

South Dublin Migrant Integration Strategy 2026- 2030

October 2026

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Executive Summary

South Dublin County is home to an increasingly diverse population, with migrant communities contributing to the county's social, cultural and economic life. The South Dublin Migrant Integration Strategy 2026–2030 sets out how South Dublin County Council, alongside statutory, community and voluntary partners, will support integration over the next five years. It is grounded in the understanding that integration is a two-way process: migrants should have meaningful opportunities to participate and contribute, while institutions and established communities have a responsibility to identify and remove barriers to inclusion.

The strategy is informed by extensive consultation and local evidence, including a community survey, a service provider survey, focus groups and engagement across sectors. This evidence points to a number of persistent challenges. Housing access emerged as the biggest concern for migrant communities. Around half of community survey participants reported experiencing racism or discrimination, while access to mental and emotional wellbeing support was a deep area of improvement in relation to service provision.

The consultation also highlighted barriers relating to employment, recognition of skills and qualifications, access to information and services, language support, and opportunities for meaningful community participation.

Five strategic themes organise the response:

1. Housing
2. Employment and Economic Participation
3. Education and Lifelong Learning
4. Health and Wellbeing
5. Community Participation, Anti-Racism and Belonging

These themes reflect both the priorities raised through consultation and the broader areas of integration identified at the local and European levels. They also build on South Dublin County Council's previous Integration Strategy, which similarly recognised the importance of inclusive communities, learning, employment, health, and accessible services.

A 38-action implementation is proposed for this strategy under the five themes. Actions will be delivered across three phases, with identified responsibilities, partners and measures of progress. Particular attention is given to governance and monitoring so that implementation can be tracked throughout the lifetime of the strategy and learning can inform future action.

Ultimately, the strategy is practical in its ambition: to build a South Dublin where everyone who lives, works and learns in the county has a meaningful opportunity to participate, contribute and belong.



Section 1: Introduction and Context

South Dublin has changed considerably over recent decades, becoming home to an increasingly diverse population. The county's population reached 301,075 in 2022, an increase of 8% since 2016, with migration contributing to this continued growth. In the 12 months prior to Census 2022 alone, 4,220 people moved to South Dublin from outside Ireland. Today, residents born across many parts of the world form an established part of the county's communities.

People come to South Dublin through many different pathways and for many different reasons. They work across the county's economy, establish businesses, raise families, study, create art, participate in community life, and contribute to the cultural and social fabric of South Dublin. Others have arrived seeking safety from conflict, persecution, or instability. As a result,

there is no single migrant experience, and people's opportunities and needs can differ considerably depending on their circumstances and length of time in Ireland. For many, settling in South Dublin is a positive experience. Similarly, migration can also involve navigating unfamiliar services and systems, adapting to different social and cultural contexts, and establishing new networks, communities, and a sense of belonging. These challenges can also continue beyond the initial period of settlement, particularly where people encounter structural barriers, discrimination or exclusion.

The South Dublin Migrant Integration Strategy 2026–2030 responds to this changing context. It provides a framework for supporting participation, addressing barriers to inclusion and strengthening the conditions in which migrant and established communities can live, work and build a shared sense of belonging together in South Dublin.

South Dublin County Council (SDCC) commissioned this strategy to build on the gains of the last strategy and to ensure that the migrant potential in the county is fully realised. Aiming to assess the needs and barriers of the migrant groups, to direct where and how the county's resources and efforts should be directed and what is still needed to help South Dublin thrive as a culturally and economically booming place. With the ethos of inclusivity at its helm, the strategy encompasses migrants, second-generation nationals, dual nationals, refugees, asylum seekers, and persons in IPAS accommodation. This document contains seven sections:

- **Section 1** introduces the strategy, its purpose, policy context, and vision.
- **Section 2** provides a demographic profile of South Dublin and its migrant population.
- **Section 3** outlines the strategy methodology, and consultation process.
- **Section 4** presents the key findings from the research and consultations.
- **Section 5** sets out the governance, monitoring, and reporting framework.
- **Section 6** presents the strategic priorities, and actions.
- **Section 7** outlines how the strategy will be delivered and implemented.

1.1. Developing the Strategy

This strategy is the county's third migrant integration strategy and builds on the work and learning of the previous strategy period. Its development was informed by research, consultation and collaboration with the communities, organisations and public bodies that have a role in migrant integration across South Dublin.

The process was designed to ensure that lived experience was central to the development of the strategy. Migrants from a range of backgrounds and migration pathways were engaged through the community survey, focus groups, and individual consultations. This included both long-term residents and more recently arrived communities, including people within the International Protection System.

A wider consultation process brought together perspectives from across the county, including:

- Migrant communities and migrant-led groups/organisations
- Local and host communities
- Community, voluntary, and advocacy organisations
- Frontline service providers
- Statutory agencies and education providers
- SDCC departments and staff

These perspectives were considered alongside demographic evidence, relevant research, and European, national and local policy. The findings were then brought together to identify recurring priorities, areas of existing good practices, and gaps requiring further attention. Importantly, consultation did not end with the initial research. Emerging findings and proposed priorities were brought back to relevant communities and stakeholders for review and validation, allowing the strategic framework to be refined before the final strategy was developed.

Through this process, the strategy has been shaped not by any single perspective, but through the combination of lived experiences, community knowledge, service-provider expertise, institutional insight and research evidence. This provides the foundation for the priorities and actions set out in what will follow.

1.2. Policy and Legislative Context

This strategy has been informed by several policies at International, European, national and local levels, including national and local commitments relating to human rights, equality, anti-racism, and migrant integration. These frameworks provide the broader policy foundation for the strategy, while its priorities and actions have been developed in response to the specific context of South Dublin.

At the international level, Ireland is a party to a number of human-rights instruments relevant to migrant integration, equality, and protection from discrimination. These include the *International Convention on the Elimination of All Forms of Racial Discrimination*, the *European Convention on Human Rights*, and the *Framework Convention for the Protection of National Minorities*. Ireland is also a signatory to the *UN Global Compact for Safe, Orderly & Regular Migration*. The strategy reflects the wider principles of the *UN 2030 Agenda for Sustainable Development*, including its commitment to leave no one behind.

At the European level, the strategy is informed by the EU's approach to integration as a two-way process involving migrants and receiving communities. Key frameworks include the *EU Action Plan on Integration & Inclusion 2021–2027*, which focuses on inclusion across education, employment, health and housing, alongside participation, and partnership at local level. The strategy also draws on the *Common Basic Principles for Immigrant Integration* and the *Zaragoza Indicators* relating to employment, education, social inclusion, and active citizenship. The *European Equality & Anti-Racism Framework* is also central to the strategy. This includes the *Racial Equality Directive (2000/43/EC)*, which establishes protections against discrimination on the grounds of racial or ethnic origin across key areas of social and economic life, and the *EU Anti-Racism Strategy 2026–2030*, which addresses racial discrimination and structural barriers; strengthening anti-racism action at national and local levels.

At national level, the strategy builds on Ireland's previous *Migrant Integration Strategy: A Blueprint for the Future (2017)*, which established a whole-of-government approach to integration and identified a specific role for local authorities in areas including migrant participation, local integration strategies, access to information and responses to racism. This is in line with the more recent *National Action Plan Against Racism 2023–*

2027 (NAPAR), which also highlights Ireland's commitment to addressing racism and racial inequality across Ireland. The *Public Sector Equality & Human Rights Duty* under the *Irish Human Rights & Equality Commission Act 2014* also emphasises that public bodies are required to have regard to the need to eliminate discrimination, promote equality of opportunity and treatment, and protect the human rights of staff and the people to whom they provide services. This national framework has also evolved through the *International Protection Act 2026*, which reforms Ireland's international protection system and gives effect to key measures contained in the EU Pact on Migration and Asylum. Applying to international protection applications lodged from 12 June 2026, the Act introduces a new legislative framework governing asylum procedure, reception conditions, qualification for international protection, resettlement and humanitarian admission, and aspects of migration management.

At the local level, these wider commitments are considered within the particular context of South Dublin County. The *SDCC's Corporate Plan 2025–2029*, the *South Dublin Local Economic & Community Plan (LECP) 2024–2030*, and the *Council's Public Sector Equality & Human Rights Framework* are examples of relevant local plans and strategies across community development, housing, libraries, arts, culture, sport and economic development that ensure a safe, equitable, and inclusive county for all to thrive in South Dublin. Together, these provide the wider local policy context within which migrant integration, participation, equality and belonging will be progressed between 2026 and 2030.

These overarching frameworks represent only part of the policy evidence considered in developing the strategy. A broader range of national, sectoral and local policies and guidance was also reviewed, including the *HSE National Intercultural Health Strategy*, *Young Ireland: National Policy Framework for Children and Young People 2023–2028*, *Sport Ireland Diversity & Inclusion in Sport Policy*, *Arts Council Equality, Diversity and Inclusion Policy*, and relevant An Garda Síochána strategies on human rights, equality, diversity and community engagement. These were considered alongside policies relating to housing, education and lifelong learning, employment and community development, as well as academic research, demographic evidence and the consultation findings, to shape the priorities and actions set out in the strategy.

Together, this policy and legislative context provide the foundation for the strategy's approach to integration, while allowing its actions to respond to the particular needs and circumstances of South Dublin. Drawing from this, the research and consultation process was structured around five key themes:

- Housing;
- Employment and Economic Participation;
- Education and Lifelong Learning;
- Health and Wellbeing;
- Community Participation, Anti-Racism and Belonging.

These themes provide a consistent framework for gathering evidence, understanding experiences, shaping service provision and identifying the priorities and actions that underpin this strategy.

