

National Community Cohesion Delivery Plan Progress Report 2015



Llywodraeth Cymru
Welsh Government

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Introduction

National Delivery Plan 2014-16

The Welsh Government published the National Community Cohesion Delivery Plan 2014-16, in June 2014, to continue to strengthen, mainstream and sustain both local and regional community cohesion approaches. This aims to reinforce positive work and progress which has already been achieved across Wales. Delivery has been supported by eight Regional Community Cohesion Co-ordinators with coverage across all 22 Local Authority areas in Wales. The National Delivery Plan supports the national goals included in the Wellbeing of Future Generations (Wales) Act, 2015, including in relation to a Wales of cohesive communities, which are attractive, viable, safe and well-connected.

The National Delivery Plan is being taken forwards across 7 outcome areas:

- Outcome 1: Departments, organisations and people understand **hate crime**, victims make reports and get appropriate support;
- Outcome 2: Departments, organisations and people understand **modern slavery**, victims make reports and get appropriate support;
- Outcome 3: Increased awareness and engagement across **Gypsy and Traveller communities**;
- Outcome 4: Increased data and understanding on **immigration**;
- Outcome 5: **Communities First** staff are knowledgeable about community cohesion issues and communities across the protected characteristics are involved in the Communities First programme;
- Outcome 6: Key **policies and programmes** through relevant plans are evidencing delivery against cohesion priorities; and
- Outcome 7: Policies and services are **responsive to changes in communities**.

Reporting on Progress

The Welsh Government has published this annual report to demonstrate progress against each of the 7 outcome areas. The report intends to provide a national overview of progress and provides specific examples of current practice taking place throughout Wales. Delivery of the national outcomes has been translated at the local level in terms of alignment with Local Authority Single Integrated Plans and Strategic Equality Plans and to most importantly consider localised issues and demographics. Therefore, this report aims to provide a high level view of progress and to highlight further challenges in 2015-16.

Outcome 1: Departments, organisations and people understand hate crime, victims make reports and get appropriate support

1.1 Overview

The Welsh Government published 'Tackling Hate Crimes and Incidents: A Framework for Action' in May 2014, which aims to support three strategic objectives on prevention, supporting victims and improving multi-agency working. The National Plan has implemented delivery of the Framework on a localised level within communities and partners across Wales, with a strong focus on increasing greater awareness and training across Wales. This has included targeting information and awareness across communities, enhancing delivery of the National Hate Crime Report and Support Centre and supporting training across policy and practice areas. The Community Cohesion Delivery Plan has helped to support Local Authorities to strategically link hate crime within existing structures through Single Integrated Plans and Strategic Equality Plans, such as Safer Community Boards or Equality Groups.

1.2 Progress

1.2.1 Training

Victim Support Cymru developed a hate crime training programme in late 2014, which is being delivered across Wales. This programme has been targeted at key policy and practice areas, including front line staff, and further targeting of the training will take place throughout 2015-16. Furthermore, 14 Local Authorities have developed an e-learning resource which helps to give a general awareness, and the Welsh Council for Voluntary Action (WCVA) has developed a specific training package for Communities First Clusters. Co-ordinators have reported 2335 people have received hate crime training across 2014-15, including 1,983 Local Authority staff and 352 Third Sector organisations/ community members.

Cardiff-Vale

General awareness across Cardiff/ Vale is increasing following a period of successful training of front line staff. In the Vale this focussed on C1V phone line staff and housing to aid signposting and early identification. In Cardiff training focussed on hubs, libraries, housing and has been embedded into Equality Awareness Sessions. This has been built upon hate crime briefing sessions offered to housing associations and Communities First Cluster Staff.

