335	350	60	0	815	0	0	20	55	260	225	20	0	580
Fermanagh	0	0	5	15	55	185	15	0	285	0	0	5	10	25	90	0	0	145
Larne	0	0	0	0	5	5	0	0	20	0	0	0	0	0	10	0	0	15
Limavady	0	0	0	0	0	60	15	0	80	0	0	0	0	0	20	0	0	30
Lisburn	0	0	15	0	35	175	5	0	245	0	0	15	5	25	140	10	0	205
Magherafelt	10	0	0	20	25	170	40	0	270	5	0	0	15	10	75	20	0	130
Moyle	0	0	0	0	0	20	0	0	25	0	0	0	0	10	15	0	0	35
Newry and Mourne	5	0	15	35	120	485	25	0	690	5	0	10	40	105	350	25	0	545
Newtownabbey	5	0	0	0	0	220	10	0	235	0	0	0	5	10	80	0	0	110
North Down	5	0	0	5	0	65	15	0	90	5	0	0	0	5	45	10	0	75
Omagh	0	0	50	10	25	165	45	0	305	0	0	50	5	15	115	15	0	205
Strabane	0	0	25	0	0	45	0	0	75	0	0	5	0	0	20	0	0	25
Total	275	5	235	225	1,055	4,840	945	0	7,600	160	0	225	275	820	2,985	715	0	5,175

APPENDIX 7(b):
Workers Registration Scheme
Dependants by Local Authority

The MECA Project Report

Local Authority	May 04 - Mar 06			April 06 - March 07			April 07 - March 08			April 08 - March 09		
	Dependants Under 17	Dependants Over 17	Total	Dependants Under 17	Dependants Over 17	Total	Dependants Under 17	Dependants Over 17	Total	Dependants Under 17	Dependants Over 17	Total
Antrim	10	25	35	20	25	50	30	80	105	15	35	45
Ards		5	5	10	10	15	5	10	15	10	5	15
Armagh	50	35	85	60	35	100	25	40	65	25	35	60
Ballymena	10	25	30	10	15	25	95	30	125	30	20	45
Ballymoney	5		5	0	0	0	15	0	15	5	0	10
Banbridge	5		5	15	10	25	5	20	20	10	10	25
Belfast	65	60	125	80	90	170	75	155	230	55	100	155
Carrickfergus	5	5	10	5	0	10	5	20	25	0	15	15
Castlereagh	5	5	10	10	10	20	10	5	15	5	15	15
Coleraine	30	15	40	25	20	45	15	30	45	5	10	20
Cookstown	20	20	40	20	25	45	15	30	35	5	30	40
Craigavon	80	70	150	120	70	195	45	85	120	30	65	95
Derry City	15	10	25	15	5	25	5	20	25	0	5	10
Down	10	5	15	25	5	30	15	30	50	10	10	30
Dungannon	85	65	150	125	105	235	45	120	160	35	55	90
Fermanagh	35	15	50	45	25	70	30	40	75	15	25	40
Larne				0	0	0	0	5	10	0	5	5
Limavady		5	5	10	10	20	0	5	5	0	10	10
Lisburn	15	15	25	30	15	50	15	35	55	15	20	40
Magherafelt	15	35	50	45	30	75	15	30	45	15	20	35
Moyle				0	0	0	0	0	0	0	0	0
Newry and Mourne	35	30	65	110	75	185	55	100	155	55	90	150
Newtownabbey	10	5	15	35	20	50	5	30	35	0	35	40
North Down		5	5	0	15	20	5	15	25	5	10	15
Omagh	10	15	25	40	30	70	35	45	80	25	40	60
Strabane	10		10	15	0	15	5	5	15	0	5	5
Total	515	470	985	875	675	1555	565	990	1555	405	685	1,085

Source: LGAR / Home Office

APPENDIX 8:
NINO Applications split by the three
Application Centres in Northern Ireland
03/04 to 08/09