1.3. Relevance and Vision

As South Dublin continues to change, there is a need to ensure that local systems, services and communities are equipped to respond to the needs of a diverse population and to create meaningful opportunities for participation and belonging. While this strategy sits within wider European and national policy commitments to integration, equality, and inclusion, integration is experienced most directly at the local level (Pennix, 2009). It takes place through everyday interactions in neighbourhoods, schools and workplaces, through access to housing and public services, and through opportunities to participate in community and civic life. Research on migrant integration increasingly recognises cities and local authorities as important actors in creating the conditions through which integration occurs (Pennix, 2009).

The social dimension is equally important. Research on intergroup contact has consistently demonstrated that, under appropriate conditions, meaningful contact between people from different groups can reduce prejudice and improve intergroup attitudes (Allport, 1954; Pettigrew et al, 2006). On the other hand, segregation, limited interaction, and perceived competition can contribute to mistrust and reinforce stereotypes (Stephan and Stephan, 2000). Integration consequently involves more than supporting individuals to navigate services. It also involves creating the

conditions in which people from different backgrounds can meet, participate, and develop a shared sense of community.

Therefore, this strategy adopts integration as a two-way process. People who migrate to South Dublin have a role in participating in the social, economic, and civic life of the county, while institutions and established communities have a corresponding role in ensuring that unnecessary barriers to that participation are identified and addressed. This approach recognises both individual agency and the influence of wider systems and social environments on people's opportunities to participate.

It also recognises that migrant communities are not a single or uniform group. People's experiences differ according to migration pathways, nationality, language, age, gender, socioeconomic circumstances, length of residence, and many other factors. Therefore, an effective local strategy must be reasonably flexible to recognise these different experiences while ensuring that migrant inclusion is embedded within mainstream services and community development.

The vision of this strategy is:

A South Dublin where everyone who lives, works, and learns in the county has the opportunity to participate, contribute, and belong, and where diversity is supported through equitable access, mutual respect and shared community life.

As an employer, service provider and community leader, SDCC is committed to:

- Providing equitable, and accessible services for all.
- Creating communities where everyone can participate and belong.
- Promoting human rights, equality, inclusion, and respect across cultures.
- Strengthening connections between communities and supporting social cohesion

The ambition of this strategy is to support a South Dublin in which people can build lives with dignity, contribute their skills and experiences, develop relationships across differences and participate meaningfully in the communities they call home.



Section 2: Migrants in South Dublin

This section presents a profile of migrants in South Dublin. It uses data from the most recent Census of Population (2022) and builds on the data from the Census of Population (2016). The figures, presented in this section, illustrate South Dublin's increasing diversity and allow for a mapping of migrant populations at local levels. However, it is important to note that there have been changes in the composition of South Dublin County's migrant population in the four years since the census was conducted. The Census was conducted in 2021 and published in 2022. It does not take into account any Ukrainian refugees who have been in Ireland since 2022 or the changes in demographics that have taken place in the last four years. Likewise, it does not include information on people who might have emigrated from South Dublin since then or those who were only temporarily residing in the County during the Census.

2.1. South Dublin's Growing Diversity

South Dublin County Council came into existence on the 1st of January 1994. The Council covers an area of 222.74 square kilometres and operates within a richly diverse and long-established migrant landscape. The overall population of SDCC reached 301,075 in 2022, representing an 8% increase since the 2016 Census and demonstrating sustained population growth. In the 12-months leading up to the 2022 Census, 4,220 (1.4% of the county's population) people moved to South Dublin County from outside of Ireland.

Changes in Population by Nationality

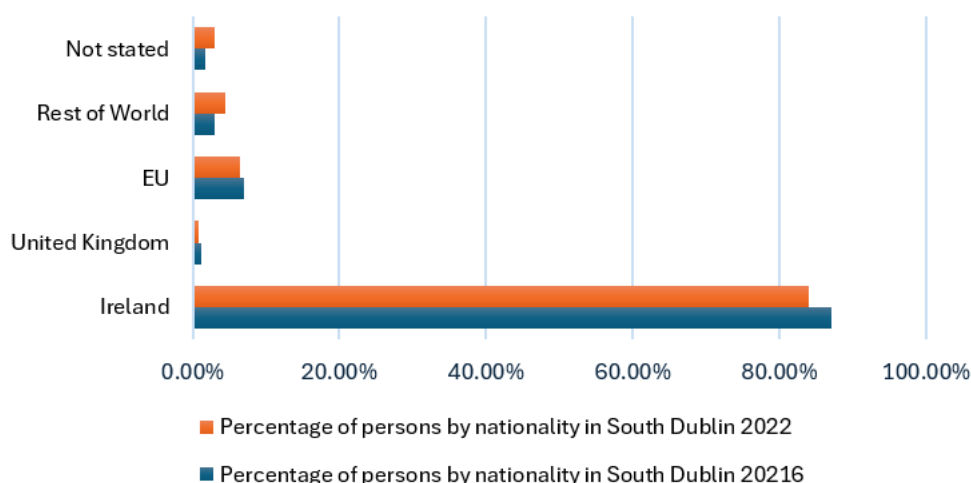


Figure 1. Changes in Population by Nationality in South Dublin County Council

As the graph shows, South Dublin has become slightly more diverse since the last Census of Population in 2016. The graph illustrates that the proportion of people coming from non-Western countries (namely countries outside the United States and Europe) has increased. Likewise, there is also an increase in the number of people who have not identified their nationality. Detailed insights from the CSO data and the *Census Interactive Map* give us insights into the ethnic, linguistic and citizenship information of the residents in the county.

The citizenship data also point to substantial levels of long-term settlement. Of the 6,583 South Dublin residents born in Poland, 5,740 (87.2%) held Irish citizenship. Among the 6,591 residents born in India, 4,443 (67.4%) held Irish citizenship. A further 26,232 residents (8.7% of the county's population) were born in countries classified as being in the rest of the world. Of this group, 12,398 people (47.3%) held Irish citizenship. While citizenship is not in itself a measure of integration, these figures demonstrate that a substantial proportion of South Dublin's foreign-born population has established long-term civic ties to Ireland. Country-of-origin information was not stated or recorded for 9,103 Irish citizens living in South Dublin, representing 3.0% of the county's population.

South Dublin population by citizenship, 2022:

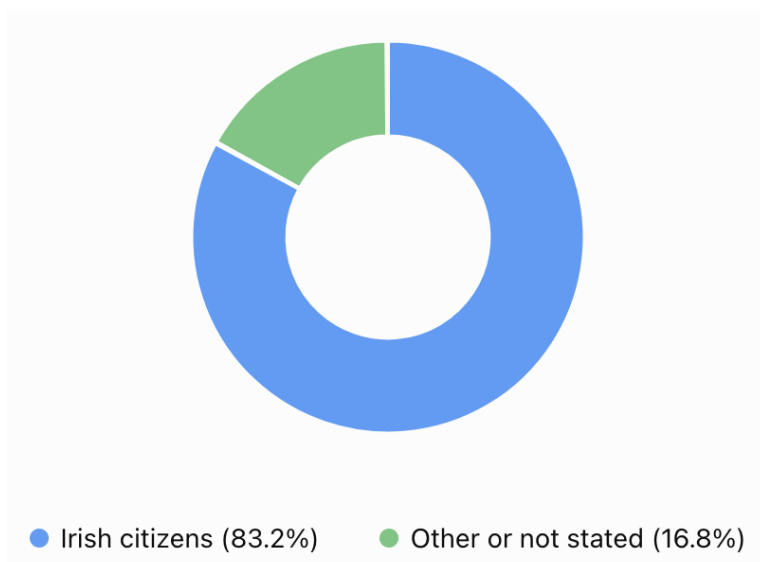


Figure 2. Citizenship composition of South Dublin's total population of 301,075.

The largest non-Irish birthplace category was Other EU countries, excluding Ireland and Poland, comprising 13,541 people (4.5% of the county's population). This was followed by the UK, with 9,439 people (3.1%); India, with 6,591 people (2.2%); and Poland, with 6,583 people (2.2%). There were also 4,943 Romanian citizens living in the county, representing 1.6% of its population. Together, these figures illustrate the breadth of South Dublin's migrant population, which includes significant communities from within and beyond the EU.

Breakdown of the county's total population of 301,075 by birthplace:

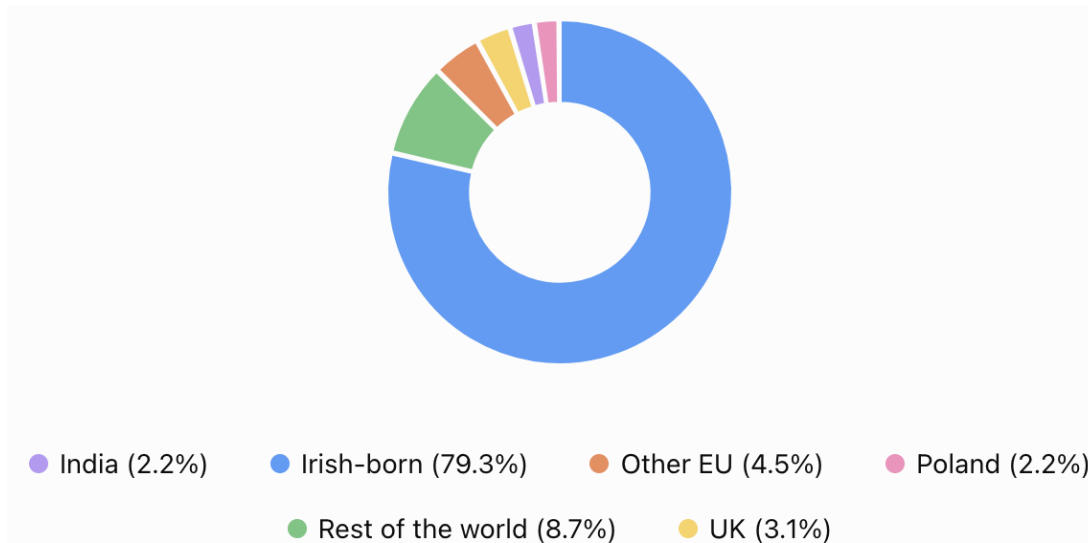


Figure 3. South Dublin population by birthplace, Census 2022.

