

New TSN Action Plan

for the period April 2001 – March 2003



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New Targeting Social Need is highlighted in the Programme for Government as the key policy for tackling social need and social exclusion. It is a policy running through relevant spending programmes across all Northern Ireland Departments. The Office of the First Minister and Deputy First Minister has a unique role in driving forward the implementation of New TSN across the Administration, and this is reflected in its New TSN Action Plan.

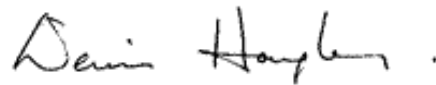
It has lead responsibility for the policy and must exploit every opportunity to promote it. It must assist, advise, support and challenge other Departments in their own implementation of the policy. It must also work hard to ensure that New TSN is effectively implemented through its own policies and programmes.

We are pleased with the progress our Department has achieved in implementing its New TSN Action Plan. For example, our Department played a key role in ensuring that New TSN was fully integrated into the Programme for Government, it provided advice and guidance to Departments on the implementation of New TSN and initiated a programme of research whose findings will inform the future work across Departments.

We believe strongly, however, that achievements so far are first steps. We are personally committed to ensuring that our Department builds on the good work already done and plays its full role. In particular, we look forward to new cross-cutting issues to be tackled through the Promoting Social Inclusion element of New TSN, and the implementation of a comprehensive evaluation strategy that will inform the future development of the policy.



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JUNIOR MINISTERS IN THE OFFICE OF THE FIRST MINISTER AND DEPUTY FIRST MINISTER

1.1 The New Targeting Social Need (New TSN) policy aims to tackle social need and social exclusion by targeting efforts and available resources on people, groups and areas in greatest objective social need. It is a policy running through relevant spending programmes across all Northern Ireland Departments.

1.2 **Making it work: the New TSN Action Plans Report** published in March 2001, explained the Executive's New TSN policy and set out New TSN Action Plans showing how the Office of The First Minister and Deputy First Minister (OFMDFM) and each Northern Ireland Department would implement New TSN within its own responsibilities over the period January 2000 to March 2003.

1.3 Ministers promised that all Departments would review and update their New TSN Action Plans in 2001 and 2002; and that progress would be reported in New TSN Annual Reports.

1.4 The Executive is now publishing the New TSN Annual Report 2001, which summarises progress on New TSN across the Administration.

1.5 OFMDFM has reviewed its New TSN Action Plan. This report complements the **New TSN Annual Report 2001** by detailing OFMDFM's progress on its New TSN Action Plan to March 2001. It provides OFMDFM's updated New TSN Action Plan for April 2001 to March 2003, taking account of Programme for Government commitments and progress to date.

1.6 The other Northern Ireland Departments and the Northern Ireland Office are publishing their own progress reports and revised New TSN Action Plans.

2.1 Poverty has for too long blighted the lives of individuals and communities, and the Executive is committed to tackling both its causes and its effects. The **Programme for Government** highlights New TSN as its major policy for combating social exclusion and poverty.

2.2 New TSN aims to tackle social need and social exclusion by targeting efforts and available resources within Departmental programmes towards people, groups and areas in greatest social need.

2.3 New TSN is a policy running through all relevant existing spending programmes across all Northern Ireland Departments, including some Next Steps Agencies, Non-Departmental Public Bodies and North-South Implementation Bodies. It means Departments changing the way in which they target the money they have so that more of it can be used to benefit those who are most disadvantaged.

2.4 New TSN is not just about money; it is also about targeting efforts. This means changing the way things are done so that programmes and services are delivered in ways that are more helpful to disadvantaged people.

2.5 Those in greatest social need must be identified objectively and targeted fairly regardless of attributes such as gender, religion or race. New TSN does not discriminate against any section of the community.

2.6 However, New TSN aims to contribute to the reduction of inequalities among different sections of society. For example, evidence collected over a number of years shows that, compared with Protestants, Catholics are over represented among the unemployed and that, consequently, they fare less well than Protestants on some other socio-economic indicators such as income. By consistently addressing the problems of people who are objectively shown to be in greatest social need, New TSN should, over time, contribute to the erosion of these inequalities.

2.7 New TSN comprises three complementary elements:

- it has a particular focus on tackling unemployment and increasing employability
- it aims to tackle inequalities in areas such as health, education and housing; and the problems of disadvantaged areas
- it includes Promoting Social Inclusion (PSI) through which Departments work together and with partners outside Government to identify and tackle factors which contribute to social exclusion and to undertake positive initiatives to improve and enhance the life and circumstances of the most deprived and marginalised people in our community.

2.8 Unemployment is the most profound cause of poverty. For most people of working age, a job with a decent wage is the best protection against poverty. New TSN is therefore particularly concerned with tackling the problems of unemployment and with increasing people's employability. This means creating the conditions for an increase in the number of jobs available. It also means helping disadvantaged people to increase their knowledge, skills and confidence - and removing barriers to employment so that people can make the most of the employment opportunities that are available.

2.9 Poverty tends to be associated with other types of need, such as poor health, low educational achievement and fewer choices in the housing market. Getting a job is not an option for everyone and increased employment does not address all the problems that disadvantaged people face. Departments must therefore make special efforts across the range of their programmes to address the needs of disadvantaged people.

OFMDFM's New TSN Responsibilities

New
TSN

3.1 OFMDFM is a new Department established at Devolution. It is headed by the First Minister and Deputy First Minister, and two Junior Ministers. It seeks to promote good Government in Northern Ireland, and its strategic aims include:

- Supporting the First Minister and Deputy First Minister and the institutions of Government
- Building a Programme for Government and a Modernising Government Programme
- Promoting better community relations and a culture of equality and Human Rights.

3.2 Ministers and OFMDFM officials champion New TSN. They are fully committed to effective implementation of New TSN and this is clearly emphasised in OFMDFM's **Corporate Plan 2001-2004**.

3.3 OFMDFM's New TSN Unit has central policy and executive responsibility for New TSN. It promotes and drives forward the policy, sets overall objectives; advises and, where necessary, challenges Departments and reports progress. OFMDFM's Research Branch provides professional research and statistical support on New TSN-relevant issues.

3.4 In executing its central responsibilities, OFMDFM works with Northern Ireland Departments and the Northern Ireland Office collectively through cross-departmental Groups, as well as bilaterally. With the New TSN Unit, the Economic Policy Unit works to ensure that New TSN has priority within the **Programme for Government** and cross-Departmental policies, while Statutory Duty Unit advises on the complementarity between New TSN and the Statutory Equality Obligation under Section 75 of the Northern Ireland Act 1998.

3.5 OFMDFM must also implement New TSN through its own policies and programmes, and ensure that its staff understand the policy and are equipped to implement and promote it in their daily work.

3.6 OFMDFM, in common with other Departments, developed an Action Plan showing how it would implement New TSN over the period January 2000 to March 2003.

3.7 The Plan shows the social needs that OFMDFM is tackling and the desired outcomes. It shows how OFMDFM is embedding New TSN in its organisational culture and plans, how it implements New TSN through its policies and programmes and how it is working to improve the New TSN information base.

2.10 Even when services are delivered on a universal basis, such as health and education, resources and efforts need to be directed towards those who are most disadvantaged so that inequalities can be reduced.