The MECA Project Report

	Shaftesbury Sq 03/04	Shaftesbury Sq. 04/05	Shaftesbury Sq 05/06	Shaftesbury Sq 06/07	Shaftesbury Sq 07/08	Shaftesbury Sq 08/09
Nationality	Total	Total	Total	Total	Total	Total
ASIA	714	966	981	1,022	1,162	1089
AFRICA	156	343	206	310	243	282
NORTH AMERICAN	110	228	187	228	238	277
SOUTH AMERICA	9	43	29	31	36	52
OTHER EUROPEAN	41	70	100	125	105	94
OCEANIA	146	214	215	215	208	210
EU (EXC UK, IRELAND, A8 & A2)	372	739	640	682	793	781
A8	28	2,554	5,425	6,242	5,891	3,324
CZECH	1	272	260	218	168	138
ESTONIAN	0	23	33	21	16	14
HUNGARIAN	2	43	63	137	186	166
LATVIAN	1	115	137	121	83	95
LITHUANIAN	3	266	401	473	382	313
POLISH	19	1,347	3,748	4,198	4,221	2107
SLOVAK	2	470	767	1,074	832	485
SLOVENE	0	18	16	0	3	6
A2	32	25	67	93	174	387
BULGARIAN	22	13	36	30	64	145
ROMANIAN	10	12	31	63	110	242
UK & IRELAND	629	932	894	1,104	1,060	1,242
BRITISH	99	123	145	157	181	258
IRISH	530	809	749	947	879	984
SCOTTISH	0	0	0	0	0	0
NOT KNOWN	0	0	4	48	2	1
Total NINO Applications (Exc UK & Ireland)	1,608	5,182	7,854	8,996	8,852	7,739

	Lisnagelvin 03/04	Lisnagelvin 04/05	Lisnagelvin 05/06	Lisnagelvin 06/07	Lisnagelvin 07/08	Lisnagelvin 08/09
Nationality	Total	Total	Total	Total	Total	Total
ASIA	395	461	19	340	348	388
AFRICA	84	70	20	76	47	74
NORTH AMERICAN	60	73	6	47	81	70
SOUTH AMERICA	8	5	12	5	9	12
OTHER EUROPEAN	145	146	14	77	32	12
OCEANIA	38	47	17	47	61	39
EU (EXC UK, IRELAND, A8 & A2)	300	252	8	238	245	231
A8	222	1,599	3,731	4,108	4,785	2,793
CZECH	9	110	214	131	97	63
ESTONIAN	0	10	28	8	4	4
HUNGARIAN	4	15	39	142	291	198
LATVIAN	25	143	211	177	147	160
LITHUANIAN	18	267	442	415	365	253
POLISH	132	782	1,848	2,480	2,899	1587
SLOVAK	34	272	949	755	980	528
SLOVENE	0	0	0	0	2	0
A2	110	150	0	105	159	191
BULGARIAN	65	57	0	4	82	90
ROMANIAN	45	93	0	101	77	101
UK & IRELAND	1,178	1,077	15	807	984	1,038
BRITISH	83	49	11	26	45	66
IRISH	1,095	1,025	4	781	939	972
SCOTTISH	0	3	0	0	0	0
NOT KNOWN	0	0	16	5	188	54
Total NINO Applications (Exc UK & Ireland)	1,362	2,803	3,843	5,048	5,955	4,902

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	Portadown 03/04	Portadown 04/05	Portadown 05/06	Portadown 06/07	Portadown 07/08	Portadown 08/09
Nationality	Total	Total	Total	Total	Total	Total
ASIA	500	548	396	178	170	177
AFRICA	127	139	117	63	78	77
NORTH AMERICAN	70	82	47	42	49	29
SOUTH AMERICA	39	49	30	33	22	42
OTHER EUROPEAN	223	229	167	176	54	26
OCEANIA	77	80	73	23	38	25
EU (EXC UK, IRELAND, A8 & A2)	1,139	941	615	429	522	656
A8	178	3,533	5,636	5,773	5,499	3,283
CZECH	11	175	191	176	186	67
ESTONIAN	0	8	17	12	8	4
HUNGARIAN	1	28	78	86	171	166
LATVIAN	13	287	359	299	293	287
LITHUANIAN	72	1,466	1,710	1,577	1,207	989
POLISH	79	1,353	2,916	3,259	3,158	1542
SLOVAK	2	216	362	364	473	227
SLOVENE	0	0	3	0	3	1
A2	66	63	49	45	130	230
BULGARIAN	61	48	31	35	99	206
ROMANIAN	5	15	18	10	31	24
UK & IRELAND	609	621	382	374	581	662
BRITISH	72	60	43	28	45	53
IRISH	537	561	339	346	536	609
SCOTTISH	0	0	0	0	0	0
NOT KNOWN	0	0	3	0	103	0

Source: Operations Directorate Support, DSD

APPENDIX 9:
NINo Registrations to Adult Overseas Nationals entering the UK:
Time Series - Financial Year Of Registration Date
by Northern Ireland Local Government District