This limitation highlights the importance of interpreting the available figures with care. The 2022 Census introduced expanded ethnic-background categories, including Roma, Arab, and more detailed Asian and

Black subgroups. Although these data are not yet available in a fully disaggregated form at South Dublin County level, their introduction represents an improvement on earlier Census reporting, when the Central Statistics Office did not publish comparable sub-county information on people born outside Ireland, the UK or the USA.

South Dublin also has a comparatively young demographic profile. In the 2016 Census, the county's average age was 35.5 years, compared with a State average of 37.4 years. Although precise 2022 age breakdowns for all migrant and ethnic minority communities are not available, data included in the previous local strategy provide an important indication of their age profile (based on 2016 census). The largest ethnic minority age grouping was people aged 24 to 54, comprising 11,757 residents. This was followed closely by those aged 0 to 19, comprising 11,417 residents. The size of these working-age and youth populations has important implications for the planning of employment, education, youth, family and community services within the county.

Census 2022 data on ethnic breakdown in SDCC:

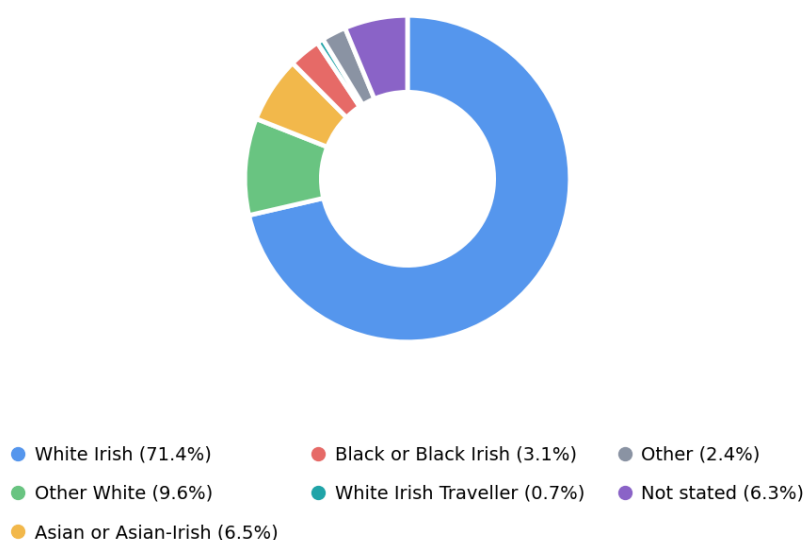


Figure 4. Population by Ethnicity in South Dublin County Council

South Dublin is also increasingly linguistically diverse. A total of 59,617 people in the county reported speaking a language other than English or Irish, representing 19.8% of the population. The most widely spoken

foreign language was Polish, spoken by 7,604 people, equivalent to 2.5% of the county's population and 12.8% of those who spoke a foreign language. Crucially, Census 2022 found that 1,056 people (0.4% of the county's population) could not communicate in English at all. A further 5,817 people (1.9% of the county's population) reported that they spoke English "not well".

Population by language in migrant communities (<i>CENSUS INTERACTIVE MAP</i>)	No. of people	Percentage
Polish	7,604	12.8%
Spanish	2,810	4.7%
French	2,659	4.5%
Not listed	46,544	78.1%
Total	59,617	100.0%

Table 1. Population by Languages Reported in Migrant Communities in South Dublin (census interactive map)

English proficiency (<i>CENSUS INTERACTIVE MAP</i>)	No. of people	Percentage
Very well	34,981	58.7%
Well	15,333	25.7%
Not well	5,817	9.8%
Not at all	1,056	1.8%
Not stated	2,430	4.1%

Total	59,617	100.0%
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Table 2. English Proficiency Reported in Migrant Communities in South Dublin (census interactive map)

It is worth noting that the Census is self-reported data, with persons in a household providing information about the members within that particular household. It is a self-reported style of data gathering, with the information coming from residents themselves and not the government.

2.2. International Protection, Refugees and Undocumented Migrants

Census data does not fully capture the different immigration and protection statuses of people living in South Dublin. The county is also home to International Protection applicants, recognised refugees, people with subsidiary protection, beneficiaries of Temporary Protection from Ukraine, and undocumented migrants. Nationally, 4,139 applications for International Protection were made between January and April 2026, with Somalia, Nigeria, Pakistan, Afghanistan and Georgia the largest nationality groups during this period (International Protection Office, 2026). At the time of writing, South Dublin County had the highest number of people accommodated within the International Protection system nationally, based on weekly accommodation figures published by the Department of Justice.

Temporary Protection represents another significant migration pathway. As of February 2026, the CSO estimated that 84,100 beneficiaries of Temporary Protection from Ukraine remained active in Irish administrative records (Central Statistics Office, 2026). Undocumented migrants also form part of Ireland's migrant population, although their numbers are difficult to measure and there is no reliable local estimate for South Dublin. These different groups have different rights, circumstances, and support needs, highlighting why migrant communities in the county should not be viewed as one single or uniform population.

2.3. Where Migrants Live

Based on the *Electoral Division Profiles*, within South Dublin, Lucan-Esker has the highest concentration of foreign-born residents, with over 30% or 1 in 3 migrants having been born abroad. This is higher than the national average of 20%. Lucan-Esker is a relatively affluent area with low social

housing. Here, around 69.4% of the population consists of the local Irish community, while the largest non-Irish group is from the EU-27 (excluding Ireland and Poland). After that, 3.8% of the people were born in India, and another 3% identified the UK as their birth country. Furthermore, 2.2% of the residents in Lucan-Esker were born in Poland. Around 13.8% of the migrants are from other countries.

Lucan Esker, population by birthplace:

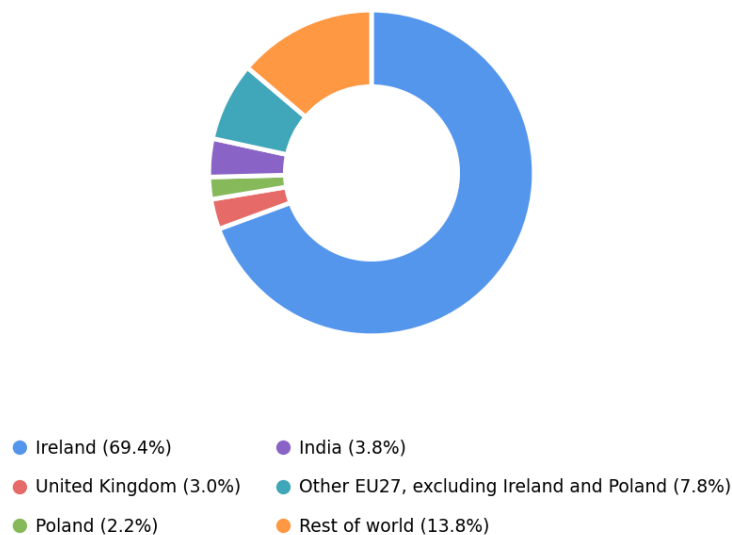


Figure 5. Population in Lucan Esker - Census 2022

The Electoral Division of Rathcoole has the second-highest migrant population, mirroring the national average at 19%. This is a lower-density area with a lower concentration of migrants. Migrant populations are also clustered around Clondalkin Village, where 18.3% of the population was born outside of the country. Lastly, one of the lowest migrant populations in South Dublin is in Tallaght-Kilnamanagh, where 8.5% of the residents were born outside of Ireland. This is much lower than the national average of 20%. The 2022 *Pobal Deprivation Index* reveals a stark spatial divide within South Dublin. While it does not directly mention where migrants live, the Index shows a strong correlation with areas where migrants with lower social incomes or social housing live.