2.11 Some areas and communities are subject to higher than average levels of unemployment and are more deprived than others. New TSN recognises this and commits Departments, where appropriate to target such areas for special attention.

2.12 The factors that cause social exclusion do not always fit comfortably within the areas of responsibility of individual Government Departments. Furthermore, there are some groups within our community whose members are more at risk of exclusion than others and whose needs must be addressed by Departments and other agencies in a coherent way.

2.13 The **Promoting Social Inclusion** element of New TSN involves Departments working together and with partners outside Government to identify and tackle factors that can contribute to social exclusion. Promoting Social Inclusion addresses a series of issues, concentrating on a small number at any one time. It emphasises prevention, co-ordination and evidence-based decision making.

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4.1 Progress to March 2001

4.1.1 The significant progress that OFMDFM has made in implementing all the objectives in its New TSN Action Plan is demonstrated in Annex A. The following paragraphs explain and set in context some important elements of the Department's New TSN achievements.

4.2 Building New TSN Into the Executive's Priorities

4.2.1 The Executive developed its first **Programme for Government**, which set out its strategic priorities focusing on the 3 years from April 1, 2001 and was linked to the Executives budget for 2001-2002. The Executive also created **Executive Programme Funds** to support programmes and projects of major importance.

4.2.2 OFMDFM's Economic Policy Unit had a key role in assisting Ministers to develop the Programme for Government. It is also responsible for evaluating and monitoring the effectiveness of public spending programmes.

4.2.3 With the assistance of the New TSN Unit, the Economic Policy Unit worked to ensure that New TSN was fully integrated into the Programme for Government. New TSN received particular emphasis in the Programme's **Growing as a Community** priority, and key elements of Departments' New TSN Action Plans were included throughout the other priorities. New TSN commitments were reflected in the **Public Service Agreements** that accompanied the Programme.

4.2.4 The central principal of New TSN is the redirection of resources to meet objective need. Economic Policy Unit and the New TSN Unit also worked to ensure that New TSN principles were taken into account in consideration of spending issues. This included, for example, assessment of Executive Programme Fund bids, where the New TSN Unit played an active role in the evaluation of bids. The New TSN Unit also provided advice to the Department of Finance and Personnel on how New TSN could be taken into account in conducting economic appraisals.

4.2.5 OFMDFM's Research Branch, with the Department of Finance and Personnel, commissioned research; findings of which will assist the Department of Finance and Personnel in monitoring New TSN-relevant expenditure.

4.3 Supporting Departments

4.3.1 A major priority for the New TSN Unit during the first year of the policy was to ensure that Departments and others had the guidance and advice they needed effectively to implement New TSN; and that appropriate arrangements were in place to enable Departments effectively to work together.

4.3.2 The Unit worked with trainers from across Departments to explain the importance of New TSN training. It produced core training materials, for use by all Departments which explained New TSN principles and their implementation. It provided seminars to guide Departmental trainers and policy makers on the use of the material and on adopting these to suit individual needs. These were followed up with training “clinics”, small intensive group sessions to discuss issues arising from the delivery of training across Departments.

4.3.3 The Unit gained “hands on” experience of training by providing training sessions within OFMDFM. The Unit also provided additional advice and support to individual trainers from a number of Departments. The content of the core training materials have been kept under review, and, where necessary, amendments made in the light of their use.

4.3.4 An important aspect of the Unit's work is to advise, and where necessary, challenge Departments on their implementation of New TSN. The Unit fulfills this role by developing and nurturing an understanding of each Department's responsibilities and range of business. Undertaking bilateral meetings and assisting in the consideration of issues concerning the implementation of New TSN.

4.3.5 The New TSN Unit reviewed the cross-Departmental groups on New TSN Action Plans and Promoting Social Inclusion Priorities, which had been established under Direct Rule. It concluded that, in the Devolved context, a single New TSN Steering Group whose terms of reference amalgamated the responsibilities of both these groups would ensure greater cohesion in delivering all aspects of work on New TSN. The New TSN Steering Group was established in September 2000.

4.3.6 OFMDFM also had a crucial role in ensuring that New TSN was fully taken into account in cross-Departmental reviews on initiatives led by other Departments. This role is exercised primarily through membership of cross-departmental Working Groups. However, the Department also contributed advice and information on an ad hoc basis, for example, the Taskforce on Employability and Long Term Unemployment established by the Minister for Employment and Learning in March 2001 and the review of public procurement initiated by the Minister for Finance and Personnel.

4.4 Promoting Social Inclusion

4.4.1 OFMDFM led a Promoting Social Inclusion Working Group on the Position of People from Minority Ethnic Backgrounds; members of which included Departments, statutory bodies and the minority ethnic voluntary agencies.

4.4.2 Following OFMDFM Ministerial agreement of an outline of the proposed policy, the Executive signalled in the Programme for Government its commitment to publish such a strategy. OFMDFM has fully embraced responsibility for race equality issues, and has established a Race Equality Unit to complete the strategy and to drive forward work on Race Equality across the Administration.

4.4.3 Following consideration in the Working Group, OFMDFM successfully bid in the Spending Review for £300k to support ethnic minority groups and projects, this included £250k for core funding and £50k to support innovative projects in line with the Executive's priorities. Details of the scheme were published in draft in February 2001. Minority ethnic voluntary organisations were invited to comment and to nominate members of the committee that evaluated the bids. Arrangements were made so that awards could be made as early as possible in 2001-2002 financial year.

4.4.4 The report of the Promoting Social Inclusion Working Group on Travellers, work on which had originally been led by the Department of the Environment and subsequently the Department of Social Development, was submitted to OFMDFM. The report examined the situation of Travellers in Northern Ireland and set out 33 detailed recommendations on important issues like Traveller accommodation, health, education, training and employment.

4.4.5 The Executive agreed to consult on these recommendations with a view to publishing its strategy on the way forward by March 2002. OFMDFM managed public consultation on the report's recommendations, and following advice from Travellers' representatives, put in place arrangements to commission an independent person to consult Travellers in a culturally appropriate way.

4.5 Improving the Information Base

4.5.1 The Executive has emphasised the importance of objective measurement in relation to New TSN, to which it has committed funding for research. In the **Agenda for Government** OFMDFM bid successfully for £200k to support research on New TSN and other equality issues during 2000-2001. In the Budget of December 2000, OFMDFM achieved an allocation of £100k for New TSN and other equality research in 2001-2002.

4.5.2 OFMDFM Research Branch has lead input to the New TSN Statistics Subgroup which is chaired by the Chief Executive of the Northern Ireland Statistics and Research Agency (NISRA) and includes professional statisticians from all Northern Ireland Departments and the Northern Ireland Office. This Subgroup promoted cross-Departmental collaboration and data sharing and the exchange of experience, expertise and methodologies. In this respect, OFMDFM Research Branch undertook a comprehensive exercise with Departments to establish New TSN information needs.

4.5.3 Working closely with NISRA and other Departments, Research Branch, launched a programme of research focusing on central New TSN themes - poverty and socio-economic need; targeting resources, Promoting Social Inclusion and employment and employability. The outcomes of this research will be of value across the Administration.

4.5.4 Research Branch also published for consultation a New TSN Research Strategy. It has been working with NISRA to develop a framework for the systematic and objective evaluation of New TSN.