1.2.2 Prevention and Awareness Raising

The National Delivery Plan has supported the delivery of key training programmes in schools through Taking Flight Theatre Company, Show Racism the Red Card, Stonewall Cymru and the All Wales Schools Programme. As a result of the Delivery Plan, education departments and schools have explored how early preventative measures can help to challenge and change attitudes. There are good examples across Wales of pro-active approaches to tackle bullying with Co-ordinators continuing to work locally to help drive forwards recommendations from an ESTYN report into 'Action on Bullying' from June 2014 on the basis of protected characteristics (<http://www.estyn.gov.uk/english/docViewer/315915.6/action-on-bullying-june-2014/?navmap=30,163>). The All Wales Anti Bullying Leadership Group is currently working with Local Authorities to provide an update against the recommendations contained within the report and will aim to explore where future gaps in delivery can be strengthened.

Gwent West

In Caerphilly the recording of hate related bullying is currently monitored by the Local Education Authority (LEA). Schools are required to complete and return a termly report, the findings of which are fed back to the Community Cohesion Forum. This enables an analysis of the types of bullying behaviour to consider responsive and preventative approaches to be developed.

Blaenau Gwent has worked with the LEA to develop a process for monitoring issues within Schools through the Schools Information Management System (SIMS) and has assisted in the development of the anti-Bullying Strategy and Toolkit which has been circulated to all schools, which has included information on protected characteristics. Monitoring has been replicated in Torfaen, where schools are required to complete and return a termly report detailing the nature of the incident and the support given or interventions provided to address issues presented in schools.

Show Racism the Red Card workshops have been delivered throughout West Gwent. In addition, all comprehensive schools in the region have received a free copy of the anti Homophobia product (Homophobia: Let tackle it), training has also been provided to school and pastoral leaders.

The Welsh Government published a report outlining the impact of activities for Hate Crime Awareness Week 2014 (<http://gov.wales/topics/people-and-communities/equality-diversity/rightsequality/hate-crime/hate-crime-awareness-week/?lang=en>), which demonstrated an increase in reporting during and following the week. Community Cohesion Co-ordinators

played a key role to work with Police Forces to enhance targeted activities during the week. In addition to Hate Crime Awareness Week, communications to raise the profile of tackling hate crimes and incidents were a feature of LGBT History Month, Gypsy Roma Traveller History Month and the UN International Day for the Elimination of Racial Discrimination.

North Wales

Across North Wales a special Task & Finish Group was established with Community Cohesion Co-ordinators, Police, Victim Support and the Office of the Police and Crime Commissioner to progress plans for National Hate Crime Awareness Week. A plan of activities comprising of different activities and initiatives for each day of the Awareness Week was prepared, together with Hate Crime information and media releases for members, Public Services web sites and a Regional Poster which was advertised on buses across the region. A radio broadcast on hate crime was launched across the region during the week.

1.2.3 Increasing Reporting and Support

Community Cohesion Co-ordinators supported the delivery of the National Hate Crime and Report Centre, as part of a strategic approach to work with partners locally and regionally to drive a co-ordinated approach to work with hate crime victims. This has included linking delivery through Single Integrated Plans, Strategic Equality Plans and relevant sub groups. There were 1,265 referrals to the National Centre in 2014-15 across 22 Local Authority areas.

There is a continued focus to embed local and regional structures across Wales and Local Authorities are demonstrating strong partnership links with Welsh Police Forces. There are existing and new Hate Crime Forums across Wales, which are helping to increase the sharing of information across partners and to explore ways to support victims. This increased information and data is helping to drive a more strategic approach to decision making. Co-ordinators have been working with Police Force Areas to develop processes for high risk victims through Multi-Agency Risk Assessment Conference (MARAC) approaches. Co-ordinators reported 69 cases going through MARAC style approaches in 2014-15. The Welsh Local Government Data Unit is working with Victim Support and Local Authorities to map data across Wales and provide information on hotspots, which will continue to increase the evidence base for proactive approaches to hate crime.

Furthermore, the Co-ordinators have supported the development of Local Involvement Scrutiny Panels through the Crown Prosecution Service to actively assess and review cases and work is taking place across Wales to identify effective structures to support and identify high risk victims of hate crime. This links with the work of the Hate Crime Criminal Justice Board Cymru, which is actively working to develop consistent approaches and to review the delivery of pan Wales work.

