



Making Ireland a welcoming place of safety for people
fleeing violence and persecution

Strategy Overview – January 2019

Summary – creating more places of sanctuary

- Places of Sanctuary Ireland (PoSI) aims to develop a culture of welcome and safety for refugees, asylum seekers and other vulnerable immigrants.
- PoSI is an all-island organisation which provides expertise and relevant materials to local community groups to empower them to help asylum seekers and refugees to feel welcomed and integrated.
- The central concept of '*Places of Sanctuary*' is to provide welcome, hospitality and inclusiveness across all spheres of Irish society.
- Formed in 2015, PoSI has successfully delivered initiatives in local communities, universities and political advocacy. It now seeks to expand its reach to schools, cities and business.
- PoSI was initially funded by the Tony Ryan Trust, and this funding expires in September 2019. PoSI requires €83,000 a year to fund its activities.
- Core funding is essential ensure that PoSI continues to promote social inclusion among this vulnerable group.

Maintain: Solid Foundations Programme

Community Out-reach
Universities of Sanctuary
Sanctuary in Politics



New: Extending our Reach

Sanctuary in Schools
Sanctuary in Cities
Sanctuary in Business

Why is 'Ireland of the Welcomes' so important?

- Currently 17% of people living in Ireland were born in another country, with 8,000 immigrants becoming Irish citizens in 2017.
- Refugees and asylum-seekers are the most vulnerable section of this group fleeing war and persecution from places such as Syria, Africa and Afghanistan.
- Ireland is at the end of the migratory trail with more than 3,500 people seeking asylum in 2018 and a total of over 50,000 immigrants (excluding UK and returning Irish) in 2017 alone.
- PoSI complements the work of the Immigrant Council of Ireland, Irish Refugee Council and other NGOs without duplicating their activities.
- PoSI's unique role is to provide expertise and relevant materials to community-based organisations to empower them in welcoming and providing practical support to asylum-seekers and refugees.
- This voluntary effort at grass-roots level reflects the best of Irish character by harnessing the goodwill of the majority and allaying the fears of the minority.

Fleeing Danger



Arriving to Safety



Places of Sanctuary Ireland – volunteer-driven ABC approach

A – Awareness Raising

- Simple facts about asylum, backed up by real-life stories
- Awareness-raising where people congregate - schools, universities, work, churches, local councils, arts etc.
- Community groups helping refugees feel welcome

B – Befriending

- Match new arrival with befriender – help them settle in their local community over 3-4 meetings
- Professional mentoring – someone with similar career

C – Cultural Engagement

- Encouraging local cultural, sports, educational and civic bodies to facilitate welcome and integration of refugees
- Promoting inclusiveness and understanding



Established Community

Out-reach

- Athlone
- Belfast
- Cork
- Dublin
- Galway
- Limerick
- Monaghan
- Portlaoise
- Waterford