	Total (Thousands)					
	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10
Antrim	160	460	830	710	410	190
Ards	90	230	340	340	240	140
Armagh	200	590	820	670	590	440
Ballymena	170	700	830	760	570	340
Ballymoney	20	120	150	190	100	40
Banbridge	60	180	240	230	130	80
Belfast	1890	4940	5030	4610	3440	2090
Carrickfergus	40	120	130	140	110	40
Castlereagh	140	250	260	210	200	120
Coleraine	110	490	500	510	320	170
Cookstown	120	450	450	510	260	130
Craigavon	360	1500	1700	1460	990	590
Derry	220	490	530	550	480	320
Down	100	190	450	350	260	170
Dungannon	640	1170	2000	1410	1140	650
Fermanagh	170	500	650	610	470	40
Larne	30	70	70	80	60	40
Limavady	40	180	200	200	70	250
Lisburn	240	720	720	600	360	130
Magherafelt	80	420	530	540	300	30
Moyle	30	30	60	50	30	580
Newry & Mourne	340	1110	1620	1370	970	160
Newtownabbey	180	360	400	400	260	170
North Down	110	290	480	380	270	190
Omagh	140	370	530	620	440	80
Strabane	50	90	170	150	150	7530
	5730	16020	19690	17650	12620	7530

Source: 100% extract from National Insurance Recording & Pay As You Earn System

NOTES: Northern Ireland Local Government District Improvements have been made to the allocation of migrants whose residential address is incomplete. Figures reflect the best estimate of an overseas national's locality at the time of registering for a NINo.

APPENDIX 10:
Number of Work Permits issued by
local government district of employment
(April 04 – March 09)

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Area (LGD)	Work Permit Count April 04 - March 05	Work Permit Count April 05 - March 06	Work Permit Count April 06 - March 07	Work Permit Count April 07 - March 08	Work Permit Count April 08 - March 09
Antrim	215	165	95	40	35
Ards	100	125	140	85	75
Armagh	115	80	65	90	125
Ballymena	430	270	155	135	55
Ballymoney	20	15	20	15	5
Banbridge	45	25	40	25	65
Belfast	920	630	780	455	385
Carrickfergus	10	30	30	20	25
Castlereagh	180	75	70	50	30
Coleraine	60	75	40	45	15
Cookstown	115	55	40	20	10
Craigavon	80	80	80	35	45
Derry	85	65	70	70	65
Down	35	45	20	20	30
Dungannon	240	85	60	40	35
Fermanagh	80	55	75	115	20
Larne	15	10	20	25	15
Limavady	50	30	30	25	5
Lisburn	105	105	90	35	35
Magherafelt	25	20	20	20	10
Moyle	15	20	25	45	70
Newry & Mourne	275	265	185	65	90
Newtownabbey	95	60	35	55	30
North Down	285	265	215	160	75
Omagh	290	100	65	65	50
Strabane	40	45	35	50	20
Northern Ireland	3,930	2,805	2,510	1,800	1,420

*Figures have been derived from local management information and are therefore provisional and subject to change.
Source: Home Office: Immigration and Nationality Directorate (August 2009)*