Gwent East

The Co-ordinator in Gwent East has established a Monmouthshire Hate Crime Forum which has now merged with the existing Newport Hate Crime Forum to reflect the changes within the region in relation to Policing and the Equalities Council. The forum meets quarterly to discuss Hate Crime initiatives, trends and concerns. Membership of the group includes Local Authority representatives (education, partnerships), Gwent Police, Coleg Gwent, University of South Wales and Social Landlords. The group also operates as a multi-agency case-handling group which meets on an ad hoc basis. Hate Crime has been included as a priority within the Strategic Equality Plan and the Single Integrated Plan within Newport City Council and included within the Monmouthshire Community Safety Partnership action plan.

1.3 Challenges

Community Cohesion Co-ordinators have played a pivotal role in increasing the profile of hate crime within Local Authorities and partners; however, there are still challenges. It is essential key departments such as housing, education, health and social services are engaged and this has proved difficult in some areas, where staff time and resources are stretched. There is a need for more targeted training in 2015-16 and further analysis required on referrals made from agencies or organisations attending hate crime training. In particular there is a need to develop greater confidence in victims that reporting will result in a multi agency response.

The Wellbeing of Future Generations (Wales) Act will enhance the role of Community Cohesion Co-ordinators moving forwards, where the national goals and in particular those on more cohesive and equal communities will enhance the need for Public Sector Authorities to evidence delivery. Structures are being developed across Wales to tackle hate crime, which will help to support a greater drive to multi-agency working. However, it is important to ensure these structures are sustainable and hate crime remains a priority for Local Authorities. The challenge for 2015-16 is to ensure there is a strategic and sustainable approach to tackle hate crime across Wales, rather than pockets of good practice.

Outcome 2: Departments, organisations and people understand modern slavery, victims make reports and get appropriate support

2.1 Overview

The 'Annual Report of the Welsh Government Anti-Slavery Co-ordinator' was published in November 2014 (<http://gov.wales/newsroom/people-and-communities/2014/report-shows-more-people-reporting-slavery/?lang=en>) which demonstrates the emergence of awareness and development of strategic approaches which are being developed across Wales. Slavery is a complex issue and continues to be a 'hidden' crime and is under-reported. Work across Wales is being driven by the Wales Anti-Slavery Leadership Group, the Wales Anti-Slavery Operational Delivery Group, and on a regional level through Anti-Slavery Forums. The National Plan has enhanced delivery locally and includes facilitation of training to First Responders and relevant organisations to increase awareness across Wales and to implement a 'Survivor Care Pathway'.

2.2 Progress

2.2.1 Structures

Six Multi-Agency Regional Anti-Slavery Forums have been developed across Wales to drive forwards work and Co-ordinators are supporting the delivery of priorities within Local Authorities, which has included the identification of single points of contact. This has included the development of specific subgroups to target delivery which has included delivering a victim pathway, Multi-Agency Risk Assessment Conferences (MARACs), intelligence gathering, information sharing protocols, training and awareness raising.

North Wales

The North Wales Anti-Slavery Project Board has been convened, with Regional Reporting structures to the North Wales Strategic Leadership Board. Two sub-regional Anti Slavery Conferences were held and organised by Co-ordinators (North East and North West Wales), to gauge the needs and expectations of several hundred front-line practitioners. The results of both conferences were merged into a single needs assessment to form a new Regional Anti Slavery Action Plan with buy-in from both the Public and the Third Sectors.

2.2.2 Training and Awareness

Training from the Wales Anti-Slavery Leadership Group - Training Sub Group is being rolled out through the development of a Trainer Preparation (Train-the-Trainer) course. Furthermore, engagement and awareness has been undertaken with relevant organisations such as port and airport staff, internal management reports at a Local Authority level and increased links with key departments such as social services and health. Co-ordinators have reported 952 people have received modern slavery training across 2014-15, including 789 Local Authority staff and 163 Third Sector organisations/ community members.