4.6 Implementing New TSN within OFMDFM's programmes

4.6.1 OFMDFM has two significant spending programmes: Community Relations Programme and funding to the Equality Commission. New TSN is relevant to both.

4.6.2 Through its District Council Community Relations Programme, the Department provides funding to District Council activity to promote cross-community contact and co-operation, to promote mutual understanding and to increase respect for cultural traditions. The Programme has been evaluated and terms of reference for the evaluation required an assessment of the implications of New TSN for the programme. The evaluation report will be considered within the overall review of Community Relations strategy.

4.6.3 Work was also undertaken to look at developing a formula to disburse funds to District Councils that would include a weighting for multiple deprivation. These factors will be considered in conjunction with the conclusions of the work commissioned by NISRA on an Indicator of Multiple Deprivation for Northern Ireland to replace Robson.

4.6.4 The Department funds the Community Relations Council whose primary role is to provide support, facilities and operational recognition for community organisations operating at local level to counter the effects of communal division. In addition, the Community Relations Unit has been working closely with the Community Relations Council to help build New TSN into its strategic plan.

4.6.5 The Equality Commission aims to promote respect for diversity, eliminate discrimination and achieve equality for all; its remit covers fair employment, race, gender and disability as well as the statutory duty under section 75 of the Northern Ireland Act 1998. OFMDFM resources the Commission, monitors its performance and ensures it takes account of Ministerial policies and priorities. OFMDFM facilitated the Equality Commission, as a Non-Departmental Public Body in preparing its own New TSN Action Plan.

4.7 Embedding New TSN in OFMDFM's Culture and Plans

4.7.1 Ministers and senior officials have emphasised their commitment to New TSN.

4.7.2 The Corporate Plan highlights OFMDFM's dual commitments of driving forward New TSN across the Administration and delivering the policy through its own programmes and policies. During the year, the Department has worked to strengthen its New TSN Unit and Research Branch so that it is better able to fulfill its New TSN responsibilities.

4.7.3 To ensure all staff understand their responsibilities in relation to New TSN and are equipped to implement and promote it through their work, the Department featured New TSN as part of its induction programme and put in place arrangements for an extensive programme of dedicated New TSN training for all OFMDFM staff. New TSN developments have been highlighted in the Department's magazine.

4.7.4 Ministers and the Departmental Board keep a close watch on progress on all aspects of the New TSN Action Plan and receive quarterly progress reports. The First Minister and Deputy First Minister must regularly report to the Executive Committee OFMDFM's progress on its New TSN Action Plan.

5.1 New TSN Action Plan 2001-2003

5.1.1 OFMDFM has reviewed its New TSN Action Plan and updated it. New objectives and targets have been included to build on achievements to March 2001 and to take account of new priorities arising from the Programme for Government and the OFMDFM Corporate Plan.

5.1.2 Annex B sets out an updated Action Plan for April 2001 to March 2003. This Plan carries the commitment of Ministers and OFMDFM will deliver on the objectives and targets set.

5.2 The Executive's Priorities and Supporting Departments

5.2.1 The Executive is committed to an annual review of its Programme for Government and the Public Service Agreements; new Service Delivery Agreements will be developed to emphasize the significance of New TSN across all areas of the Programme for Government.

5.2.2 The New TSN Unit, with the Economic Policy Unit will work to ensure that the principles of New TSN underpin all of this work - and that they are taken into account in consideration of resource allocation, including Spending Reviews and the Executive Programme Funds.

5.2.3 The New TSN Unit will continue to provide support to Departments. This role will continue to evolve from Action Plan development to coordination and partnership in the effective implementation. The Unit will keep under review the arrangements for Departments working together, and develop written guidance on areas such as finance and policy development.

5.3 Promoting Social Inclusion

5.3.1 During 2001 OFMDFM will have lead responsibility for bringing forward to the Executive a policy and strategy on race equality and on a draft strategic response to the report of the Promoting Social Inclusion Working Group on Travellers.

5.3.2 In November 2001 the Executive will decide further priority issues to be tackled under Promoting Social Inclusion. The Executive wishes its decisions to be informed by open consultation. This will be managed by the New TSN Unit. The New TSN Steering Group with a member of the community and voluntary sector will advise Ministers on the outcome of the consultation and of options for the way forward.

5.4 Improving the Information Base

5.4.1 Research Branch will continue to work with Departments and others to determine future New TSN research priorities focusing on the key New TSN themes of poverty, employment and resources. It will be important to identify and agree measures against which change can be tracked.

5.4.2 The New TSN Unit and Research Branch advocate the use of the new Measures of Deprivation for Northern Ireland as published by NISRA, and will work with Departments where necessary. Full details on the Measures are provided on the NISRA website: www.nisra.gov.uk.

5.5 Evaluation of New TSN

5.5.1 The Executive is committed to evaluating New TSN by December 2002; the outcome of the evaluation will inform future thinking on the policy. Research Branch will issue for consultation proposals for taking forward the evaluation, and the Executive will take account of the outcome of the consultation in agreeing the final evaluation plan.

5.6 Embedding New TSN in OFMDFM's Plans and Culture

5.6.1 OFMDFM is committed to integrating New TSN planning and monitoring more closely with the central management of the Department. A central Co-ordination Unit will take this work forward. Throughout the period of the Plan, it will address ongoing New TSN training needs. Staff will be informed of progress through Team Briefs, the Departmental magazine and by other means as appropriate.

5.7 Implementing New TSN through Policies and Programmes

5.7.1 The New TSN Unit continues to seek opportunities to further implement New TSN across the Department's business areas. In addition it will continue to provide advice on the delivery of New TSN to the Equality Commission and Community Relations Council as required.

5.7.2 Work is ongoing to build New TSN into the inter-Departmental strategy for victims of the Northern Ireland conflict. The Human Rights Unit is working with Departments to develop an inter-Departmental Children's strategy, and New TSN principles will be built into the strategy.

5.7.3 The Department's Central Information Technology Unit is developing an inter-Departmental strategy for improving public access to, and encouraging full use of, information communication technologies including Internet facilities, across Northern Ireland; the strategy will be known as Bridging the Digital Divide. The Unit will work closely with the New TSN Unit to ensure the strategy takes fully into account New TSN, and the draft strategy will be consulted upon.

List of Annexes

- Annex A: OFMDFM New TSN Progress Report to March 2001**
- Annex B OFMDFM New TSN Action Plan April 2001 to March 2003**
- Annex C Abbreviations**
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Annex A: OFMDFM New TSN Progress Report to March 2001

Business Area:	Management Services Co-ordination Unit and Executive Information Service
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	Greater understanding and awareness of the priority to be given to New TSN in all business areas