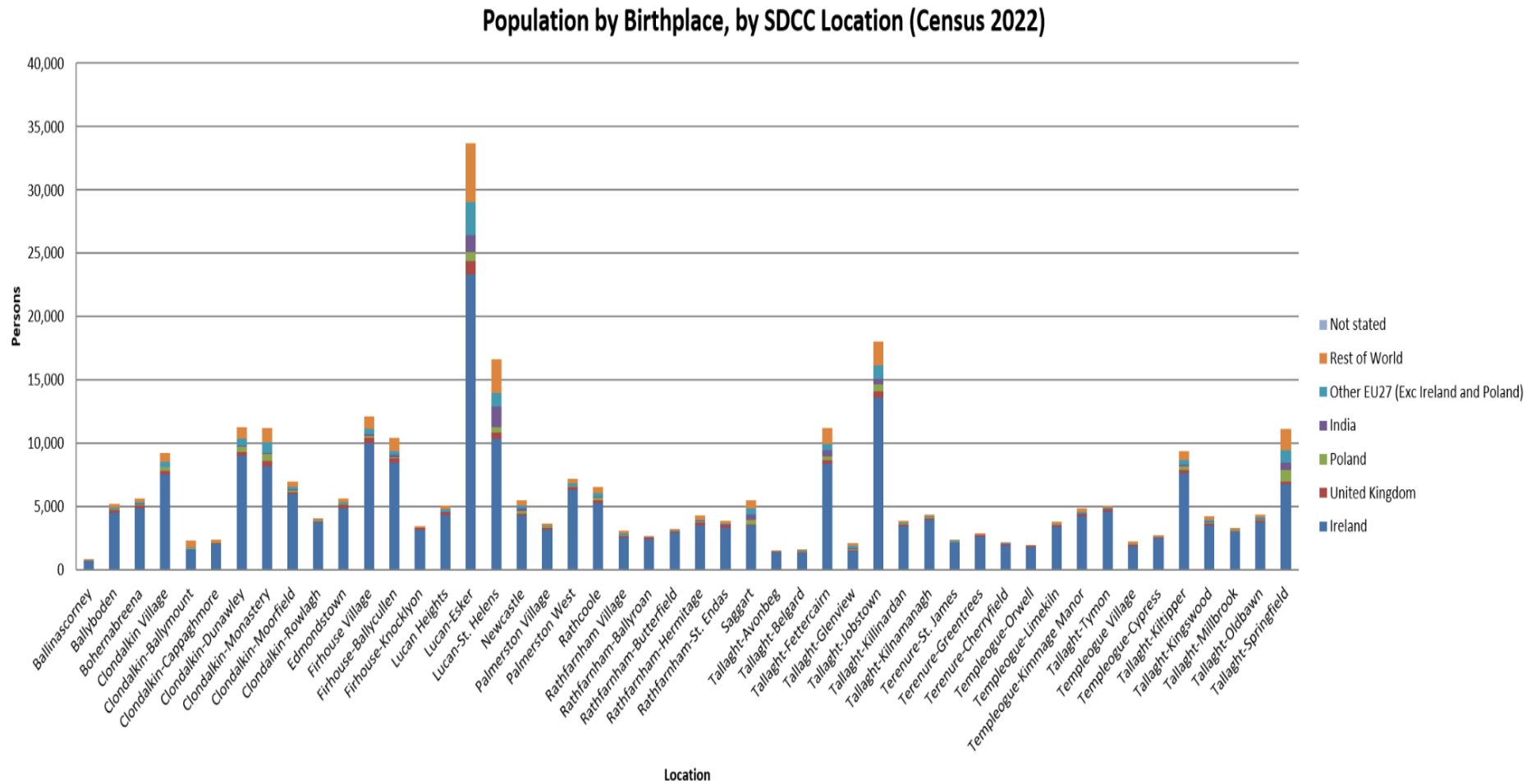


Image 1. Population by Birthplace by SDCC location (Census 2022)

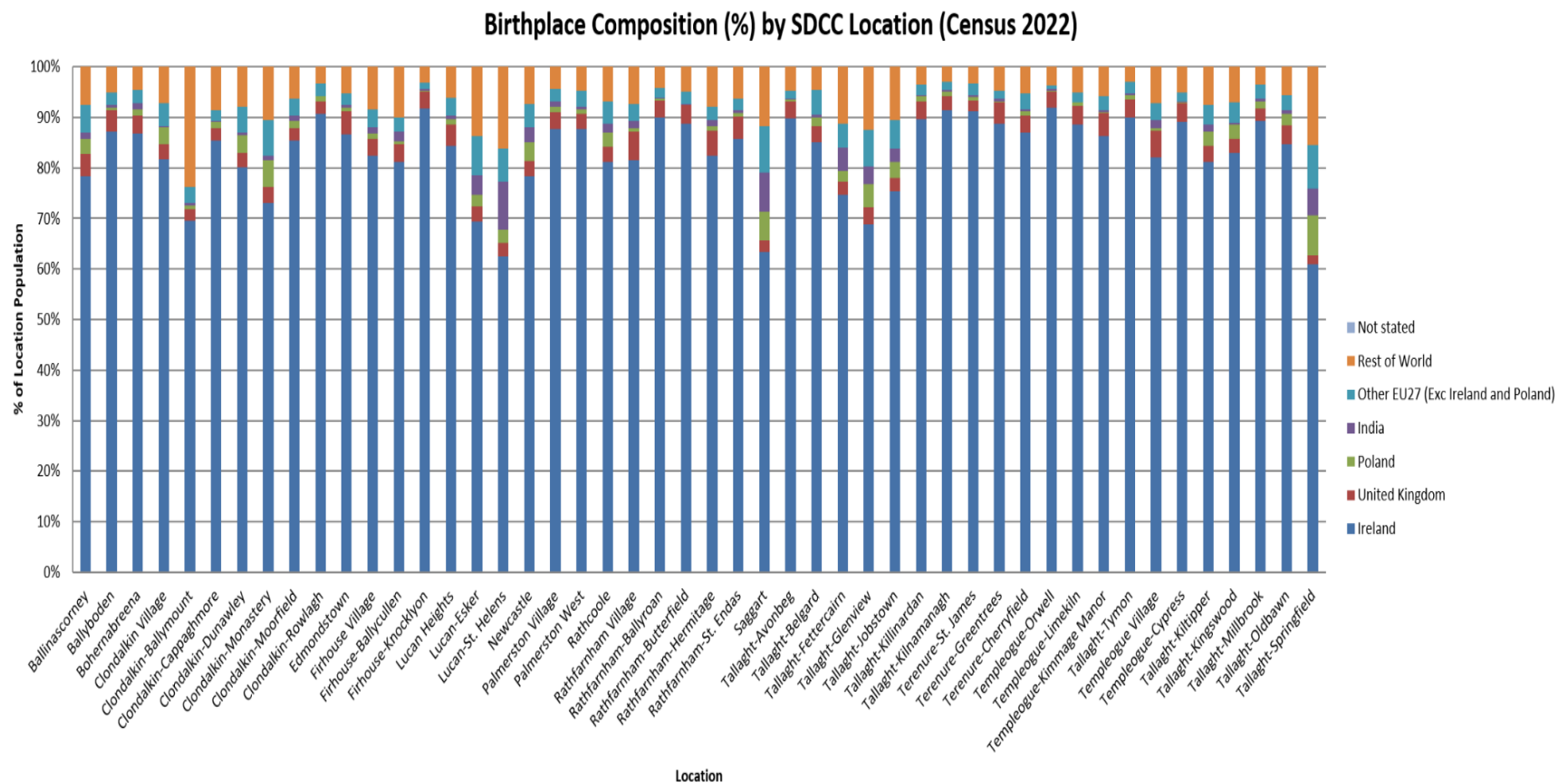


Image 2. Birthplace composition (%) by SDCC location (Census 2022)

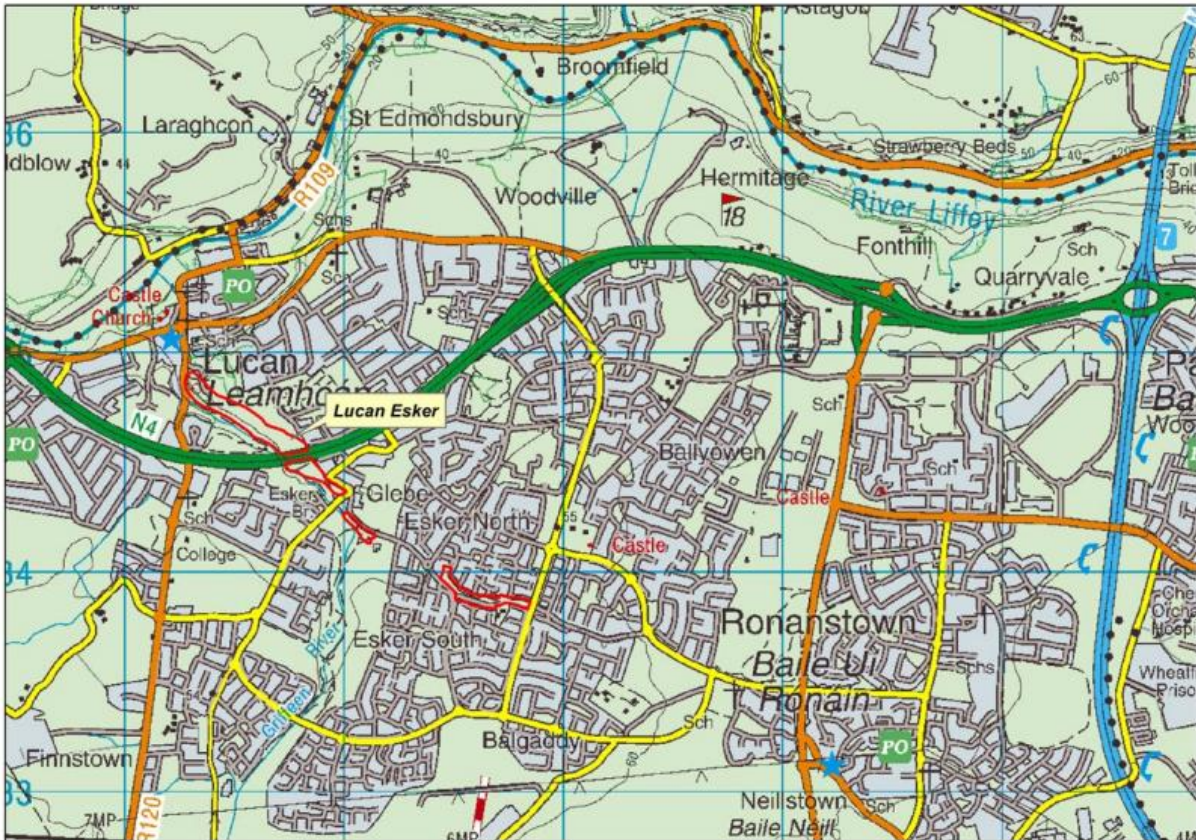


Image 3. Lucan Esker - South Dublin County Geological Site Report

2.4. International Protection & Temporary Protection Accommodation

South Dublin is home to a number of people living in International Protection Accommodation Service (IPAS) centres. The Citywest Reception Centre in Saggart now plays a significant national role in the International Protection system. Since May 11th, 2026, new International Protection applications are made at the IPO Applications Centre at Citywest, with limited exceptions. This change was followed by the commencement of the International Protection Act 2026.

South Dublin is also home to Beneficiaries of Temporary Protection from Ukraine. Since 2022, Ukrainian families have lived across a range of accommodation settings in the county. This includes 132 rapid-build homes developed under the Government's *Ukraine Rapid Build Housing Programme* to provide more independent family accommodation. In 2026, the Government also began a phased reduction in the use of State-supported commercial accommodation for people from Ukraine. These changes are taking place alongside wider changes to the Temporary Protection system. Temporary Protection remains in place, with EU Member

States agreeing in July 2026 to extend protection for people displaced from Ukraine until 4 March 2028.