Gwent

In Gwent, the co-ordination of the Trainer Preparation Course has been successful with representation from key areas such as Workforce Development Units, inclusion teams, adult protection, children safeguarding and Communities First Clusters in attendance. Presentations have been given to the Gwent Wide Adult Safeguarding Board (GWASB) to strengthen links and national referral pathways and embed training into the Protection of Vulnerable Adults Programme, which is mandatory training delivered to all staff members.

Targeted work was undertaken ahead of Anti-Slavery Week by partners, which included support of the national campaign and the development of posters, car stickers and relevant materials, where awareness raising has taken place through major events such as the National Eisteddfod. Co-ordinators reported 44 cases to the National Referral Mechanism in 2014-15. There has been work across the programme with schools and education departments and a focus on raising the issues of trafficking with children and young people.

Merthyr Tydfil

Through the Merthyr Tydfil Borough Wide Youth Forum, a Weekend Residential was arranged by the Co-ordinator for members to strengthen knowledge and to discuss the production of a DVD and awareness raising. This DVD, called 'Caught in Traffick', is to be used as a national tool for schools and its accompanying Learning Resource Pack is being distributed to schools and other relevant agencies and also being used as part of the Anti-Slavery/Human Trafficking Awareness sessions across Wales.

2.2.3 Safeguarding

A Survivor Care Pathway has been developed and is being rolled out through the Regional Forums, with support from Co-ordinators. A Multi-Agency Risk Assessment Conference (MARAC) process has also been developed, which is being rolled out across Wales and embedded within existing safeguarding arrangements through regional processes. Co-ordinators reported 44 cases going through MARAC style approaches in 2014-15. Co-ordinators are involved to link work with both Adult and Children Safeguarding Boards through implementation of the Social Services and Wellbeing (Wales) Act 2014.

Cardiff/ Vale

Monthly MARAC meetings have been established and data is collected, this information is used to support investigations and develop safety plans. In these meetings partners share information on active on-going cases which stay on the agenda until the case has been concluded, they have a number of new cases and discussions are held in relation to new referrals, existing active cases and actions completed for previous cases.

To support the facilitation of information a Human Trafficking Information Sharing Protocol (ISP) has been developed and quality assured. The aim of the ISP is to increase effectiveness and co-operation between agencies through the Cardiff and Vale Human Trafficking MARAC to share information, and offer safety, support, plus implementation of the Cardiff multi agency response pathway to result in better service and outcomes for individuals who have been trafficked. Information is therefore shared to:

- Identify and respond to situations where human trafficking is suspected or known about
- Reduce risks to individuals involved
- Ensure perpetrators are brought to justice.

2.3 Challenges

The introduction of the Modern Slavery Act 2015, which received Royal Assent on 26 March 2015, will help to strengthen approaches to tackle modern slavery across the UK and this will enhance delivery in Wales to support victims and to tackle perpetrators. Within the emerging structures and processes to tackle modern slavery there will need to be a continued focus upon partnership working and a continued commitment across agencies and partners to fully embed and mainstream approaches. Although, there has been a noted increase in the number of referrals to the National Referral Mechanism there is a need to ensure

victims are confident to come forwards and agencies are confident and able to report concerns. Further work is needed to identify best practice for roll out across Wales. Best practice will be identified on an ongoing basis, including rolling out models which work effectively within the local and regional context.

There has been clear progress in the number of people trained on modern slavery and the train the trainer programme will need to be monitored to ensure there is a maximum impact across Wales. Co-ordinators will play a key role to develop the training and to target specific delivery, including across Local Authority staff, working in safeguarding, health and housing. Furthermore, there is a need for a continued focus to increase awareness nationally including targeted activities and awareness during Modern Slavery Awareness Week 2015 and continued promotion of national events which will drive up awareness as part of an all Wales communications plan.