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 1</p> <p>To embed New TSN in the plans and culture of the Department</p>	<p>a. Ensure that New TSN principles are built into OFMDFM's strategic and business plans by April 2001 (New TSN Unit)</p> <p>b. Department's Senior Management Group and Ministers will consider quarterly progress reports on the Department's New TSN Action Plan</p> <p>c. Provide training on New TSN to all relevant staff in 2001 and arrange further New TSN training as necessitated by staff changes</p> <p>d. Include up to date information about New TSN policy and the Department's role in delivering it in the induction programme for new staff throughout the period of this Plan</p> <p>e. Keep staff informed of developments via the Department's magazine and staff briefs throughout the period of this Plan</p> <p>f. Ensure appropriate external publicity for New TSN developments throughout the period of this Plan</p>	<p>New TSN built into the new Corporate and Business Plans in March 2001 - Action Point 1a revised.</p> <p>New TSN Unit produced progress reports for periods December 2000 and March 2001 which were submitted to Departmental Board and Ministers.</p> <p>New TSN Unit developed New TSN training materials to be provided to all Departmental staff in May 2001 - Action Point revised and merged with 1d.</p> <p>New TSN Unit provided information on New TSN included in Induction Packs and Programmes which were delivered in October & November 2000. Further Induction Programmes will be held as required - Revised Action Point 1c.</p> <p>Articles by New TSN Unit included in the Summer 2000 and Spring 2001 editions of the OFMDFM staff magazine - Revised Action Point 1d.</p> <p>A dedicated New TSN website established in December 2000. New TSN Action Plans Report, Making it Work, launched by the First and Deputy First Ministers on 21 March, 2001. Developments on New TSN featured in press releases as appropriate. - Revised Action Point 1e.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 2</p> <p>To promote New TSN and advise Departments, relevant Agencies and NDPBs on its implementation and challenge current arrangements where necessary</p>	<p>a. Lead the New TSN Steering Group to ensure it fulfils its terms of reference throughout the period of this Plan.</p> <p>b. Develop plans and proposals for the further development and implementation of New TSN across Departments, Agencies and NDPBs and submit these to the New TSN Steering Group, SSG and Ministers as appropriate throughout the period of this Plan.</p>	<p>The New TSN Unit reviewed existing structures in place to implement the policy. A New TSN Steering Group was established in September 2000, incorporating the responsibilities of the former SSG subgroups on New TSN Action Plans and PSI Priorities. The New TSN Unit develop, commission and present papers to the New TSN Steering Group, to ensure the terms of reference are met. Namely, to provide high level steerage for the implementation of New TSN across Departments and their agent bodies.</p> <p>New TSN Steering group held monthly meetings to provide co-ordinated approach to implementation of New TSN. The Group considered and agreed papers on, for example:</p> <ul style="list-style-type: none"> ● Draft Evaluation Strategy for New TSN ● Consultation on PSI Working Group Report on Travellers ● Quarterly progress reports to Executive Committee ● Draft of New TSN Action Plans Report - Making it Work ● Consultation on future PSI priorities.

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| c. | Assess key proposed actions by Departments in implementing New TSN and monitor their spending bids to ensure consistency with New TSN aims and objectives. | Agreed with Departments key issues to be included in progress reports to Executive Committee. Substantial advice to DFP on how New TSN could be built into investment and economic appraisals, and considerable input provided to EPU as part of the assessment process of Executive Programme Funds. |
| d. | By end November 2000, provide written guidance on New TSN for use by NDPBs and North-South Implementation Bodies and a seminar to assist them in finalising their New TSN Action Plans. | Written guidance on New TSN issued to Departments, Agencies and NDPBs in early September. Seminars on development of Action Plans for Agencies and NDPBs, including role of Departments held on 22 & 24 September 2000. Additional advice provided as required, including Public Records Office, Museums Council, Special EU Programmes Body and DCAL NDPBs - Action Point complete. |
| e. | Throughout the period of this Plan, provide advice and guidance to Departments, Agencies, NDPBs and Implementation Bodies so as to assist them in fulfilling their New TSN responsibilities. | Written advice and guidance provided throughout the period. Bi-lateral meetings held with each Department to assist in the analysis of consultation responses, development of Action Plans and address implementation issues. - Action Points d & e have been revised, now 2d. |

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 3</p> <p>To identify and disseminate good practice in relation to all aspects of New TSN</p>	<p>a. Review core New TSN training material to ensure its continued relevance and develop new material as required, by October 2000, September 2001 and September 2002.</p> <p>b. Provide advice and information to Departmental trainers involved in the delivery of New TSN training within their Departments, as required throughout the period of this Plan.</p>	<p>Meetings held with BDS-led cross-Departmental Training and Development Forum to highlight the importance of New TSN training and their role in delivering it, and to obtain views on the quality of training materials. Up dated Core New TSN training material and issued to Departments, and a series of seminars to accompany training materials provided for Trainers and policy makers from all Departments in October 2000 and February and March 2001- Action Point revised.</p> <p>Workshops and core training materials provided for Departmental Trainers in February and March 2001. Training clinics also held in February and March to glean feedback from trainers and improve the training materials. This work was co-ordinated with the assistance of the Training and Development Forum.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 4</p> <p>To promote New TSN externally</p>	<p>a. With the Executive Information Service and the New TSN Steering Group, develop by October 2000 and subsequently implement a strategy for informing the public and other external interests about New TSN developments.</p>	<p>Cross-Departmental strategy agreed by New TSN Steering Group in July 2000. This included developing a website and launch of Making it Work.</p> <ul style="list-style-type: none"> • Over 800 copies of Making it Work: the New TSN Action Plans Report and approximately 10,000 summary leaflets distributed to Departments and relevant statutory and voluntary bodies. Copies also supplied to public libraries. Alternative formats of Report and Summaries also widely distributed. • New TSN website established which provides general information and down-loadable key New TSN documents and Reports. Action Point revised.

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 5</p> <p>To review and report on progress in implementing New TSN</p>	<p>a. Provide SSG and the Executive Committee with quarterly updates so they are fully informed of progress on New TSN throughout the period of this Plan.</p> <p>b. Work with the New TSN Steering Group to review progress and to revise the New TSN Action Plans by July 2001 and July 2002.</p> <p>c. Draft and submit to Ministers New TSN Annual Reports intended for publication by September 2001 and September 2002.</p> <p>d. Work with Research Branch and NISRA to facilitate the implementation of the New TSN evaluation plan.</p>	<p>Quarterly Progress reports provided to Executive Committee for periods ending December 2000 and March 2001.</p> <p>Guidance issued to Departments on the production of revised Action Plans. Workshop held in February 2001 for Steering Group members and Departmental officials to assist with the revision of the Action Plans process. - Action Point revised.</p> <p>By March 2001, prepared and achieved cross-Departmental agreement on outline structure and content of New TSN Annual Report 2001 - Action Point revised.</p> <p>New TSN Unit worked closely in the development of the draft evaluation framework.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
OFMDFM 6 To co-ordinate and administer PSI	a. Consult on future PSI priorities, recommending to SSG and Ministers options for new Working Groups. Issue consultation document by April 2001.	New TSN Unit prepared draft consultation document and designed consultation process approved by New TSN Steering Group for submission to Ministers and the Executive Committee - Action Point revised.