APPENDIX 11(a):
NI Schools Census Pupils
at School by Ethnic Origin

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		White						Other Ethnic Group						Total					
		2004/ 05	2005/ 06	2006/ 07	2007/ 08	2008/ 09	+/- Over Yr	2004/ 05	2005/ 06	2006/ 07	2007/ 08	2008/ 09	+/- Over Yr	2004/ 05	2005/ 06	2006/ 07	2007/ 08	2008/ 09	+/- Over Yr
BELB	Voluntary & Private Pre-school	481	449	489	501	440	-61	23	19	31	29	44	15	504	468	520	530	484	-46
	Total Nursery Schools	1530	1515	1532	1508	1500	-8	22	29	32	53	63	10	1552	1544	1564	1561	1563	2
	Total Primary Schools	#	24903	24344	23947	23427	-520	#	821	927	1036	1193	157	26506	25724	25271	24983	24620	-363
	Total Post Primary Schools	31006	30467	30001	29485	29106	-379	597	674	728	800	859	59	31603	31141	30729	30285	29965	-320
WELB	Voluntary & Private Pre-school	1188	1097	1175	1194	1198	4	11	15	27	12	12	0	1199	1112	1202	1206	1210	4
	Total Nursery Schools	782	798	792	765	761	-4	22	15	25	25	19	-6	804	813	817	790	780	-10
	Total Primary Schools	#	30735	30318	29753	29127	-626	#	419	466	526	550	24	31689	31154	30784	30279	29677	-602
	Total Post Primary Schools	27846	27371	26728	26434	26286	-148	201	222	248	278	313	35	28047	27593	26976	26712	26599	-113
NEELB	Voluntary & Private Pre-school	1451	1397	1592	1590	1612	22	22	26	34	43	33	-10	1473	1423	1626	1633	1645	12
	Total Nursery Schools	1423	1421	1332	1321	1335	14	31	28	47	42	41	-1	1454	1449	1379	1363	1376	13
	Total Primary Schools	37985	37695	37252	36996	36461	-535	480	597	620	685	740	55	38465	38292	37872	37681	37201	-480
	Total Post Primary Schools	33140	32692	32356	31945	32173	228	261	300	299	329	355	26	33401	32992	32655	32274	32528	254
SEELB	Voluntary & Private Pre-school	1312	1214	1295	1367	1366	-1	35	27	39	40	36	-4	1347	1241	1334	1407	1402	-5
	Total Nursery Schools	1116	1164	1101	993	973	-20	24	32	25	27	47	20	1140	1196	1126	1020	1020	0
	Total Primary Schools	35946	35589	35053	34305	33998	-307	581	652	704	789	860	71	36527	36241	35757	35094	34858	-236
	Total Post Primary Schools	26384	26154	25725	25238	25308	70	289	330	368	396	423	27	26673	26484	26093	25634	25731	97
SELB	Voluntary & Private Pre-school	1393	1359	1598	1708	1829	121	36	30	47	51	59	8	1429	1389	1645	1759	1888	129
	Total Nursery Schools	1158	1153	1143	1100	1092	-8	13	20	24	21	38	17	1171	1173	1167	1121	1130	9
	Total Primary Schools	38152	37692	37,629	37,624	37,355	-269	659	843	871	978	1100	122	38811	38535	38500	38602	38455	-147
	Total Post Primary Schools	33386	33181	32,796	32,541	32,563	22	339	449	516	496	600	104	33725	33630	33312	33037	33163	126
Northern Ireland	Voluntary & Private Pre-school	5825	5516	6149	6360	6445	85	127	117	178	175	184	9	5952	5633	6327	6535	6629	94
	Total Nursery Schools	6009	6051	5900	5687	5661	-26	112	124	153	168	208	40	6121	6175	6053	5855	5869	14
	Total Primary Schools	169104	166614	164596	162625	160368	-2257	2894	3332	3588	4014	4443	429	171998	169946	168184	166639	164811	-1828
	Total Post Primary Schools	151762	149865	147606	145643	145436	-207	1687	1975	2159	2299	2550	251	153449	151840	149765	147942	147986	44

Source: Department of Education

Notes: # means figure has been suppressed under rules of disclosure.

Pupil ethnicity is recorded according to their parents' self perception of ethnic group.

Other ethnic groups includes pupils who recorded their ethnicity as Irish traveller, mixed ethnic groups and those of non white ethnic group.

APPENDIX 11(b):
Number of Primary School Pupils with
English as an Additional Language
by the Local Government District of the
School 2007 and 2008 School Census

School (LGD)	Number of Primary Pupils with English as an Additional Language			Number of Post Primary Pupils with English as an Additional Language			Overall Change + / -
	2007	2008	Change + / -	2007	2008	Change + / -	
Antrim	103	120	17	32	35	3	20
Ards	56	73	17	23	20	-3	14
Armagh	136	147	11	65	89	24	35
Ballymena	128	156	28	38	70	32	60
Ballymoney	27	34	7	10	10	0	7
Banbridge	60	73	13	25	19	-6	7
Belfast	635	807	172	394	469	75	247
Carrickfergus	30	32	2	13	28	15	17
Castlereagh	111	145	34	51	62	11	45
Coleraine	132	142	10	31	43	12	22
Cookstown	93	121	28	53	68	15	43
Craigavon	406	495	89	189	229	40	129
Derry	132	164	32	34	42	8	40
Down	58	79	21	37	47	10	31
Dungannon	422	524	102	274	328	54	156
Fermanagh	123	150	27	66	84	18	45
Larne	10	16	6	-	10		6
Limavady	31	24	-7	19	24	5	-2
Lisburn	174	197	23	70	93	23	46
Magherafelt	66	93	27	24	42	18	45
Moyle	9	17	8	-	9		8
Newry & Mourne	246	290	44	118	149	31	75
Newtownabbey	121	141	20	48	60	12	32
North Down	81	74	-7	46	24	-22	-29
Omagh	123	160	37	33	68	35	72
Strabane	29	37	8	15	20	5	13
Northern Ireland	3,542	4,311	769	1,714	2,142	428	1,197