Section 3: Methodological Approach

This section outlines the approach used to develop the *South Dublin Migrant Integration Strategy 2026–2030*. It describes the research and consultation methods used to ensure that the experiences and perspectives of migrant communities informed the strategy, alongside engagement with service providers, statutory and non-statutory agencies, public bodies, community organisations, and other relevant stakeholders.

The strategy was developed using a mixed-methods approach, combining quantitative and qualitative research with stakeholder consultation, policy analysis and a review of relevant literature. This approach provided a broad evidence base from which to understand migrant integration within the local context and inform the priorities and actions contained within the strategy. While a substantial number of people were engaged throughout the research and consultation process, the participants from this research should not be considered as statistically representative of communities and stakeholders across the entirety of South Dublin County. Rather, the breadth of engagement across migrant communities, service providers, community organisations and other stakeholders provides a valuable cross-section of perspectives and helps to paint a detailed picture of migrant integration within the county.

3.1. Quantitative Research

3.1.1. Migrant Participant Profile

A *migrant community survey* was circulated to migrant communities across the city and county. In line with the principles of inclusivity, translations were provided in Polish, Ukrainian, Arabic, and Portuguese. A total of 73 people responded. The findings provide quantitative data in respect of their experiences across the themes stated above, these are: Housing; Employment and Economic Participation; Education and Lifelong Learning; Health and Wellbeing; Community Participation, Anti-Racism and Belonging. The survey also gave the participants the option of speaking further to the research team via a consultation, to which 19 people indicated their interest and were then followed up with. A total of 92 participants engaged. The survey results provide specific pointers to inform the integration strategy, and they have generated baseline data against which targets can be set and progress monitored over the coming years.

Over half of participants were women (51%), and 44% were men, with one non-binary participant and three who preferred not to say or left the question blank. The age spread was concentrated in the working years: 30% were aged 35–44 and 26% were 25–34, with a further 22% aged 45–54. Younger and older participants were fewer: 4% were 18–24, and 3% were 65 or over, so the profile leans towards working-age adults rather than students or older migrants.

Most participants were established in the area rather than having recently arrived. 52% had lived in South Dublin for more than three years and 30% for one to three years, while only 7% had arrived within the previous six months. By immigration status, the largest group were EU or dual citizens (44%), followed by non-EU residents (25%), refugees or programme refugees (16%), and international protection applicants (10%); 5% preferred not to say. Geographically, Lucan accounted for 37% of participants, with Tallaght (12%) and Saggart (11%) next; a further 21% selected were located in other areas of South Dublin.. Larger areas such as Clondalkin (5%) are under-represented relative to their migrant populations, which is a limitation to keep in view when reading the results by area.

The survey was offered in four languages and completed in all of them: English (57 participants), Ukrainian (12), Portuguese (2), and Polish (2).

Those completion figures, though, understate the linguistic range of the people behind them. When asked what languages they speak at home, participants named more than 30 distinct languages between them. The home languages span South Asia, sub-Saharan and southern Africa, the Middle East, Central Asia, and the whole of Europe. Multilingualism was the norm rather than the exception. Just over four in ten participants (42%) named two or more languages spoken at home.

3.1.2. Service Provider Profile

A second *service provider survey* ran alongside the community survey and gathered the views of people working in and around migrant integration in South Dublin, service providers, community organisations, and council staff. It used a self-completion online form built around the themes, combining Likert-scale statements with open questions. Twenty-four people responded.

Responses came mainly from civil society. Just over four in ten participants worked in community or NGO organisations (42%), close to three in ten in SDCC internal departments (29%), and the rest across statutory or public-sector agencies (8%), education or training providers (8%), and other roles (13%). The sample leaned senior: a third identified as strategic or senior leadership (33%) and a quarter as management (25%), with the remainder in administrative or support (29%), operative (8%), and policy (4%) roles. This shapes how the findings should be read in section four. Similarly, the survey captures a largely managerial and organisational view of integration, weighted towards people who set or shape services rather than only deliver them.

Every participant (100%) worked directly with migrants or migrant-led organisations, three-quarters of them regularly (75%) and the rest occasionally (25%). Participants were asked which themes they felt most informed about, and coverage clustered around the strategy themes.

Taken together, the participants brought substantial direct and professional experience of working with migrant communities, but from different positions within the local service and community landscape. The findings should therefore be understood as a cross-section of informed stakeholder perspectives rather than a representative assessment of all services or organisations operating in South Dublin. Their responses provide insight into the challenges, service gaps and opportunities observed by those

working directly with migrant communities and help to contextualise the experiences identified through the wider strategy development.

3.2. Qualitative Research

Qualitative research was conducted between February and April 2026 to explore the experiences and perspectives of migrant communities, local communities, service providers and other stakeholders across South Dublin County. The research comprised 5 focus groups and 30 consultations/interviews, engaging participants across several sectors and stakeholder groups. This included migrant communities, international protection applicants and residents of accommodation centres, local community representatives, migrant-led community groups, civil society and advocacy organisations, frontline service providers, statutory and non-statutory agencies, and relevant SDCC departments.

Particular attention was given to including perspectives that may be less visible through formal consultation processes, like newly arrived migrants and people living within the international protection system. Migrants who expressed an interest in discussing their experiences in greater depth were also invited to participate in individual consultations.

Focus groups and interviews followed a semi-structured format, broadly aligned with the thematic areas explored through quantitative research. Participants were invited to discuss their experiences of integration in South Dublin, identify what was working well, describe barriers they encountered, and suggest areas where further action was required. This allowed common themes to be explored consistently while providing participants with space to raise issues that were important to their own experiences.

Service provider consultations similarly explored experiences since the conclusion of the previous strategy, including existing good practice, emerging needs, barriers to service delivery, and opportunities for greater collaboration. This highlighted perspectives from organisations working across housing, employment, education, health, community development, integration, and youth services, and helped situate migrants' lived experiences within the wider service and community landscape.



Section 4: Consultation Findings

This section presents the findings from the research and consultation carried out for the *South Dublin County Council Migrant Integration Strategy 2026–2030*, which ran from February to April 2026.

4.1. Migrants' Perceptions

Drawing on both the quantitative survey data and qualitative consultation findings outlined in the methodology, below details an analysis of how migrants consulted for this strategy experience life in the county.

4.1.1. Overall Perceptions

Generally, the findings show a mixed picture of migrant integration in South Dublin. Many migrants feel welcomed and connected to the communities in which they live. 59% of survey participants said they felt welcome in their local community, while 49% said they felt safe in their area. These positive experiences were also reflected in the consultations, where participants spoke warmly about neighbours, community organisations, volunteering, sports, arts and local initiatives that helped them build relationships and feel part of South Dublin. However, feeling welcome did not always mean experiencing equal access to opportunities.

4.1.2. Perceptions per Theme

Housing

Housing emerged as the most significant challenge. Overall, 66% of survey participants disagreed that it was easy to find safe and affordable housing in South Dublin.

For people living in IPAS accommodation, concerns centred on privacy, autonomy, shared living arrangements and uncertainty. Participants distinguished between having accommodation and having a home. More positive experiences were reported among some Beneficiaries of Temporary Protection living in modular housing, where greater privacy and stability supported work, schooling and family routines.

Migrants living in the wider community highlighted affordability, overcrowding and discrimination in the private rental market. Participants also strongly preferred mixed neighbourhoods over segregated housing approaches.

Overall, the findings show that housing is not only about shelter. Security, privacy, autonomy and stability are central to wellbeing and integration

Employment and Economic Participation

Survey participants were divided on whether they could find work or training suited to their skills, with 40% agreeing and 36% disagreeing. While 51% said their qualifications or skills were recognised, 66% wanted more support with employment, training or starting a business.

Consultations highlighted underemployment, difficulties securing work that matched previous qualifications, and barriers linked to requirements for Irish experience. Recognition of international qualifications was also described as complex and, in some cases, costly.

Participants saw volunteering as an important route to local networks, references and employment, while some were less confident applying for public-sector roles because of unfamiliar recruitment processes.

The findings suggest that the challenge is not only access to work, but access to appropriate employment, progression and clear pathways for using existing skills.

Education and Lifelong Learning

Experiences of children's education were generally positive, with 42% agreeing that their children felt supported at school and only 7% disagreeing. Adult learning was less clear, with 36% agreeing that English-language classes were available at a suitable time and place, while 44% wanted more support with English, digital skills or learning.

Consultations highlighted language barriers, financial pressures, unfamiliarity with the Irish education system and limited awareness of existing services. Participants also supported informal language learning through conversation groups, sport, arts and peer-led activities.

Libraries were repeatedly identified as valuable sources of free learning and community support, although many newly arrived migrants were unaware of what was available.

Overall, South Dublin has important learning supports in place, but awareness, accessibility and flexibility remain key challenges.

Health and Wellbeing

Experiences of health services were mixed. While 49% said they understood how to use health services in Ireland, only 42% said they could access healthcare when needed.

Mental and emotional wellbeing emerged as a particular concern. Only 30% felt they had the support they needed, compared with 34% who disagreed.

Consultations linked wellbeing to wider experiences of displacement, uncertainty, isolation and limited opportunities for social connection. Participants also described difficulties navigating medical cards, GP appointments, referrals, prescriptions and other healthcare processes.

The findings suggest that timely access, clear information and culturally responsive mental and emotional wellbeing support remain uneven.

Community Participation, Anti-Racism and Belonging

Belonging was one of the strongest areas in the survey. 59% felt welcome in their community, 49% felt safe, and 48% knew how to get involved in community activities. At the same time, 51% of those who answered the question reported experiencing racism or discrimination in South Dublin.

Volunteering, sport, arts and community activities were consistently identified as important routes to belonging. However, participation in more formal civic spaces remained limited because of language, lack of information, unfamiliarity with local structures and previous experiences with public authorities.