Emerging Community

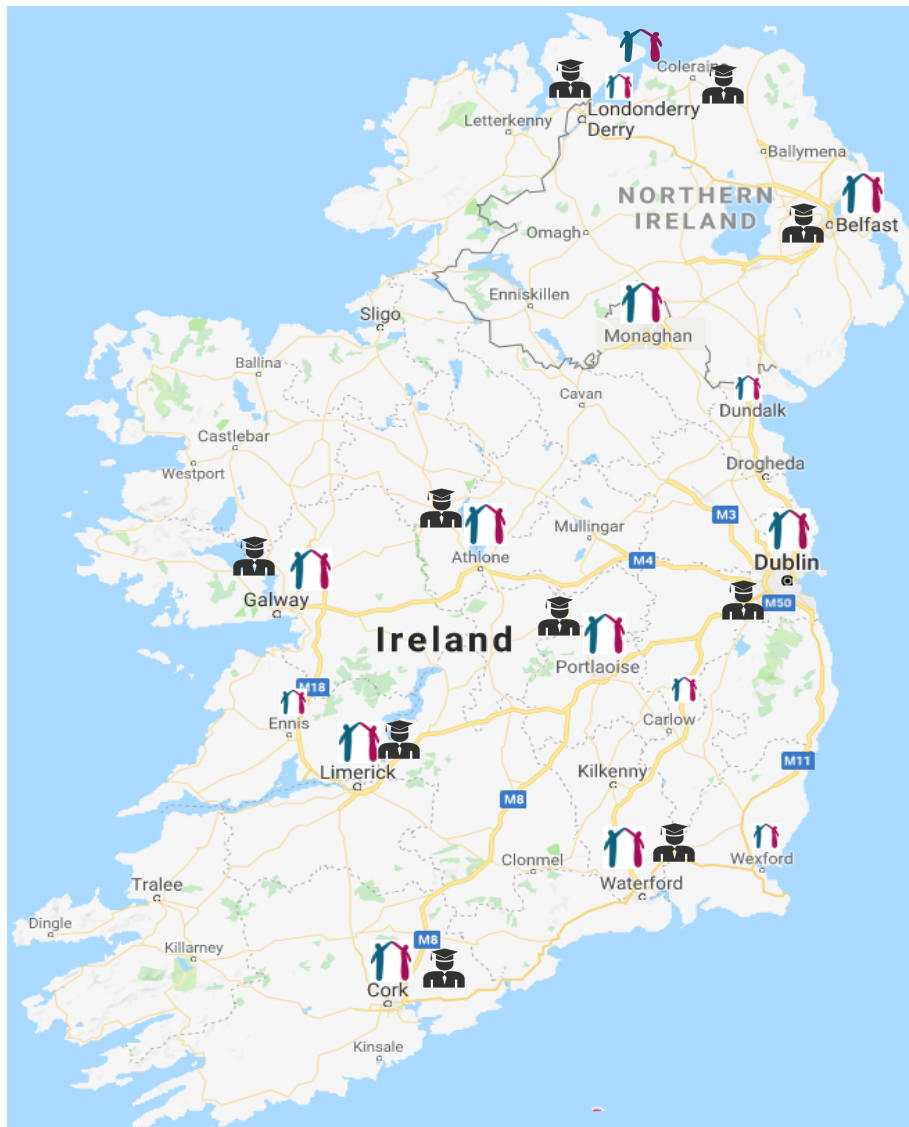
Out-reach

- Carlow
- Coleraine
- Dundalk
- Ennis
- Londonderry/Derry
- Wexford



Established Universities of Sanctuary

- DCU
- UCD
- UCC
- UL
- AIT



Emerging Universities of Sanctuary

- NUIG
- TCD
- QUB
- UU
- DKIT
- MET Belfast

Potential Universities of Sanctuary

- Cork IT
- Carlow IT
- Griffiths College
- Waterford IT

Emerging Schools of Sanctuary

- Belfast
- Coleraine
- Cork
- Dublin
- Galway
- Londonderry/Derry
- Portlaoise
- Waterford

Founded in 2015, PoSI has focussed on 3 key activities to date

1. Community out-reach

- ABC volunteer-led activity driving awareness, befriending and cultural activities.
- To date, we have engaged with 15 local groups.

2. Universities of Sanctuary

- Encouraging students and staff to make their university more accessible and welcoming to asylum seekers and refugees, providing bursaries, fee waivers, access to facilities, language projects etc.
- DCU, UCD, UL, UCC and Athlone IT are now fully accredited, with a further six institutions already on the journey.
- Over 60 scholarships have been awarded to date.

3. Sanctuary in Politics

- To date c.150 refugees have completed the Politics course which introduces the Irish civic model, how the political system works and public speaking skills.
- It encourages participants to speak up and have their voices heard.
- National and local politicians have actively participated in these programmes.



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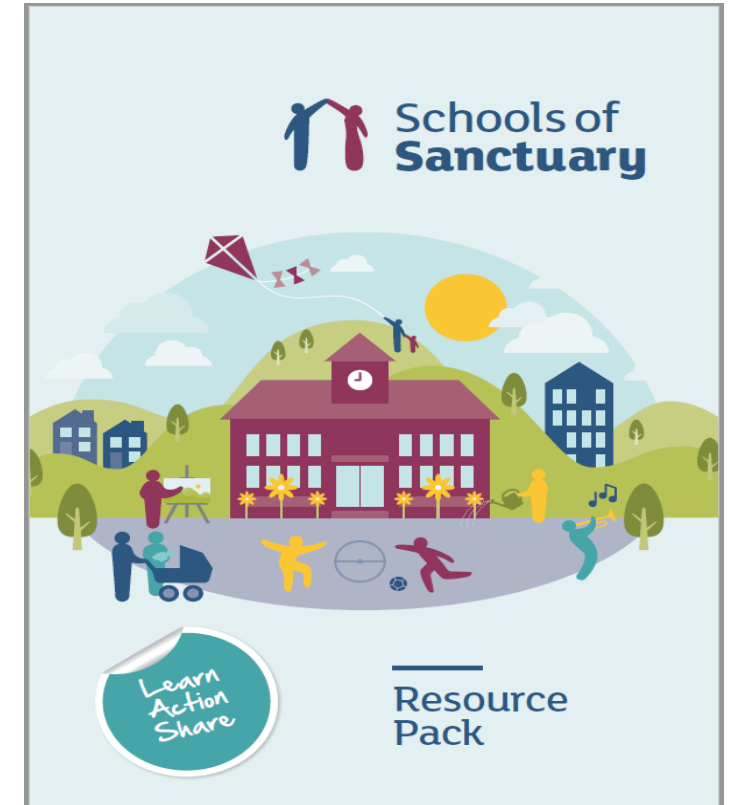
The Board believes solid foundations have been laid with these three programmes, and plans to extend our reach over the next three years

Schools of Sanctuary is a vital next step

- The Schools of Sanctuary model targets children in primary and secondary schools – creating awareness and appreciation of both the needs of refugees and the contribution they can make.
- There is a highly-successful UK programme that is currently being piloted in Northern Ireland and the teaching materials are being adapted for use on an all-island basis.
- We plan to engage with schools and teachers to develop a pilot programme. Early ‘champions’ will be encouraged to support engagement and drive adoption.