At a strategic level the Leadership Group will implement an evaluation of delivery across Wales, which will report in March 2016 and this will provide opportunities to assess initial progress. The strategic delivery plan from the Leadership Group has identified a focus upon tackling child exploitation, preventative measures to tackle labour exploitation in Wales and for the National Offender Management Service (NOMS) in Wales to engage with slavery related offenders and victims of crime. Co-ordinators will continue to play an important strategic role to drive partnership working and implement delivery of national objectives.

Outcome 3: Increased awareness and engagement across Gypsy and Traveller communities

3.1 Overview

Part 3 of the Housing (Wales) Act 2014, introduced in February 2015, placed a duty on all Local Authorities in Wales to undertake accommodation assessments for Gypsies and Travellers and, where identified, make provision for unmet need. To support delivery the Welsh Government has produced guidance for Local Authorities to undertake needs assessments to be undertaken by February 2016. The Delivery Plan has focussed on the need for Gypsy and Traveller communities to be fully engaged in the development of future planning and to have input on any proposed new sites and needs moving forwards. There has also been a focus within the Delivery Plan to increase greater understanding and awareness about the Gypsy and Traveller community and their culture, including with Local Authority members and to work with communities where tensions have increased over proposals for new sites.

3.2 Progress

3.2.1 Implementation of Accommodation Needs Assessments

There are positive examples of regional and local structures in place and ongoing work to manage the implementation of the Housing (Wales) Act 2014. Co-ordinators have established links with site managers or organisations who have established relationships within communities. This has ensured there is a clear process established to effectively engage with the Gypsy and Traveller community. Co-ordinators reported engagement had taken place with 633 Gypsies and Travellers in 2014-15.

Furthermore, Local Authorities who have not historically had any permanent or transit sites have been required to work with partners and communities to consider current and future need through enhanced outreach. The planning of accommodation needs assessments has required greater dialogue across Local Authority boundaries to plan needs and Co-ordinators have influenced discussions to improve delivery.

Links with Traveller Education Services and engaging with children and young people is also a key feature in the development of engagement across Wales. This is being supported by Save the Children through the Travelling Ahead project, funded by the Welsh Government.

North Wales

Each local authority in North Wales has agreed to collaborate across the region through a North Wales Gypsies and Travellers coordination group. This involves representation from the 6 North Wales Local Authorities including Planning Policy Officers, Housing Officers, Equality Officers, representatives from Snowdonia National Park Authority, the 2 North Wales Regional Community Cohesion Co-ordinators, North Wales Police and the Local Health Board.

The primary focus is to share good practice in the development of the Accommodation Assessments and Local Development Plans and to manage this process across the region so adequate arrangements are in place to meet the needs of the Gypsy and Traveller Community in North Wales. In addition the group is considering the development of standardised documentation and procedures in relation to site management including unauthorised encampments and transit sites. Furthermore, a common tracking system has been developed to monitor unauthorised sites and to provide better support for Gypsy and Traveller communities. The promotion of Community Cohesion is an underpinning theme for this work.

3.2.2 Training and working with the local community

The Equality and Human Rights Commission has issued guidance for Councillors with regards to disparaging comments about Gypsy and Traveller communities and their sites, which is helping to increase greater awareness on terminology. Specific training on Gypsy and Traveller culture has been rolled out across many Local Authorities including training delivered to Local Authority members. The Wales Council for Voluntary Action (WCVA) will be embedding training across Communities First Clusters to increase awareness. Co-ordinators have identified the need to increase greater awareness and training about EU Roma communities in response to the emergence of communities across Wales and to help understand needs and culture. In 2014-15, Co-ordinators reported 454 Local Authority staff and 77 Local Authority Members had undertaken Gypsy and Traveller cultural awareness training.

Co-ordinators have influenced a greater focus on the positive contribution which Gypsies and Travellers play within their local community. This has included breaking down perceived stereotypes and challenging myths.

Mid-West/ Carmarthenshire County Council

The Mid-West region has commenced work on the co-production of Gypsy and Traveller Community Briefing Sheets with the organisation Unity in 2 the Community. These Briefing Sheets will improve information and engagement, for example budget consultations and Equality Impact Assessments. The sheets will include a description, history, situations, experiences, further information links and contacts.