Participants also described the impact of increasingly hostile public narratives around migration, which could discourage people from remaining visible or active in community life.

Across the consultations, integration was consistently described as a two-way process. Migrants recognised the importance of participating and contributing, while emphasising that institutions and established communities also have a role in creating opportunities for inclusion.

Overall, the findings suggest that South Dublin has a strong foundation of local belonging, but that racism, uneven civic participation and hostile public narratives remain important barriers to deeper inclusion.

4.2. Local Community Perceptions

Local community consultations showed varied experiences of demographic change and migrant integration. Some communities described positive relationships with newer residents, while others raised concerns linked to unfamiliarity, pressure on services, misinformation and limited contact between groups.

Tensions were often strongest where there was little meaningful interaction between established and migrant communities. Participants therefore emphasised the value of ordinary shared spaces and activities, including community centres, sport, food, music and arts.

The consultations also highlighted grassroots integration already taking place across the county. In Citywest, Saggart and Citywest Together, working with South Dublin Volunteer Centre, have hosted potluck dinners, knitting circles and music exchanges involving residents from local IPAS centres and the wider community. In Tallaght, Dublin South West Together have organised community tours of local amenities and park gatherings, creating opportunities for newer and established residents to meet and build relationships.

These examples show that integration often develops through informal, shared activities rather than programmes explicitly labelled as integration.

However, much of this work depends on a relatively small number of volunteers and community organisers, creating a risk of burnout where the same people are repeatedly relied upon.

Overall, local communities should not be viewed simply as welcoming or resistant to migration. The findings point instead to the importance of sustained contact, shared spaces and stronger support for the community organisations and volunteers already building relationships between newer and established residents.

4.3. Service Providers' Perceptions

Consultations with frontline service providers, community organisations, educators, youth workers, housing and health organisations, social inclusion professionals and SDCC staff highlighted the challenges of supporting migrants across multiple systems. A consistent message was that the existence of a service does not necessarily make it accessible. Clear referral pathways, continuity, practical support and trusted relationships were seen as equally important.

Housing and income security emerged as the clearest concern. Among providers who responded to this section (n=6), 100% agreed that migrants face challenges accessing stable housing, while 67% felt services were not sufficiently coordinated for people with complex needs. Providers also described how repeated movement between temporary accommodation can disrupt education, healthcare, employment and community relationships.

Quantitative findings on employment and education were limited by small response numbers, but consultations highlighted barriers around qualification recognition, recruitment processes, transitions between services, childcare and access to suitable learning opportunities.

Health and wellbeing showed a stronger pattern of concern. Among participants (n=6), 83% disagreed that health services were sufficiently responsive to cultural and linguistic diversity. Providers also raised concerns about access, understandable information, referral pathways, language support and trauma-informed practice.

In relation to belonging and anti-racism, 50% of wider survey participants disagreed that migrants experience a strong sense of belonging to South Dublin, while 46% agreed that digital exclusion affects access to services.

Providers also raised concerns about staff confidence in responding to racism, reporting mechanisms, misinformation and growing community tensions.

4.3.1. Access, Co-Design and Coordination

Across themes, providers emphasised the importance of accessible service provision and information, and how easily people can navigate and move between them. They called for simpler pathways, stronger referral relationships and more practical support.

Grassroots and migrant-led organisations were viewed as particularly important because of their trusted community relationships, although smaller organisations may need greater support with funding, governance and reporting requirements. Providers also stressed the importance of co-design, building on existing expertise and involving frontline organisations and migrant communities early in the development of new actions.

Clear coordination within SDCC was identified as another priority as this strategy presents an opportunity to establish clearly identified departmental working groups to support implementation across Council and external partners.

Overall, providers described significant expertise and activity already in place across South Dublin. The main challenge is improving how services connect, how people navigate them, and how existing community infrastructure is supported and coordinated.



Section 5: Governance, Monitoring and Reporting

This section sets out the proposed governance, monitoring and accountability framework for the *South Dublin Migrant Integration Strategy 2026–2030*. Building on the experience of the previous strategy, the framework aims to establish clear responsibility for implementation, support collaboration across Council departments and external partners, and strengthen the measurement of outcomes over the lifetime of the strategy.

A central principle of this approach is that the strategy should remain responsive to changing needs and circumstances. Regular monitoring, engagement with migrant communities and periodic review will provide opportunities to understand what is working, identify emerging needs and adapt actions where appropriate.

5.1. Strengthening Monitoring and Evaluation

The previous *Migrant Integration Strategy (2022)* established important foundations for integration work within South Dublin, including an internal monitoring structure and the delivery of actions across areas such as intercultural events, multilingual information, civic participation, and staff development. The development of the 2026–2030 strategy provides an opportunity to build on this work by strengthening how the outcomes and impact of individual actions are measured locally.

Previous monitoring was primarily focused on the delivery of activities and actions, alongside broader national integration indicators. While this provided useful information about implementation, the consultation process for the new strategy highlighted the value of complementing activity-based reporting with a stronger understanding of how migrant residents experience integration in South Dublin.

The new strategy therefore proposes a greater emphasis on outcome-focused monitoring. This means considering not only whether an activity has taken place, but also what difference it has made. The quantitative and qualitative research undertaken in developing this strategy provides an important starting point for this approach.

5.2. Proposed Governance Structure

Effective implementation will require both strategic oversight and clear responsibility for individual actions. A collaborative governance structure is therefore proposed, connecting the SDCC Integration Forum, migrant community representation, relevant statutory and community partners, and the Council departments responsible for delivering actions.

The governance structure proposed is as follows:

1. Strategic Oversight: SDCC Integration Forum

It is proposed that strategic oversight sit within the ***SDCCs Integration Forum*** through a dedicated *Integration Working Group*.

The *Integration Working Group* would:

- meet quarterly to review progress against the strategy's action plan;
- bring together relevant statutory and community partners, including bodies such as the HSE, Dublin and Dún Laoghaire Education and Training Board (DDLETB), Tusla and South Dublin County Partnership;
- identify opportunities for collaborative delivery and alignment between existing services;
- consider emerging issues affecting migrant integration within the county; and
- support alignment between the *Migrant Integration Strategy 2026-2030* and the wider SDCC plans.

2. Lived Experience and Community Participation

Partnerships with South Dublin County Partnership, South Dublin Volunteer Centre, South Dublin Migrant Integration Forum (SDMIF) and other NGOs working with migrants in the county would continue to provide an important connection between the implementation of the strategy and the experiences of migrant communities.

This could include:

- representation within the Integration Working Group;
- contributing to the annual review of progress;
- identifying emerging issues and priorities from migrant communities; and
- supporting an annual public integration forum or similar engagement mechanism through which the wider migrant population can contribute feedback.

This approach would help ensure that lived experience remains part of the strategy's governance throughout implementation, rather than being limited to the initial consultation process.

3. Coordination and Departmental Ownership

Successful implementation of the strategy will require a clearly designated SDCC function with responsibility, resources, and sufficient capacity to coordinate its delivery. Without this coordination function, there is a risk that individual actions may progress independently without consistent monitoring, follow-up or reporting across the strategy as a whole.

The previous strategy was supported by a *Social Inclusion Unit* with a broad remit. The current *Local Authority Integration Team* (LAIT) provides an important service to people within the International Protection system, but its mandate does not extend to the wider migrant population across South Dublin.

Effective delivery will require clear coordination within SDCC. As an initial implementation step, the Council should establish a cross-departmental working groups to oversee delivery of the Strategy, drawing together relevant teams and existing responsibilities across the organisation. Each group should have sufficient capacity and clarity of purpose to monitor progress, support collaboration and maintain oversight of implementation.

5.3. Monitoring, Reporting and Review Cycle

A four-stage monitoring and reporting cycle is proposed to support learning, transparency and continuous improvement throughout the strategy period. The steps are the following:

Step 1: Establish the Local Baseline

The quantitative research undertaken during the development of this strategy provides an initial local baseline across key indicators. Where appropriate, future progress can be considered against these locally established indicators, providing a clearer picture of how experiences change over the strategy period.

Step 2: Ongoing Implementation Monitoring

Lead departments and delivery partners would record progress against the actions and indicators assigned to them. Indicators should include both delivery measures and, where possible, outcome measures that help demonstrate the difference being made.

Step 3: Annual Progress Reporting

An annual progress report would provide an accessible overview of implementation, including actions completed, progress against agreed indicators, partnership activity and areas requiring further attention. The report should be publicly accessible through the Council's website, with consideration given to accessible and multilingual summaries of key findings to support engagement with migrant communities.

Step 4: Mid-Term Review

A formal mid-term review is proposed for 2028. This would provide an opportunity to assess progress, consider feedback from migrant communities and delivery partners, and update actions where circumstances have changed. The review would also allow the strategy to respond to updated demographic evidence, emerging migration trends, changes in local needs, and developments in national integration policy.

Step 5: Final Review

A final review is proposed at the end of the strategy period, 2030, to assess overall progress, capture learning and identify priorities for the next phase of migrant integration work in South Dublin.

Through this governance and monitoring framework, the strategy can remain responsive throughout its lifetime which supports the long-term implementation of migrant integration across South Dublin.



Section 6: Strategic Actions and Implementation

This section sets out the strategic actions and implementation plan that will support migrant integration across South Dublin over the lifetime of the Strategy. The 38 actions (see Table 3) have emerged from the research and consultation process and reflect the priorities identified by migrant communities, local communities, service providers and stakeholders across the core themes of this strategy. The Table 3 below lists all 38 actions by theme, with proposed delivery partners, timeframe, and indicate.