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 7</p> <p>To chair and service PSI Working Groups dealing with issues for which there is no identifiable lead Department</p>	<p>a. Lead the PSI Working Group on the Position of Minority Ethnic People so it can present a draft policy and strategy document to SSG and Ministers by December 2000.</p> <p>b. By January 2001, initiate consultation on the report of the PSI Working Group on Travellers.</p> <p>c. As part of PSI, provide an interim report to Ministers on Better Information by April 2001.</p> <p>d. Present to SSG and Ministers a draft policy and strategy document on Better Information by September 2001.</p>	<p>Outline policy and strategy document developed by PSI Working group and considered by Junior Ministers on 13 November 2000. Race Equality Branch established in February 2001. The Branch developed, consulted upon and launched funding scheme in support of ethnic minority voluntary organisations. In February 2001 notices placed in press inviting funding applications. - Action Point revised now at 21a</p> <p>Public consultation commenced on 22 December 2000. Sought advice from Traveller Movement (NI), and developed plan for culturally appropriate consultation with Travellers. - Action Point revised now at 21b, 21c, 21d.</p> <p>Research commissioned in November 2000 (see OFMDFM 12f) and further data collection exercise commenced in March 2001 to ascertain baseline position across NI departments. - Action Point revised now at 7a.</p> <p>Action Point revised now at 7a.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 8</p> <p>To provide a central point for liaison with those in UK Departments, and in Scotland, Wales and other jurisdictions, who are engaged in similar initiatives</p>	<p>a. Keep relevant contacts in the UK Departments, in the Cabinet Office Social Exclusion Unit and in Scotland and Wales informed of developments in New TSN, and co-ordinate NI input to relevant UK reports, throughout the period of this Plan.</p> <p>b. Disseminate information to Northern Ireland Departments and the NIO on relevant developments in UK Departments, Scotland, Wales and other jurisdictions, as appropriate throughout the period of this Plan.</p>	<p>Represented NI Departments on the Steering Group for the UK Government's Anti-Poverty Report - Opportunity for All. Co-ordinated NI input to Opportunity for All Report, which was published in September 2000.</p> <p>From February 2001, represented NI Departments on the Steering Group for EU National Action Plan on Poverty and Social Exclusion. Co-ordinated NI input to the Plan.</p> <p>UK reports produced on poverty and social exclusion eg Opportunity for All and A New Commitment to Neighbourhood Renewal, disseminated to Departments.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 9</p> <p>To provide the OFMDFM Community Relations Unit with guidance on building New TSN into policy and programme evaluations</p>	<p>a. By March 2001, include recommendations on monitoring New TSN impact in the review of District Council Community Relations Programme (DCCRP) monitoring system.</p> <p>b. By March 2001, include in the evaluation of the Community Relations Council (CRC) an examination of the scope for New TSN within its work.</p>	<p>Action completed - evaluation report completed in November 2000. Consultation ending in February 2001 undertaken with District Councils. Review of Community Relations Strategy now underway.</p> <p>Action completed - Final scoping report concerning how New TSN will be taken forward with CRC completed in March 2001. This is being considered as part of the strategic review of Community Relations strategy</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 10</p> <p>To provide NI Departments and the NIO with appropriate New TSN relevant research and statistical input.</p>	<p>a. Provide lead input into the SSG New TSN Statistical Subgroup to ensure it fulfils its terms of reference throughout the period of this Plan.</p> <p>b. Provide advice and information to NI Departments and the NIO on statistical and research issues associated with New TSN training throughout the period of the Plan.</p> <p>c. Provide advice to NI Departments and the NIO on monitoring and targeting (including the redirection of resources) in New TSN as required throughout the period of the Plan.</p>	<p>Bilateral meetings with NI Departments to identify information needs. Research Branch contributed to review of information needs and the formation of the New TSN research strategy considered by New TSN Statistical Subgroup - Action Point now 9a.</p> <p>Research Branch worked closely with New TSN Unit to ensure statistical considerations were addressed in core New TSN training materials issued in October 2000 and February 2001, for use by Departments, Agencies and other NDPBs - Action Points now 9b.</p> <p>Branch provided advice and assistance on statistical and information needs as required - Action Point now 9c.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales
<p>OFMDFM 11</p> <p>To provide a structured approach to research on New TSN and to the evaluation of New TSN</p>	<p>a. With the New TSN Unit, and NISRA develop and consult on a draft New TSN Research Strategy by October 2000. Publish a New TSN Research Strategy by December 2000</p> <p>b. By January 2001, with NISRA and the New TSN Steering Group, develop an evaluation framework and a plan for its implementation, which encompasses the Action Plans of all NI Departments and the NIO.</p> <p>c. By 30 June 2001, develop a comprehensive evaluation plan for New TSN. Issue for consultation by August 2001.</p> <p>d. Oversee implementation of the evaluation plan so that the outcome of the evaluation can feed into the next set of New TSN Action Plans in 2002</p>
	<p>Action completed - Consultation seminar held with academics, NICVA, NIVT and the Equality Commission in July 2000. [Initial New TSN Research Strategy for April 2000 to March 2001 published on OFMDFM website in February 2001.</p> <p>Action completed - draft evaluation framework considered by New TSN Steering Group in November 2000, further developed evaluation framework considered by New TSN Steering Group in January 2001.</p> <p>Began work on drafting comprehensive Initial Evaluation Plan. - Action Point revised now 10a.</p> <p>Action Point now 10b.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
OFMDFM 12 To commission research on New TSN	<p>From August 2000, with the New TSN Unit, commission independent research to inform the implementation of New TSN, including projects on:</p> <ul style="list-style-type: none"> a. Poverty In Northern Ireland. b. Scoping Employability. c. Developing a Methodology for Measuring the Skewing of Resources for New TSN. d. Community Differentials: Methods for Measuring. e. The Needs of the Travelling Community in Northern Ireland. f. Barriers to Accessing Services. g. Minority Ethnic Communities: Educational Needs and Expectations. h. Measuring and Monitoring the impact of "Chill factors" on employment. 	<p>All research projects are in progress with exception of 12e, this will be undertaken in Autumn 2001 - Action Point now 11a.</p> <ul style="list-style-type: none"> Commissioned in October 2000 Commissioned by DHFETE in December 2000. This is the first step in the work being taken forward by the Taskforce on Employability and Long term Unemployment. Commissioned in December 2000. Commissioned in October 2000 To commence in Autumn 2001 Commissioned in November 2000 Commissioned in June 2000 Commissioned in May 2000

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 13</p> <p>To disseminate research findings and statistical information relevant to New TSN</p>	<p>a. Commencing March 2001, publish and disseminate reports of the findings from the New TSN Research indicated at OFMDFM 12 with each report being published within 4 months of completion of the relevant research project.</p> <p>b. Throughout the period of this Plan, organise at least 3 seminars or workshops each year on research and statistical issues relating to New TSN.</p>	<p>Final reports are due in Summer 2001. These will be published and disseminated on acceptance of final reports – now Action Point 12a.</p> <p>Research Branch will arrange and hold seminars to disseminate completed New TSN research once reports have been finalised – now Action Point 12c</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

Business Area:	Community Relations Unit
Social need to be tackled:	Poor community relations and sectarianism amongst those who are most disadvantaged
Desired outcome:	Improved community relations and a decrease in sectarianism amongst those who are most disadvantaged

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 14</p> <p>To develop a New TSN weighting in the District Council Community Relations Programme (DCCRP) funding formula</p>	<p>a. Drawing on recommendations from a consultative Funding Strategy Group, develop a new funding formula incorporating New TSN weighting by September 2000 for application in conjunction with the triennial evaluation of the DCCRP due to report in October 2000.</p> <p>b. Review the priorities of the DCCRP and include the application of New TSN, in light of the recommendations of the triennial evaluation by March 2001.</p> <p>c. By November 2000, consult with District Councils, using their previous plans as models, with a view to introducing the new funding formula with effect from financial year 2001-2002.</p> <p>d. By March 2001, revise the type of monitoring information collected to assess the effect of the Councils' Community Relations Programmes on those who are most disadvantaged.</p>	<p>Evaluation completed in November 2000 and Funding Strategy Group is developing New Funding Formula, subject to outcome of review of Community relations (CR) strategy – Action Point revised.</p> <p>Final scoping report concerning how New TSN will be taken forward by CRC completed in March 2001. Options for delivery of locally based CR programme to be considered in the overall review of CR strategy – Action Point revised now 13a.</p> <p>Further consultation on the application of New TSN with District Councils ongoing – Action Plan revised.</p> <p>Consultation and evaluation reports are being considered as part of review of CR strategy – Action Point revised now 14b.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