Equality Carmarthenshire have also launched a Respect Poster campaign across the Local Authority through support from Samson Lee, who is a Welsh rugby international and a member of the Gypsy and Traveller community. This aims to break down perceptions and stereotypes.

Co-ordinators are actively working with communities and partners locally to manage tensions around proposed sites and to brief Local Authority officials. There have been some concerns expressed within communities where proposed sites have been identified and this has required careful management across partners to ensure increases in localised tensions have been managed effectively.

Newport City Council

Newport City Council is in the process of establishing a permanent site in the city through the Local Development Plan process which has raised a number of tensions in communities where proposed sites have been identified. Through the on-going positive partnership between the Police, Gwent Ethnic Minority Achievement Service and the Co-ordinator, a task and finish group was set up to manage the community tensions/issues around the proposed sites. To support greater awareness a number of briefings have been provided to relevant stakeholders to increase greater understanding Multi-agency solutions have been identified in reaction to emerging tensions.

3.3 Challenges

Local Authorities will continue to develop Accommodation Assessments in 2015/16 and to meet the deadline of February 2016, there will be a continued need to ensure the voices of Gypsy and Traveller communities are heard. Any proposals for new sites are likely

to increase tensions within communities and there is a continued need to ensure views can be balanced and there is not any adverse impact based upon prejudices or hate crimes towards Gypsy and Traveller communities.

There is a continued need to co-ordinate and deliver training across Wales to ensure front line staff are culturally aware on how to engage with Gypsy and Traveller communities and to ensure there is a clear co-ordination of information across Local Authorities and members. The Welsh Government will fund a programme of 10 regional training sessions for local Elected Members to ensure they understand their responsibilities towards these communities under the Housing (Wales) Act 2014 and the Equality Act 2010.

Outcome 4: Increased awareness and data established on immigration

4.1 Overview

Immigration and its impacts on communities have been significant drivers for the production of the Delivery Plan and there is a role for Local Authorities in understanding the impact on policy and practice. This includes recognising the positive impact of immigration and celebrating the rich diversity of communities. The Delivery Plan sets out the importance of understanding the make up of communities and enables Local Authorities to be responsive to developing and emerging trends. To support work across Wales, the Welsh Government has funded the Welsh Refugee Council and COMPAS from Oxford University to work with Local Authorities and to support a strategic approach. There are large scale projects across Wales which will have a significant impact on immigration in future years, including, Wylfa Newydd Nuclear Power Plant in Anglesey, North Wales Prison in Wrexham and Tidal Lagoon Swansea Bay, for example. Furthermore, Cardiff, Newport, Swansea and Wrexham are dispersal areas with populations of Asylum Seekers and Refugees, and Co-ordinators are supporting services to enable active participation and inclusion.

4.2 Progress

4.2.1 Establishment of Strategic Approaches

The Delivery Plan has helped Local Authorities to have a greater understanding of the make up of communities and to explore strategic approaches to manage the impact on services and policies, such as health and housing. The Co-ordinators have begun to develop data and to interpret migration patterns. This includes exploring what support is required by migrant communities, to address needs and ensure accurate information is presented to Local Authorities.

Cwm Taf

In Cwm Taf base line data has been identified by the collection of National Insurance Number (NINO) Application, Pupil Level Annual School Census (PLASC) Returns and through the Welsh Migration Portal. Mapping of organisations, services and projects across Merthyr Tydfil and RCT continues. This has influenced the renewal of a 'Welcome to Merthyr' and 'Welcome to RCT' pack which will be designed with Migrant Workers in mind. Training on migration will be rolled out to Local Authority staff to increase awareness on local demographics.

4.2.2 Supporting Migrant Communities and tackling stereotypes

There have also been emerging tensions identified across settled and migrant communities and approaches have been developed with partners to ensure any arising tensions are supported and overcome. Furthermore, exploring the needs of migrant communities, including access to services, has been undertaken in response to developed data and greater understanding of communities.