Table 3. Delivery and Implementation Actions per Theme - South Dublin Migrant Integration Strategy 2026-2030

Action	Lead Owner	Delivery Partners	Timeframe	Indicator (proposed)
Theme 1: Housing and Income Security Strategic Objective: Support migrants to navigate housing and income supports, reduce barriers within the Council's remit and promote greater housing stability and inclusion. Intended Outcomes: Improved understanding of housing pathways, earlier connection to appropriate supports and greater continuity for households experiencing housing transition.				
1.1 South Dublin Housing and Income Support Guide for migrant residents (Plain English and multilingual).	Housing department	LAIT, libraries, Council offices, SDC Partnership, IPAS accommodation providers, community centres & organisations	Phase 1	Guide published and distributed through listed channels; residents report clearer understanding of housing and income pathways.
1.2 Clear migrant housing referral pathway within existing SDCC housing services.	1) Housing department 2) Community Department	LAIT, migrant organisations, accommodation providers, frontline services	Phase 1	Referral process agreed and in use; fewer households passed repeatedly between services.

Action	Lead Owner	Delivery Partners	Timeframe	Indicator (proposed)
1.3 Regular housing-information clinics for residents of temporary accommodation.	1) Housing department 2) Community Department	LAIT, SDCC Housing, Approved Housing Bodies, NGOs, relevant organisations	Phase 1–2	Clinics held on a regular schedule; attendance recorded; attendees report better understanding of options.
1.4 Earlier housing-transition planning before residents move from temporary accommodation.	1) Housing department 2) LAIT	Accommodation and housing partners, NGOs	Phase 2	Transition protocol agreed; residents connected to housing information and services before the point of transition.
1.5 Housing and Integration Partnership Group.	1) Housing department 2) Community Department	SDCC Housing Dept, LAIT, Approved Housing Bodies, community and migrant organisations	Phase 1	Group established and meeting at agreed intervals; recurring barriers logged and acted on or escalated.
1.6 Clear information on housing discrimination and routes to support.	1) Housing department 2) Communications	SDCC communications; independent advice and complaints bodies	Phase 1	Discrimination information included in housing materials and Council channels with clear signposting.
1.7 Embed community integration into new and existing neighbourhood development.	Housing department	SDCC community development teams, residents' associations, community organisations	Phase 2–3	Community development support provided in areas of demographic change; shared local activities delivered.

Theme 2: Employment and Economic Participation

Action	Lead Owner	Delivery Partners	Timeframe	Indicator (proposed)
Strategic Objective: Support migrants to access employment, enterprise and progression opportunities that better reflect their skills, qualifications and experience				
Intended Outcomes: Increased access to appropriate employment, training, enterprise and progression opportunities rather than employment participation alone.				
2.1 Continue and grow the South Dublin Migrant Employment and Skills Fair.	1) Economic Development 2) LAIT	Employers, Intreo, DDLETB, South Dublin County Partnership, Local Enterprise Office, professional bodies, training providers	Phase 1–2 (annual)	Fair held annually with a wider range of partners; attendance and follow-on referrals recorded.
2.2 Regular International Qualification Recognition Clinics.	1) Economic Development	QQI/NARIC Ireland, professional bodies, community organisations	Phase 1–2	Clinics held; attendees report knowing the correct recognition route for their profession.
2.3 Single online qualification-recognition signposting resource.	1) Economic Development	Recognition and regulatory bodies	Phase 1	Webpage published directing residents to the correct recognition body by profession.
2.4 Annual Public Sector Careers training.	1) Economic Development	Public Jobs; community organisations	Phase 2 (annual)	Workshops delivered each year; participants report improved application and interview readiness.

Action	Lead Owner	Delivery Partners	Timeframe	Indicator (proposed)
2.5 Strengthen inclusive employment and enterprise service delivery across SDCC and the LEO.	1)LEO Office	SDCC HR, Local Enterprise Office	Phase 2	Recruitment and enterprise information reviewed for clarity; relevant staff trained on intercultural recruitment and overseas qualifications.
2.6 Annual professional mentoring programme.	1)Economic Development	Employers and professionals in relevant sectors	Phase 2 (annual)	Mentoring matches made each year; participants report stronger networks and progression.
2.7 Targeted migrant enterprise clinics through the Local Enterprise Office.	1) LEO Office	South Dublin County Partnership, Local Enterprise Office, migrant-led and community organisations	Phase 2	Outreach clinics delivered and promoted through migrant-led organisations; attendance recorded.
2.8 Pilot a voluntary Skills and Interests Programme within participating IPAS accommodation.	1)LAIT	IPAS residents and accommodation providers	Phase 2 (pilot)	Pilot run in participating accommodation; residents connected to volunteering, learning or community opportunities.
2.9 Support employers to strengthen intercultural and inclusive employment practices.	1) Economic Development	Local employers	Phase 2–3	Learning opportunities delivered to local employers; employer participation recorded.
Theme 3: Education and Lifelong Learning				

Action	Lead Owner	Delivery Partners	Timeframe	Indicator (proposed)
Strategic Objective: Improve access to language learning, lifelong education and progression pathways for migrant adults, children and young people.				
Intended Outcome: Increased awareness and uptake of learning opportunities and clearer progression pathways for migrant learners at different stages of life.				
3.1 Regular conversational English programmes through libraries and community spaces.	1)Libraries	SDC Partnership, Libraries and Arts, community spaces, community organisations	Phase 1–2	Conversation groups running regularly; participation recorded.
3.2 Pilot English-language courses with childcare support.	1)Libraries	DDLETB, childcare partners	Phase 2 (pilot)	Pilot delivered where childcare is available at the same time and place; uptake and retention recorded.
3.3 Multilingual Guide to Education in South Dublin.	1) Community Department 2) Communications	SDC Partnership; DDLETB, Libraries, schools, education providers	Phase 1	Guide published and distributed; parents and young people report clearer understanding of pathways.
3.4 Annual Education and Progression Information Programme for migrant young people and families.	1)Libraries 2) Community department	Schools, DDLETB, further and higher education providers, youth services, South Dublin County Partnership, community organisations	Phase 2 (annual)	Programme delivered each year; attendance recorded.

Action	Lead Owner	Delivery Partners	Timeframe	Indicator (proposed)
3.5 Targeted pathways for young migrants outside mainstream education.	1)Community Department	Youth services, education providers	Phase 2	Young people identified and connected to youth work, training, language and progression supports.
3.6 Support educators and youth workers to work effectively with culturally diverse young people.	1)Community Department	Schools, teachers and youth workers; training providers	Phase 2	Training and resources delivered; participants report increased confidence.
Theme 4: Health and Wellbeing Strategic Objective: Improve migrants' ability to understand and navigate health and wellbeing supports and promote culturally responsive, trauma-informed approaches across local services. Intended Outcome: Better understanding of health pathways, stronger connections to appropriate supports, and increased cultural responsiveness across services.				
4.1 Multilingual Guide to Using Health Services in Ireland.	1) Community Department; 2) Communications	HSE, SDC Partnership	Phase 1	Guide produced with the HSE and distributed; users report clearer understanding of the health system.
4.2 Recurring Health Navigation Sessions in migrant community settings.	1)Community Department	HSE, community organisations	Phase 1–2	Sessions held in libraries, community centres and accommodation settings; attendance recorded.
4.3 Migrant health referral directory for frontline organisations.	1)Community Department	SDCC, HSE, community and voluntary organisations	Phase 1	Directory produced and used by frontline organisations to make informed referrals.

Action	Lead Owner	Delivery Partners	Timeframe	Indicator (proposed)
4.4 Intercultural competence and trauma-informed practice training for customer-facing SDCC staff.	1)HR Department	Training providers; HSE input	Phase 1 (refresh ongoing)	Staff trained; refresher provision scheduled; migrants report improved service experiences.
4.5 Community wellbeing strand within existing community funding.	1)Community Department	Migrant-led and intercultural projects, SDC Partnership	Phase 2	Wellbeing strand included in community funding; projects using sport, arts and peer support delivered.
Theme 5: Community Participation, Anti-Racism and Belonging Strategic Objective: Strengthen belonging and social cohesion by increasing participation, creating meaningful contact between communities and taking a proactive approach to racism and discrimination. Proposed Actions Intended Outcome: Increased civic and community participation, stronger relationships between communities and greater confidence in responding to racism and misinformation.				
5.1 Intercultural Community Connections strand within existing SDCC community grants.	1)Community Department	South Dublin County Partnership and other community organisations	Phase 1–2	Grants strand prioritising repeated contact between communities; projects funded and delivered.
5.2 Map and connect migrant integration services across South Dublin.	1)Community Department	LAIT, SDC Partnership, statutory agencies, community, voluntary and migrant-led organisations	Phase 1	County-wide directory produced and maintained; available to frontline staff and residents.

Action	Lead Owner	Delivery Partners	Timeframe	Indicator (proposed)
5.3 Annual programme of shared community activities with existing local organisations.	1)Community Department	Existing local and community organisations	Phase 2 (annual)	Programme delivered each year; participation across established and migrant communities recorded.
5.4 Twice-yearly Civic Participation and Local Government Programme.	1)Community Department	South Dublin PPN; Corporate Services; migrant-led organisations, SDC Partnership	Phase 2 (twice-yearly)	Sessions delivered twice a year; attendance recorded.
5.5 Set and monitor a baseline for migrant representation in local participation structures.	1)Community Department	South Dublin PPN, SDMIF, South Dublin County Partnership, relevant Council structures	Phase 1, then annual	Baseline set; migrant participation and representation reported annually.
5.6 Strengthen awareness and accessibility of SDCC's existing racism and discrimination information.	1)Community Department	LAIT, Libraries, community centres, migrant-led organisations, Council communications	Phase 1	Webpage reviewed and promoted; key information available in accessible and multilingual formats.
5.7 SDCC community misinformation response protocol.	1)Community Department	LAIT, Communication Unit; SDC Partnership, Volunteer Centre; relevant local stakeholders	Phase 1–2	Protocol agreed; responsible communication channel identified and used when needed.