Business Area:	Community Relations Unit
Social need to be tackled:	Poor community relations and sectarianism amongst those who are most disadvantaged
Desired outcome:	Improved community relations and a decrease in sectarianism amongst those who are most disadvantaged

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 15</p> <p>To agree with the Community Relations Council (CRC) the inclusion of a New TSN element in its Strategic Plan</p>	<p>a. Provide CRC with the information and guidance it needs to build New TSN into its Strategic Plan and associated resource allocation and funding criteria with effect from financial year 2001-2002.</p> <p>b. Provide CRC with advice and information on the development of New TSN throughout the period of this Plan.</p> <p>c. By March 2001, revise the type of monitoring information collected to show the effect of CRC's activities on those who are most disadvantaged.</p>	<p>Guidance on implementing New TSN supplied to CRC in September 2000. Deputy Chief Executive attended follow-up seminar held at the end of September 2000. Draft CRC three year Strategic Plan incorporating New TSN objectives completed in March 2001. This is being considered as part of review of CR strategy - Action Point revised.</p> <p>Correspondence and advice has been ongoing throughout the period of this Plan - Action Point now 15d.</p> <p>Terms of reference for monitoring and information research finalised and independent consultants commissioned in March 2001. Outcome will also be considered as part of review of CR strategy --Action Point revised now 15b.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 16</p> <p>To ensure New TSN and the Statutory Duty on Equality of Opportunity under Section 75 of the Northern Ireland Act 1998 are complementary.</p>	<p>a. Throughout the period of this Plan make clear in advice to Public Authorities that action to counter social disadvantage is fully compatible with the Statutory Duty and advise Departments on Section 75 issues arising from the implementation of their New TSN Action Plans.</p> <p>b. Organise by December 2000, a conference on effective consultation with traditionally marginalised groups.</p>	<p>Awareness seminars on the statutory equality duty for Departments, Agencies and NDPBs completed in March 2000.</p> <p>Action Point complete - consultation conferences arranged and delivered in December 2000. Work included pre-consultation with marginalised groups and Departments, and preparation for full consultation. Preparation of draft consultation guidance for Departments ongoing.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

Business Area:	Anti-Discrimination Branch 2
Social need to be tackled:	Lack of awareness experienced by disadvantaged people, groups and areas in Northern Ireland, of their rights to equal treatment and the help that is available to them
Desired outcome:	Increased awareness among disadvantaged people, groups and areas in Northern Ireland of their rights and help that is available to them

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 17</p> <p>To enable the Equality Commission to produce and implement a New TSN Action Plan</p>	<p>a. Provide the Equality Commission with the information and guidance it needs to develop a New TSN Action Plan enabling the Commission to initiate consultation on it by January 1, 2001 and have it in place by April 1, 2001.</p> <p>b. Provide the Equality Commission with advice and information on the development of New TSN throughout the period of this Plan.</p>	<p>Progress on the development of the Equality Commission's New TSN Action Plan monitored and discussed at monthly and quarterly Equality Commission management meetings. Draft Action Plans were considered and advice provided. - Action Point revised now 18a.</p> <p>In common with other NDPBs, the Equality Commission was provided with written guidance in September 2000, and participated in a follow-up seminar in October 2000.- Action Point now 17a.</p>

Annex A: OFMDFM New TSN Progress Report to March 2001

Business Area:	Gender Policy Unit
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	New TSN to be built into the work of Gender Policy Unit

New TSN objectives	Targets or actions and timescales	Progress / Comments
OFMDFM 18 To build New TSN into the work of the Gender Policy Unit.	a. Build New TSN into the Unit's strategic plan by September 2000. b. Identify indicators of social disadvantage in the context of gender equality by March 2001.	Gender Policy Unit's strategic plan takes into account New TSN. Scoping of potential indicators undertaken by March 2001. – Action Point revised now 19b.

Annex A: OFMDFM New TSN Progress Report to March 2001

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

New TSN objectives	Targets or actions and timescales	Progress / Comments
<p>OFMDFM 19</p> <p>To further embed New TSN in cross-Departmental policies.</p>	<p>a. Ensure New TSN is reflected in the development of policy at strategic level including in the Programme for Government.</p> <p>b. Ensure New TSN is taken into account in relevant cross-departmental work.</p>	<p>Programme for Government agreed and endorsed by Assembly on 6 March 2001. The Programme includes priorities and objectives which reflect New TSN policy and key objectives from New TSN Action Plans of all NI Departments. New TSN has also been built into criteria for awarding Executive Programme Funds - Action Point revised now 20a, 20c and 20d.</p> <p>Economic Policy Unit, with the New TSN Unit, is working with Departments to ensure New TSN is integrated into major cross-cutting policies. For example; Public Health paper Investing in Health, Belfast Metropolitan Area Plan and Vision for Rural NI. Involvement in strategic policy development enables the Economic Policy Unit to emphasise the need for New TSN to underpin policy development. - Action Point now 21b.</p>

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Management Services Co-ordination Unit and Executive Information Service
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	Greater understanding and awareness of the priority to be given to New TSN in all business areas