¹ Pupils counted as having English as an additional language where: - English is not their first language and they have difficulty with the English language and require additional support.
Source: Department for Education - Northern Ireland (June 2008)

APPENDIX 11(c):
Number of Pupils with English as an
Additional Language and Migration of
Pupils, Schools Census 2007 and 2008

School (LGD)	Number of Primary Pupils who arrived in NI		Number of Post Primary Pupils who arrived in NI		Number of Primary Pupils who left NI during the previous year		Number of Post Primary Pupils who left NI during the previous year		Net Change in Total Pupils in NI	
	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008
Antrim	155	84	14	36	189	84	25	29	-45	7
Ards	25	30	14	18	39	23	17	18	-17	7
Armagh	71	49	26	21	19	24	27	12	51	34
Ballymena	61	76	32	28	42	31	25	13	26	60
Ballymoney	14	18	11	5	7	10	7	6	11	7
Banbridge	19	23	11	10	20	11	-	-	10	22
Belfast	353	376	97	165	197	168	77	60	176	313
Carrickfergus	22	14	14	6	18	-	12	12	6	8
Castlereagh	40	49	22	27	17	22	9	16	36	38
Coleraine	72	55	18	17	48	29	8	5	34	38
Cookstown	33	50	14	19	14	15	5	-	28	54
Craigavon	179	156	69	71	53	87	21	18	174	122
Derry	65	87	20	28	72	60	14	26	-1	29
Down	65	67	26	16	85	32	29	6	-23	45
Dungannon	140	181	87	81	47	46	12	21	168	195
Fermanagh	64	75	49	30	35	35	24	14	54	56
Larne	7	13	10	-	22	15	6	-	-11	-2
Limavady	16	27	16	5	80	72	17	18	-65	-58
Lisburn	149	175	29	46	146	131	27	25	5	65
Magherafelt	40	31	8	22	19	20	-	5	29	28
Moyle	8	9	-	-	-	-	7	-	1	9
Newry & Mourne	145	129	60	63	49	73	20	16	136	103
Newtownabbey	41	40	20	30	21	29	14	13	26	28
North Down	97	124	39	46	119	99	52	26	-35	45
Omagh	70	76	18	14	19	46	-	5	69	39
Strabane	52	28	15	12	24	19	5	-	38	21
Northern Ireland	2,003	2,042	739	825	1,401	1,195	460	378	881	1,294

¹ Pupils counted as having English as an additional language where: - English is not their first language and they have difficulty with the English language and require additional support.
Source: Department for Education - Northern Ireland (June 2008)

APPENDIX 12:
NI Health Card Registrations from outside
UK by local authority of residence
(2005, 2006, 2007 and 2008)

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Area (LGD)	Health Card Reg (2005)	Health Card Dereg (2005)	Net Health Card Reg (2005)	Health Card Reg (2006)	Health Card Dereg (2006)	Net Health Card Reg (2006)	Health Card Reg (2007)	Health Card Dereg (2007)	Net Health Card Reg (2007)	Health Card Reg (2008)	Health Card Dereg (2008)	Net Health Card Reg (2008)
Antrim	411	134	277	626	124	502	663	213	450	471	182	289
Ards	191	135	56	239	81	158	237	129	108	263	141	122
Armagh	505	167	338	629	125	504	693	180	513	514	236	278
Ballymena	488	122	366	736	246	490	854	315	539	688	207	481
Ballymoney	79	24	55	126	20	106	142	51	91	125	36	89
Banbridge	180	42	138	211	61	150	248	75	173	167	87	80
Belfast	2937	1,607	1,330	3,935	1,833	2,102	4,465	1,928	2,537	4,082	2,044	2,038
Carrickfergus	102	66	36	125	46	79	169	66	103	151	85	66
Castlereagh	227	124	103	242	103	139	257	148	109	292	141	151
Coleraine	605	294	311	677	305	372	647	369	278	491	310	181
Cookstown	334	62	272	445	81	364	500	88	412	348	88	260
Craigavon	1288	223	1,065	1,557	255	1,302	1,463	339	1,124	1,109	305	804
Derry	641	510	131	775	427	348	707	452	255	598	517	81
Down	186	145	41	347	76	271	441	136	305	288	110	178
Dungannon	1413	217	1,196	1,703	153	1,550	1,839	245	1,594	1,226	350	876
Fermanagh	538	158	380	757	142	615	782	264	518	589	244	345
Larne	44	28	16	95	23	72	89	36	53	89	61	28
Limavady	199	101	98	235	86	149	217	116	101	95	93	2
Lisburn	497	223	274	822	246	576	707	313	394	550	314	236
Magherafelt	285	58	227	462	75	387	468	102	366	362	122	240
Moyle	48	40	8	70	43	27	77	32	45	69	35	34
Newry & Mourne	995	253	742	1,557	230	1,327	1,667	263	1,404	1,221	333	888
Newtownabbey	467	313	154	550	367	183	650	444	206	511	338	173
North Down	303	180	123	392	171	221	439	297	142	339	263	76
Omagh	491	126	365	583	161	422	709	147	562	486	135	351
Strabane	153	155	-2	222	145	77	239	140	99	204	82	122
Unknown										22	5	17
Northern Ireland	13,607	5,507	8,100	18,118	5,625	12,493	19,369	6,888	12,481	15,350	6,864	8,486