Action	Lead Owner	Delivery Partners	Timeframe	Indicator (proposed)
5.8 Intercultural and anti-racism capacity-building for community organisations and residents' associations.	1)Community Department	Volunteer Centre, SDC Partnership, Community organisations, residents' associations	Phase 2	Training delivered; participation recorded.
5.9 Accessibility review of Council-supported community facilities.	1)Community Department	Council-supported community facilities	Phase 2	Review completed; practical changes to booking, cost and information identified and actioned.
5.10 Practical support to reduce barriers to volunteering.	1)Community Department	South Dublin Volunteer Centre and other partners	Phase 2	Practical supports explored and provided; barriers reduced for participants.
5.11 South Dublin civic-orientation programme for newcomers.	1)Community Department	SDCC; Volunteer Centre, SDC Partnership community organisations	Phase 2–3	Orientation programme offered as a supportive (non-compliance) option; participation recorded.

Cross-Cutting Commitments

A number of findings cut across all five themes and should therefore be embedded throughout implementation rather than treated as a separate pillar.

Accessible information and navigation. High-demand information should be available in clear, accessible formats, with multilingual provision where appropriate. Information should be accompanied by clear referral pathways so that people are not repeatedly passed between services.

Intercultural competence and equitable service delivery. Relevant Council staff should have the knowledge, confidence and training to work effectively across cultural and linguistic differences and understand how trauma, migration experiences and different circumstances can affect access to services.

Co-design and lived experience. Migrant communities, frontline organisations and established communities should remain involved throughout implementation.

Build on existing infrastructure. New programmes or structures should be developed only where a clear gap exists. Where possible, implementation should strengthen and connect organisations, services and community infrastructure that already have trusted relationships locally. This directly reflects the service-provider consultation.

Section 7: Delivery and Implementation

The strategy sets out 38 actions across five themes, providing a clear framework for delivery over the 2026–2030 period (see Table 3). This section outlines how implementation will be coordinated, how responsibility for each action will be assigned, how delivery will be phased and resourced, and how key risks will be managed. The governance, monitoring and reporting arrangements that will support implementation are set out in Section 5.

7.1. Phasing Delivery Across the Strategy Period

The 38 actions will be implemented in phases, recognising that some actions can begin immediately while others depend on partnerships, capacity or supporting structures being in place (see Table 3).

This phased approach will allow delivery to build progressively while ensuring that the foundations needed for longer-term implementation are established from the outset.

The three phases match the review points already set out in Section 5:

Phase 1 – Foundations (2026). Establish the coordinating function and the Integration Working Group. Confirm Lead Owners, timeframes and indicators for every action. Set local targets against the baseline from the research. Deliver the first information products, including the housing, education and health guides, the service directory and the main referral pathways.

Phase 2 – Delivery and partnership (2027–2028). Begin implementation of recurring programmes, including the employment and skills fair, qualification-recognition clinics, mentoring, health navigation sessions and staff training. Establish partnership groups. Publish the first annual progress reports. Publish the first annual progress reports. Complete the mid-term review in 2028 and adjust actions where circumstances have changed.

Phase 3 – Embedding and review (2029–2030). Sustain the programmes that are working and make them part of ordinary service delivery. Complete the final review at the end of the strategy period to capture learning and set priorities for the next strategy. Final review.

7.2. Resourcing

Implementation will primarily build on existing Council services, partnerships and community infrastructure, reflecting the consultation finding that stronger coordination and accessibility are often as important as creating new provision. Some actions will, however, require additional staff capacity, funding, or external resources.

Resource requirements will be considered as part of annual implementation planning, with opportunities to align actions with existing departmental budgets, partnership arrangements and relevant national or European funding streams. Where additional resources are required, this will inform the phasing and prioritisation of delivery.

7.3. Risks to Delivery

A number of factors may affect implementation over the lifetime of the Strategy and should be considered as part of delivery planning.

Coordination and ownership: Effective implementation will depend on a clear coordinating lead being identified within SDCC. Without this, there is a risk that actions progress separately across departments and partners, making consistent monitoring and reporting more difficult.

Capacity of community and migrant-led organisations: Many smaller organisations have strong relationships and trust within communities but may have limited administrative, governance or funding capacity. Where delivery relies on these organisations, appropriate capacity-building and practical support should be considered alongside programme funding.

Dependence on external partners: A number of actions require collaboration with organisations outside SDCC's direct remit, including the HSE, DDLETB and relevant employment and qualification-recognition bodies. Early engagement, clearly defined roles and regular partnership working will therefore be important to maintaining progress.

Monitoring and evaluation: The Strategy's outcome-focused approach depends on clear indicators being established from the outset and reviewed consistently. Annual monitoring and reporting will be important to identifying delays, demonstrating progress, and ensuring that learning informs implementation throughout the Strategy period.

Appendices

Appendix 1: Acronyms

Acronym	Meaning
AHB	Approved Housing Body
CSO	Central Statistics Office
DDLETB	Dublin and Dún Laoghaire Education and Training Board
EU	European Union
EU27	The 27 member states of the European Union
GP	General Practitioner (family doctor)
HAP	Housing Assistance Payment
HSE	Health Service Executive (Ireland's public health service)
IPAS	International Protection Accommodation Service
IPO	International Protection Office
LAIT	Local Authority Integration Team
LECP	Local Economic and Community Plan
LEO	Local Enterprise Office
NAPAR	National Action Plan Against Racism (2023–2027)
NARIC	National Academic Recognition Information Centre (NARIC Ireland)
NGO	Non-Governmental Organisation
PPN	Public Participation Network
QQI	Quality and Qualifications Ireland
SDCC	South Dublin County Council
SDMIF	South Dublin Migrant Integration Forum
SUSI	Student Universal Support Ireland
Tusla	The Child and Family Agency

Appendix 2: Glossary

Term	What it means
An Garda Síochána (Gardaí)	Ireland's national police service. "Gardaí" means police officers.
Approved Housing Body (AHB)	A not-for-profit organisation that provides and manages social housing, working alongside the local council.

Term	What it means
Asylum seeker	A person who has applied for international protection and is waiting for a decision. In Ireland this is also called an International Protection applicant.
Beneficiary of Temporary Protection	A person who holds Temporary Protection status. In Ireland, most are people who fled the war in Ukraine.
Census	The official count of everyone living in Ireland, carried out by the Central Statistics Office. The most recent was in 2022.
Common Basic Principles for Immigrant Integration	A set of European Union principles that guide integration policy, including the idea that integration is a two-way process.
Culturally responsive services	Services that adjust to people's cultural backgrounds and language needs so they can use them fairly.
Deprivation index (Pobal Deprivation Index)	A measure that ranks areas by relative affluence or disadvantage, using census data.
Digital exclusion	Being unable to access services or information because of limited internet access, devices or digital skills.
Dual citizenship (dual national)	Holding the citizenship of two countries at the same time.
Economic migrant	A person who moves to another country mainly to work and improve their standard of living.
Electoral Division	The smallest official area used for statistics and administration in Ireland. Used here to show where migrants live.
EU Migration and Asylum Pact	A set of European Union rules on how member states manage asylum and migration. Ireland gives effect to parts of it through the International Protection Act 2026.
Focus group	A guided group discussion used in research to explore people's views and experiences.
Frontline service provider	A member of staff who works directly with the public to deliver a service.
Housing Assistance Payment (HAP)	Social housing support. The council pays part of the rent to a private landlord, and the tenant pays a smaller contribution to the council.

Term	What it means
Integration (two-way process)	In this strategy, integration means both that migrants take part in the life of the county, and that services and established communities remove unnecessary barriers to that participation.
Intercultural competence	The knowledge, confidence and skills to work well with people across cultural and language differences.
Intergroup contact	The finding from research that positive, meaningful contact between people from different groups can reduce prejudice.
International Protection	The legal process of applying to stay in Ireland as a refugee or for subsidiary protection.
International Protection Accommodation Service (IPAS)	The State service that provides accommodation to people applying for international protection.
Intreo	The State's public employment service, offering jobseeker supports and income payments.
Local Authority Integration Team (LAIT)	An SDCC team supporting people in the International Protection system. Its role does not currently extend to the wider migrant population.
Local Enterprise Office (LEO)	A local service that helps people to start and grow small businesses.
Modular / rapid-build housing	Homes built quickly using pre-made sections. In Lucan these provide independent family accommodation for people from Ukraine.
Programme refugee	A person invited to Ireland by the Government as part of a planned resettlement programme, rather than someone who claims asylum after arriving.
Public Jobs	The recruitment service for jobs in the Irish public sector (publicjobs.ie).
Public Participation Network (PPN)	The structure through which community, voluntary and environmental groups take part in local council decision-making.
Public Sector Equality and Human Rights Duty	A legal duty on public bodies to prevent discrimination, promote equality and protect human rights in their work.
QQI / NARIC Ireland	The State bodies that deal with qualifications. QQI oversees Irish qualifications; NARIC Ireland advises on how overseas qualifications compare to Irish ones.

Term	What it means
Racial Equality Directive	European Union law that prohibits discrimination based on racial or ethnic origin.
Reception centre	Accommodation where people first enter the international protection system. The Citywest Reception Centre in Saggart plays a national role.
Referral pathway	The route by which a person is directed from one service to another to get the right support.
Refugee	A person granted protection because they have a well-founded fear of persecution in their home country.
Social housing	Housing provided or supported by the State for people who cannot afford private accommodation.
Subsidiary protection	Protection given to a person who does not qualify as a refugee but would face serious harm if returned to their country.
Student Universal Support Ireland (SUSI)	The national grant scheme that helps students with the cost of further and higher education.
Tusla	The Child and Family Agency, the State body responsible for child protection and family support.
Undocumented migrant	A person living in the country without a current legal immigration status.
Whole-of-government approach	Different government departments and public bodies working together toward a shared goal.
Zaragoza indicators	A set of EU-agreed measures for tracking integration in employment, education, social inclusion and active citizenship.

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