New TSN objectives	Targets or actions and timescales
OFMDFM 1 To embed New TSN in the plans and culture of the Department	<ol style="list-style-type: none">a. Incorporate New TSN in future versions of Department's Corporate and Business Plans, throughout the period of this Plan.b. Provide quarterly progress reports on OFMDFM's New TSN Action Plan to Senior Management Group and Ministers throughout the period of this Plan.c. Ensure New TSN training needs are met throughout the period of this Plan, including New TSN in the Department's Induction Programme.d. Keep staff informed of New TSN developments via the Department's magazine and staff briefs throughout the period of this Plan.e. Ensure appropriate external publicity for New TSN developments throughout the period of this Plan.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 2 To promote New TSN and advise Departments, relevant Agencies and NDPBs on its implementation and challenge current arrangements where necessary.	<ol style="list-style-type: none">a. Lead the New TSN Steering Group to ensure it fulfils its terms of reference throughout the period of this Plan.b. Develop plans and proposals for the further development and implementation of New TSN across Departments, Agencies and NDPBs and submit these to the New TSN Steering Group and Ministers as appropriate throughout the period of this Plan.c. Assess key proposed actions by Departments in implementing New TSN and monitor their spending bids to ensure consistency with New TSN aims and objectives.d. Throughout the period of this Plan, provide advice and guidance to Departments, Agencies, NDPBs and Implementation Bodies so as to assist them in fulfilling their New TSN responsibilities.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 3 To identify and disseminate good practice in relation to all aspects of New TSN.	<ol style="list-style-type: none">Review core New TSN training material to ensure its continued relevance and develop new material as required, by September 2001 and September 2002.Provide advice and information to Departmental trainers involved in the delivery of New TSN training within their Departments, as required throughout the period of this Plan.Throughout the period of this Plan, consider New TSN research findings, their policy implications and disseminate advice and guidance as appropriate.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 4 To promote New TSN externally.	a. Throughout the period of this Plan, with the Executive Information Service and the New TSN Steering Group, periodically review strategy for informing the public about New TSN developments.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 5 To review and report on progress in implementing New TSN.	<ol style="list-style-type: none">Provide the New TSN Steering Group and the Executive Committee with quarterly updates so they are fully informed of progress on New TSN, throughout the period of this Plan.Work with the New TSN Steering Group to review progress and further revise Department's New TSN Action Plans by July 2002.Draft and submit to Ministers a New TSN Annual Report intended for publication by September 2002.Work with Research Branch and NISRA to facilitate the implementation of the New TSN evaluation plan.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 6 To co-ordinate and administer PSI.	<ul style="list-style-type: none">a. Analyse outcome of future PSI priorities consultation exercise and provide recommendations to New TSN Steering group and Ministers for new Working Groups by November 2001.b. Throughout the period of this Plan, establish and lead Working Groups where no one Department has an obvious ownership, on new issues arising from consultation on new priority areas.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 7 To chair and service PSI Working Groups dealing with issues for which there is no identifiable lead Department.	<ol style="list-style-type: none">Present to New TSN Steering Group a draft policy and strategy document on Better Information by September 2001 prior to clearance by Ministers.Further work in this area incorporating the recently published report on research into "Barriers to essential services" and pre-consultation meetings with representatives of people with disabilities, leading to publication for full consultation during 2002.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 8 To provide a central point for liaison with those in UK Departments, and in Scotland, Wales and other jurisdictions who are engaged in similar initiatives.	<ol style="list-style-type: none">a. Keep relevant contacts in UK Departments, in the Cabinet Office Social Exclusion Unit and in Scotland and Wales informed of developments in New TSN, and co-ordinate NI input to relevant UK reports, throughout the period of this Plan.b. Disseminate information to Northern Ireland Departments and the NIO on relevant developments in UK Departments, Scotland, Wales and other jurisdictions, as appropriate throughout the period of this Plan.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 9 To provide NI Departments and the NIO with appropriate New TSN relevant research and statistical input.	<ol style="list-style-type: none">a. Provide input to the Equality and Social Needs Research and Information Subgroup to ensure it fulfils its terms of reference throughout the period of this Plan.b. Provide advice and information to NI Departments and the NIO on statistical and research issues associated with New TSN training throughout the period of this Plan.c. Provide advice to NI Departments and the NIO on monitoring and targeting (including the redirection of resources) in New TSN as required throughout the period of this Plan.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 10 To provide a structured approach to research on New TSN and to the evaluation of New TSN.	<ol style="list-style-type: none">By January 2002, with NISRA and the ESNRIG, develop a comprehensive evaluation plan for New TSN.By June 2002 work with NISRA and the ESNRIG to develop an equality and social need research strategy.Issue draft New TSN evaluation Plan for consultation by February 2002.Oversee and co-ordinate the implementation of the New TSN evaluation plan by December 2002, so that the outcome of the evaluation can feed into the next set of New TSN Action Plans in 2003.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 11 To commission research on New TSN.	<ol style="list-style-type: none">In 2002, commission independent research on: The Needs of the Travelling Community in Northern Ireland.Throughout the period of this Plan, commission independent research, to inform the implementation of New TSN, on projects which focus on poverty and factors associated with deprivation, and in particular which impact on people and areas.Throughout the period of this Plan, consider and develop innovative research approaches based on findings of existing research, and consult on these.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
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OFMDFM 12

To disseminate research findings and statistical information relevant to New TSN.

- | | |
|--|---|
| | <p>a. Commencing June 2001, publish and disseminate reports of the findings from the New TSN Research undertaken on the areas shown below, with each report being published within 4 months of completion of the relevant research project.</p> <ul style="list-style-type: none">● Poverty In Northern Ireland.● Scoping Employability.● Developing a Methodology for Measuring the Skewing of Resources for New TSN.● Community Differentials: Methods for Measuring.● Barriers to Accessing Services.● Minority Ethnic Communities: Educational Needs and Expectations.● Measuring and Monitoring the impact of "Chill factors" on employment. |
| | <p>b. In addition to publications, all final reports will be disseminated through the Research Branch website at www.research.ofmdfmni.gov.uk.</p> |
| | <p>c. Throughout the period of this Plan, organise at least 3 seminars or workshops each year on research and statistical issues relating to New TSN.</p> |

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Community Relations Unit
Social need to be tackled:	Poor community relations and sectarianism amongst those who are most disadvantaged
Desired outcome:	Improved community relations and a decrease in sectarianism amongst those who are most disadvantaged

New TSN objectives	Targets or actions and timescales
OFMDFM 13 Incorporation of New TSN in the inter-departmental Community Relations Strategy	a. To reflect the principles of New TSN in the draft Community relations strategy by February 2002.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Community Relations Unit
Social need to be tackled:	Poor community relations and sectarianism amongst those who are most disadvantaged
Desired outcome:	Improved community relations and a decrease in sectarianism amongst those who are most disadvantaged

New TSN objectives	Targets or actions and timescales
OFMDFM 14 To develop a New TSN weighting in the District Council Community Relations Programme (DCCRP) funding formula.	<ol style="list-style-type: none">To consult with District Councils and develop agreed proposals for a New TSN weighting in resource allocations by September 2001. This will draw upon NISRA's new Index of Multiple Deprivation developed through the University of Oxford.Consider further, including the requirement for monitoring information in context of the overall Review of Community Relations Strategy, which will include a review of options for a locally based programme by February 2002.Having regard to review findings, introduce modified system of resource allocation from April 2002.Provide advice, information and encouragement to District Councils regarding the adoption of New TSN in new Community Relations Programmes throughout the period of this Plan.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Community Relations Unit
Social need to be tackled:	Poor community relations and sectarianism amongst those who are most disadvantaged
Desired outcome:	Improved community relations and a decrease in sectarianism amongst those who are most disadvantaged

New TSN objectives	Targets or actions and timescales
OFMDFM 15 To advise and support the Community Relations Council (CRC) with regard to implementing New TSN in its funding of projects.	<ol style="list-style-type: none">a. Action Plan to be agreed and implementation to commence by July 2001.b. Updated monitoring system to be in place by October 2001.c. Review status and funding of CRC in context of the overall Review of Community Relations Strategy by February 2002.d. Provide CRC with advice and information on the development of New TSN throughout the period of the Plan.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Statutory Duty Unit
Social need to be tackled:	Any correlation between socio-economic disadvantage and gender, race, religion, disability, sexual orientation, age, marital status, having dependants
Desired outcome:	Reduction in any socio-economic disadvantage associated with gender, race, religion, disability, sexual orientation, age, marital status, having dependants