There are three simple principles to being a School of Sanctuary:

1. **Learn** about what it means to be seeking sanctuary.
2. Take positive action to **embed** concepts of welcome, safety and inclusion within your school and the wider community.
3. **Share** your vision and achievements – be proud!



Cities of Sanctuary aims to engage with local Councils

- A City of Sanctuary aims to raise awareness and engagement with local councils to ensure its policies and processes support positive involvement with refugees.
- PoSI will formally assess cities based on the following criteria;
 - Buy-in at a senior leadership level with evidence of an associated budget line;
 - Evidence of past activities, and a programme of future activities;
 - Structures to enable programme activities, and evidence of links with local NGOs.
- Currently Dublin, Cork, Waterford, Belfast and Galway are on track to be approved, with Limerick also well advanced. Hopefully, this will also encourage smaller cities and towns to seek recognition.
- A key objective is to encourage Councils to engage directly with PoSI network organisations in each of the cities.
- Preventing the development of marginalised communities through integration activity is a critical outcome.



Sanctuary in Business is critical in gaining access to Jobs

- Asylum-seekers and refugees now have a right to work, and employment is a critical element for refugees' integration into Irish society.
- There are three dimensions to this programme:
 - Engaging with businesses to ensure they adopt strong equality and inclusion policies in their businesses, and helping them understand how best to work with people of different backgrounds and cultures;
 - Similar to the Sanctuary in Politics programme, providing essential information on the business and employment environment for refugees – how to apply for jobs and where to look etc.
 - Encouraging businesses to offer services at reduced cost (or free-of-charge) and developmental opportunities to refugees.
- Refugees have a range of skills – some can do the lower-skilled jobs that Irish people are reluctant to do, whilst others have professional qualifications that allow them do skilled jobs.
- Initially we will encourage business to extend their HR and CSR programmes to include this activity and over time we aim to develop an accreditation programme for businesses that meet the required standards.



PoSI is committed to the highest standards of Governance

- PoSI is registered as a charity in Ireland by the CRA and is a company limited by guarantee. It is compliant with the Company Registration Office and is “on the journey” towards completion of the Governance Code.
- The Board contains a rich mix of policy expertise and direct representation of asylum-seekers.
- All Board members are volunteers.
- Most organisational activity is undertaken on a voluntary basis. PoSI has one Director (four days a week) and two part-time employees (3 days a week). Total projected expenses for the period are projected at c. €83,000 p.a.
- The Board has approved the strategy outlined above. In order to implement this strategy, funding is now a top priority.

PoSI Board

Philip Berman – *Chair*. Former Director European Health Management Association and Director of Strategy, Tallaght Hospital. Board member Immigrant Council of Ireland.

Andy Pollak – Former journalist Irish Times and Director of the Centre for Cross Border Studies.

Kevin Mascarenhas – Member of Leadership Team, Presentation Brothers and representative of Cork City of Sanctuary.

Francis McEvoy – *Treasurer*. ESRI accountant.

Rosemary Kunene – Community Animator and mental wellbeing advocate Portaoise (Asylum seeker).

Jacqueline Phiri – University of Sanctuary beneficiary (Civil Law NUI Galway) and NUIG University of Sanctuary Board member, access to education advocate, International Protection Applicant.

Sahr Yambasu – Methodist minister and Chair of Places of Sanctuary Waterford.

Colin Flinn – Chair Belfast City of Sanctuary and solicitor.

