

RESOURCE NOTE 4

What makes a good Partnership Development Programme?

INTRODUCTION

This Resource Note is one of a series of notes to support Partnerships in the implementation of their action plans, under Theme 1.1 (Building Positive Relations at the Local Level) of the Peace III Programme. It has been developed by the Consortium¹ in response to requests from Partnerships on identifying the key characteristics of Partnership Development Programmes. This by no means exhaustive but is meant to supplement SEUPB Guidance Notes and Departmental documentation.

PARTNERSHIP DEVELOPMENT PROGRAMME

A training needs analysis specific to PEACE III and an attitudinal survey should be undertaken at the outset of the programme. A survey should be repeated at the midpoint and at the end of the programme to assess changing levels of knowledge, skills and capacity.

Delivery of the programme should include a mix of direct tuition/support, relevant guest speakers, best practice visits and workshops.

The programme should include the following elements:

- 1) Development of a needs analysis and attitudinal survey specific to PEACE III objectives.
- 2) Linkages with the PEACE III Action Plan Aid for Peace Monitoring Framework.
- 3) Development activities specific to addressing the challenges of sectarianism and racism and promoting reconciliation.
- 4) Invitation to expert speakers on relevant topics such as sectarianism, racism etc.
- 5) Best practice visits relevant to the PEACE III programme including for example at least one cross border good practice residential for PEACE III Partnership members and staff.
- 6) Joint events to be delivered in tandem with the Partnership's Communication plan and Consortium activities as appropriate.

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Additional elements of a Partnership Development Programme that Partnerships may wish to consider include:

- 1) Critically assessing the strengths and weaknesses of the Partnership in terms of its effectiveness and functionality as a whole, taking into account the guiding principles - openness, mutual respect, trust, participation etc.
- 2) Identifying the learning and successes the Partnership has gained to date and how these can be applied to Phase 2.
- 3) Identifying training and support needs of Partnership members and to design a programme that will meet these needs.

The programme should be similar to a personal development plan and should:

- a) Ideally begin at the start of Phase 2 so it has time to take root and embed throughout the Phase 2 implementation.
- b) Be updated and reviewed periodically to examine progress.
- c) Examine the issue of sustainability and how the Partnership as a whole can create a lasting legacy.
- d) Have a clear timetable but be flexible in the approach and delivery methodology within that timescale.
- e) Consider how to deal with Publicity and the promotion of good work, raise the Partnership profile.
- f) Assess how effective the Partnership is in the delivery of peace building within their area and improve the partnership ability to measure behavioural and attitudinal change.
- g) ...perhaps obviously be able to sustain the interests of participants.

ⁱ The Consortium of CRC and Pobal have been commissioned by SEUPB to provide support and advice to the 14 Peace and Reconciliation Partnerships until 2013. Please refer to www.pobal.ie or www.nicrc.org.uk for more information.