New TSN objectives	Targets or actions and timescales
OFMDFM 16 To ensure New TSN and the Statutory Duty on Equality of Opportunity under section 75 of the Northern Ireland Act 1998 are complementary.	<ol style="list-style-type: none">a. Throughout the period of this Plan make clear in advice to Public Authorities that action to counter social disadvantage is fully compatible with the Statutory Duty and advise Departments on section 75 issues arising from the implementation of their New TSN Action Plans.b. By June 2001, to develop and disseminate guidance on consultation by Government Departments.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Anti-discrimination Division
Social need to be tackled:	Lack of awareness experienced by disadvantaged people, groups and areas in Northern Ireland, of their rights to equal treatment and the help available to them
Desired outcome:	Increased awareness among disadvantaged people, groups and areas in Northern Ireland of their rights and help that is available to them

New TSN objectives	Targets or actions and timescales
OFMDFM 17 To enable the Equality Commission to produce and implement a New TSN Action Plan.	a. Provide the Equality Commission with advice and information on the development of New TSN throughout the period of this Plan.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Anti-discrimination Division
Social need to be tackled:	Lack of awareness experienced by disadvantaged people, groups and areas in Northern Ireland, of their rights to equal treatment and the help available to them
Desired outcome:	Increased awareness among disadvantaged people, groups and areas in Northern Ireland of their rights and help that is available to them

New TSN objectives	Targets or actions and timescales
OFMDFM 18 To monitor progress made by the Equality Commission towards increasing awareness amongst the target constituencies	a. To review progress against the Equality Commission's New TSN Action Plan on a quarterly basis.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Gender Policy Unit
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	New TSN to be built into the work of Gender Policy Unit

New TSN objectives	Targets or actions and timescales
OFMDFM 19 To build New TSN into the work of the Gender Policy Unit.	a. Build New TSN into the work of the Unit during the years 2001 - 2003. b. Liaise and consult with the sector to identify main gender related indicators which impact on social disadvantage to help inform GPU strategy by December 2001.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

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

New TSN objectives	Targets or actions and timescales
OFMDFM 20 To further embed New TSN in cross-Departmental policies	<ol style="list-style-type: none">a. Throughout the period of this Plan, in association with the New TSN Unit, to ensure that New TSN is reflected in the development of policy at a strategic level, including in the Programme for Government.b. Throughout the period of this Plan, in association with the New TSN Unit, to ensure that New TSN is taken into account in relevant cross-Departmental work.c. Ensure, in the development of policy on Executive Programme Funds including the criteria for decisions on allocations, that New TSN principles are taken into account.d. In taking forward work to refine Public Service Agreements and to develop Service Delivery Agreements, ensure that New TSN is reflected.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Race Equality Unit
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	New TSN to be built into the work of the Race Equality Unit

New TSN objectives	Targets or actions and timescales
OFMDFM 21 To develop and establish government policy and strategy on race, including Ethnic Minorities and Travellers.	<ul style="list-style-type: none">a. During 2002 develop a draft cross-departmental strategy to tackle racial inequality for consideration by the Executive Committee.b. By June 2001 have commenced a focused consultation with the Travelling Community, on the PSI Working Group Report on Travellers.c. With Departments complete the analysis of consultation responses by September 2001.d. By March 2002 publish a strategic response to the PSI working group report on Travellers.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Race Equality Unit
Social need to be tackled:	Disadvantage experienced by people, groups and areas in Northern Ireland
Desired outcome:	New TSN to be built into the work of the Race Equality Unit

New TSN objectives	Targets or actions and timescales
OFMDFM 22 To establish and provide targeted support for Minority Ethnic groups and projects.	a. To consider grant applications and award monies by June 2001. b. By January 2002, to have invited a further tranche of applications for grants to commence in the financial year 2002-2003. c. By November 2002 commence a review of the fund.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Victims Unit
Social need to be tackled:	Disadvantage experienced by victims of the Northern Ireland conflict.
Desired outcome:	Addressing the needs of the most socially disadvantaged victims of the Northern Ireland conflict.

New TSN objectives	Targets or actions and timescales
OFMDFM 23 Incorporation of New TSN in the inter-departmental Strategy for victims.	a. To reflect the principles of New TSN in the draft strategy by July 2001.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Victims Unit
Social need to be tackled:	Disadvantage experienced by victims of the Northern Ireland conflict.
Desired outcome:	Addressing the needs of the most socially disadvantaged victims of the Northern Ireland conflict.

New TSN objectives	Targets or actions and timescales
OFMDFM 24 Delivery of a Peace II measure for victims	a. To make available to victims and victims groups funding from Peace II by autumn 2001. This funding will concentrate on re-skilling, re-training and re-employment.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Victims Unit
Social need to be tackled:	Disadvantage experienced by victims of the Northern Ireland conflict.
Desired outcome:	Addressing the needs of the most socially disadvantaged victims of the Northern Ireland conflict.

New TSN objectives	Targets or actions and timescales
OFMDFM 25 Delivery of capacity building for victims groups	a. To deliver appropriate capacity building for victims groups during 2001 which will enable the groups to work more effectively.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Human Rights Unit
Social need to be tackled:	Disadvantage experienced by children in Northern Ireland
Desired outcome:	Securing the rights and meeting of the needs of the most socially disadvantaged children in Northern Ireland

New TSN objectives	Targets or actions and timescales
OFMDFM 26 Incorporation of New TSN in the inter-departmental Children's Strategy.	a. To reflect the principles of New TSN in the draft strategy by March 2002.

Annex B: OFMDFM New TSN Action Plan April 2001 to March 2003

Business Area:	Central IT Unit
Social need to be tackled:	Lack of access for certain socio-economic groups to Government services provided through electronic means
Desired outcome:	Minimising the scale of the potential "Digital Divide"

New TSN objectives	Targets or actions and timescales
OFMDFM 27 To develop a comprehensive Northern Ireland Public Sector strategy for bridging the "Digital Divide"	<ol style="list-style-type: none">a. To research the approaches to bridging the digital divide of the UK Government, the Irish Government and of the devolved administrations and to produce an initial strategy for the Northern Ireland Public Sector by October 2001b. Draw upon research commissioned by the British Irish Council and publish a revised strategy by June 2002.

Annex C: Abbreviations

CR	Community Relations
CRC	Community Relations Council
DCCRP	District Council Community Relations Council
EPF	Executive Programme Fund
ESNRIG	Equality and Social Needs Research and Information Group
NDPB	Non Departmental Public Body
New TSN	New Targeting Social Need
NICVA	Northern Ireland Council for Voluntary Action
NIO	Northern Ireland Office
NISRA	Northern Ireland Statistics and Research Agency
NIVT	Northern Ireland Voluntary Trust
OFMDFM	Office of the First Minister and Deputy First Minister
PSA	Public Service Agreement
PSI	Promoting Social Inclusion
SSG	Social Steering Group

Annex D: References

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UK National Action Plan on Poverty and Social Exclusion, 1999 (www.scotland.gov.uk/library3/society/uk_en.pdf)

Annex E: Contact Details

This report together with [Making it Work](#) and the [New TSN Annual Report 2001](#), can be accessed on the internet at www.newtsnni.gov.uk.

[Making it Work](#) and the [New TSN Annual Report 2001](#) are also available in alternative formats from the New TSN Unit in large print, audio cassette and on disc or e-mail in Microsoft Word.

Summaries of the New TSN policy, in Chinese, English, Hindu, Irish, Urdu and Ulster Scots, can be obtained from the New TSN Unit or on the OFMDFM website.

Should you like to know more about New TSN or about the Department's Action Plan Please contact Colette Murphy or Gary Wardrop at the New TSN Unit. You can contact them by:

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