Place of Sanctuary Ireland – Organisation structure

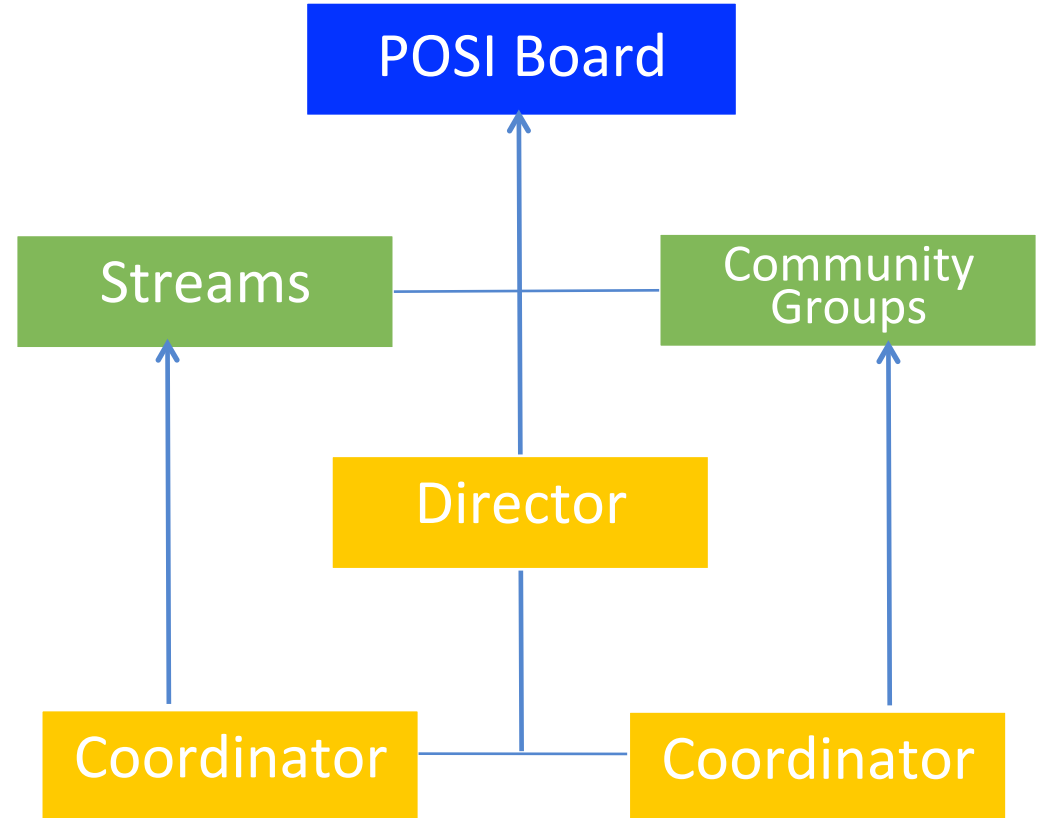
PoSI Board – is responsible for strategy, oversight and building / maintaining the network

Community Groups – includes regional network of Places / Cities of Sanctuary groups

Streams Sub-Committee – currently Universities of Sanctuary (with Schools and Business to follow in time)

Director – responsible for executive delivery and building collaborative partnerships

Co-ordinators – support day to day activity and drive local relationships



Funding required: 2019 to 2022

€'s	2019*	2020	2021	2022	Rationale
Salary – Director	10,400	31,200	31,200	15,600	<i>Wheel pay survey, level 3 average €42,839 (5-day)</i>
Salary – Co-ordinator	4,800	14,400	14,400	7,200	<i>Wheel pay survey, level 7 average €22,877 (5-day)</i>
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PRSI	1,974	5,922	5,922	2,961	<i>As per salaries</i>
Travel	1,200	3,600	3,600	1,800	<i>Visit local community groups</i>
Training & Development	1,500	3,000	3,000	1,500	<i>Professional development & recruitment</i>
General Expenses	480	2,740	2,740	1,520	<i>Mobile phones and venue hire</i>
Indirect expenses	2,500	7,500	7,500	3,750	<i>Sundry expenses</i>
Total Expenses	27,654	82,762	82,762	41,531	

*2019 includes Sept to Dec only, as that is when the funding short-fall emerges

Strategic Plan – Key metrics & goals 2020 - 2022

Service	Annual cost	Key Metric*	Today	Target 2020
Community Out-reach	€25,000	Number of local community groups organisations	38	45
Sanctuary in Politics	€10,000	Refugees successfully completing course	150	180
Universities of Sanctuary	€5,000	Number of Universities with full accreditation	5	7
		Number of bursaries / scholarships in place	60	70
Sanctuary in Schools	€20,000	Number of schools participating	Pilot	4
Sanctuary in Cities	€13,000	Number of cities with full accreditation	Pilot	1-2
Sanctuary in Business	€10,000	Number of businesses with full accreditation	N/A	2

*The strategic objectives above are in addition to the normal activity programme of providing specialist knowledge & supports to local groups, encouraging networking and sharing of best practice etc.

Summary: promoting social inclusion

- Since its foundation in 2015, PoSI has been funded through the Tony Ryan Trust. This funding expires in September 2019.
- PoSI has successfully laid strong foundations in communities, universities and training in political advocacy (Sanctuary in Politics), effectively harnessing our limited financial resources.
- The strategic plan approved by the Board aims to extend our activity to schools, cities and business – to broaden and deepen our impact – while maintaining our existing programmes.
- Our total funding requirement is €83,000 per annum for three years.

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