Source: Central Services Agency (2009)

APPENDIX 13:

Total A8 migrant population as a
proportion of local population, 2007

District	Estimated A8 population, 2007	Total population 2007	Estimated A8 population of total population, 2007
Dungannon	3700	54300	6.8%
Craigavon	3100	88800	3.5%
Newry and Mourne	3000	95500	3.1%
Antrim	1500	52600	2.9%
Ballymena	1600	62100	2.6%
Cookstown	900	35400	2.5%
Omagh	1200	51500	2.3%
Armagh	1200	57700	2.1%
Coleraine	1200	56800	2.1%
Magherafelt	900	43100	2.1%
Belfast	5000	267500	1.9%
Fermanagh	1000	61300	1.6%
Ballymoney	300	29700	1.0%
Down	600	69200	0.9%
Limavady	300	34400	0.9%
Lisburn	1000	113500	0.9%
Newtownabbey	700	81700	0.9%
Strabane	300	39400	0.8%
Ards	500	77100	0.6%
Banbridge	300	46400	0.6%
Derry	600	108500	0.6%
Moyle	100	16700	0.6%
Castlereagh	300	65600	0.5%
North Down	300	78700	0.4%
Larne	100	31300	0.3%
Carrickfergus	100	40000	0.2%
Northern Ireland	30000	1759100	1.7%

Source Northern Ireland Statistics and Research Agency 2008

APPENDIX 14:
Racial Motivation: Incidents by
PSNI District Command Unit
2004/05 to 2008/09

District Command Unit	Total number of incidents with Racial Motivation					
	2004/05	2005/06	2006/07	2007/08	2008/09	Change 2007/08 to 2008/09
Antrim	23	37	66	50	30	-20
Ards	25	28	31	18	21	3
East Belfast	54	74	79	81	85	4
North Belfast	76	62	82	98	103	5
South Belfast	159	106	126	149	169	20
West Belfast	13	13	18	20	12	-8
Carrickfergus	21	6	18	18	15	-3
Castlereagh	12	21	23	33	39	6
Down	8	13	17	8	12	4
Lisburn	28	43	58	37	38	1
Newtownabbey	15	52	78	84	64	-20
North Down	19	20	47	35	19	-16
Urban Region	453	475	643	631	607	-24
Armagh	14	20	14	15	5	-10
Ballymena	52	53	41	63	66	3
Ballymoney	8	7	6	1	7	6
Banbridge	1	4	10	4	3	-1
Coleraine	22	37	26	17	48	31
Cookstown	16	21	17	11	18	7
Craigavon	79	78	71	81	68	-13
Dungannon & South Tyrone	69	102	58	38	42	4
Fermanagh	18	29	33	31	15	-16
Foyle	40	27	19	15	25	10
Larne	0	2	8	3	7	4
Limavady	7	7	9	8	10	2
Magherafelt	9	17	22	16	14	-2
Moyle	1	7	2	4	6	2
Newry & Mourne	15	35	42	24	31	7
Omagh	6	13	23	12	17	5
Strabane	3	2	3	2	1	-1
Rural Region	360	461	404	345	383	38
Grand Total	813	936	1047	976	990	14

Source: PSNI Statistical Report, Hate Incidents and Crimes, 2008/09

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