Powys County Council

There is a growing Nepalese Community in Brecon and concerns over lack of access to mainstream services were identified. The Co-ordinator facilitated engagement with the Nepalese Community in Brecon. Concerns included the support older community members receive and barriers in terms of language, transport and IT skills. The Regional Community Cohesion Co-ordinator had two pre-meetings with the Brecon Wales Nepali Samaj UK and a range of contact and communication with service providers. A report was produced and circulated, including a range of action points which were identified including investigating and considering the provision of information on services, accessibility of services, language needs, transport needs, grant aid, funeral needs and the possibility of a support worker. A booklet for the community has been produced in collaboration with partners to bring together information and advice services available.

Negative stereotypes of migration across Wales have led to greater misunderstanding about the positive contribution which migrants play to Welsh life. The Co-ordinators have worked to identify emerging tensions and aimed to put in place reactive and preventative approaches to mitigate negative stereotyping and hostility.

Western Bay

Through funding for Co-ordinators, Show Racism the Red Card has delivered workshops to primary schools across the region on the positive influence of immigration to society. This was in order to increase greater understanding and to provide information on immigration and to help challenge misconceptions or racist views. This has been in response to negative media portrayals on immigration.

4.2.3 Supporting Large Scale Projects

Large scale projects across Wales will have an impact on inward migration in the short to medium term, which will need to be carefully managed to ensure settled communities are fully aware of facts and are fully engaged in any future impacts. These projects clearly have a positive impact on the Welsh economy and managing community cohesion related issues will be important to ensure community safety and relations are supported. Co-ordinators are engaged at an early stage of planning for future migration related projects to build in a risk based approach and to put in place preventative measures.

Isle of Anglesey Council

Wylfa Newydd Nuclear Power Station will be the largest project of its kind in Wales and one of the largest developments in Europe. The Co-ordinator is working with the developers to establish baseline studies to ascertain the current position regarding immigration and population movements into the area. The Co-ordinator has had several meetings with the Energy Island team in Anglesey to prompt the need for more intense studies to confirm the current situation with a view to putting into place a plan to monitor future developments. This will help to support the population increase whether this is based on legitimate workforce development and recruitment or pop-up industries which are estimated to develop as a result of large scale economic projects. A strategic Community Safety and Cohesion document has been produced for the Community Safety Board and further work is being undertaken to put in place tension monitoring arrangements in partnership with Airbus UK through a Community Tension Detection Tool.

4.2.4 Refugees and Asylum Seekers

Co-ordinators are supporting work in dispersal areas in order to identify and to enhance support for Asylum Seeker and Refugee communities. This includes working with agencies in Initial Accommodation and working strategically with partners to provide support across Local Authorities' service provision. Strategic groups have been put in place to enhance inclusion and identify ways to support Refugees and Asylum Seekers.

City of Cardiff Council

In Cardiff there is work ongoing at several levels in the Local Authority around managing procurement, dispersal data analysis, and impact on services and a procurement screening tool has been developed. Issues in relation to migration and dispersal have been raised, resulting in the formation of a multi agency group and scoping work around the impacts on services and asylum seekers. Through funding from the Delivery Plan, half day awareness training has been delivered via the Displaced People in Action Project to provide information and awareness for front line staff.

4.3 Challenges

There is a continued need to develop consistent local and regional sources of reliable data on migration and for Local Authorities to continue to understand the impacts upon services and the positive role which migration plays in Wales. This will be strengthened in the coming year through support from the Welsh Refugee Council and COMPAS migration project which will work with Co-ordinators to develop strategic local or regional approaches and to establish patterns and emerging trends. There will be a need to monitor the effects of any changes introduced by the UK Government and ensure information on the changes is communicated across partners and communities.

Large scale economic projects will continue to be progressed across Wales and Co-ordinators will need to work with partners locally to manage the impact in the short and medium term in relation to cohesion based issues.

Outcome 5: Communities First staff are knowledgeable about community cohesion issues and communities across the protected characteristics are involved in the Communities First programme

5.1 Overview

The Communities First (CF) Programme is the Welsh Government's flagship community-focused tackling poverty programme. The Programme aims to improve outcomes for people living in Wales' most deprived communities, across the themes of health, learning and prosperity. The CF Programme is delivered via 52 CF Clusters, managed by 19 Lead Delivery Bodies (LDBs). Clusters vary in size, geography and population make-up. To ensure the involvement of communities each Cluster submits an annual Community Involvement Plan (CIP), setting out how local people will be involved in the programme. The national programme has supported work to extend engagement across the CF Programme in relation to people with a protected characteristic(s), through the Equality Act 2010. This has been supported through strengthening CIPs and CF Delivery Plans with the aim of broadening engagement. Clusters have been supported to understand and to take account of community cohesion related factors in the delivery of the CF Programme.

5.2 Progress

5.2.1 Community Involvement Plans and Equalities Monitoring

The Community Cohesion Co-ordinators are supporting CF staff to strengthen CIPs and Delivery Plans to increase engagement across protected characteristic groups. This has aimed to strengthen monitoring of equalities data to consider how demographic and community mapping can be utilised.

Western Bay

There are 12 CF Clusters in the region across three Local Authorities. The Cohesion Coordinator is closely liaising with all three Authorities via the Regional CF Cluster Managers' Forum where all the Cluster Managers are provided with updates on the Community Cohesion programme within the Western Bay area. There is regular input by the Cohesion Co-ordinator into all Community Involvement Plans.

All three Local Authorities have now developed the Equality and Diversity Monitoring system where data is being analysed to monitor the reach of the programme across protected characteristics, this includes:

- Swansea Council Research and Information team have been further collating population data for Wards in relation to protected characteristics to assist with the Communities First Programme.
- Neath Port Talbot Communities First has produced a Ward Profile for all 4 Cluster areas.
- Bridgend Communities First and Communities Safety team has undertaken a Hate Crime survey in the Borough. The results will inform future plans and local decision making.

Communities First in Neath Port Talbot and Swansea were involved in Inter- Faith Week working with partners and contributed towards the delivery of the event. An Inter-Faith week event was attended by residents from a wide range of faiths, age and backgrounds across Clusters.

5.2.2 Training and Awareness

The Co-ordinators are able to signpost CF staff to appropriate training opportunities, including training on hate crime and modern slavery. In some regions CF staff and Co-ordinators have identified particular themes and areas where specialist training is needed and are working together to ensure these needs are met. This has helped staff to broaden understanding across protected characteristic(s) and helped link the programme with wider discussions and strategic planning across the breadth of the national Delivery Plan. Co-ordinators have reported 411 Communities First staff attending community cohesion and/ or hate crime training in 2014-15.

West Gwent

In West Gwent all 10 CIPs have been reviewed and recommendations made for each Cluster. These recommendations are to ensure greater engagement with people and organisations with protected characteristics during future delivery. The Co-ordinator attends Regional Cluster Managers' Meetings to feed in a strategic overview on cohesion across the region. A subsequent recommendation check list has been produced and specific training and information has been developed, including:

- Information circulated to all CF Clusters in relation to the Victim Support third party reporting system, Victim Support packs have also been disseminated to Communities First clusters.
- Hate Crime Training has been delivered to all areas across West Gwent for Clusters and has resulted in a number of referrals to the third party reporting mechanism.
- Prevent WRAP training has been made available to all Cluster areas to identify signs of extremism.
- Through the CF Clusters the Co-ordinator has organised 'Show Racism the Red Card' training for schools, organised a community visit to a Newport mosque, provided support materials on 'School Twinning'. Work is underway with Blaenau Gwent's Grand School Council to address intolerance and community prejudice.
- The Coordinator has further supported the links between the Communities First programme and the Cohesion agenda, this has been evidenced in some clusters by establishing links between Third Sector organisation such as Show Racism the Red Card and by providing support in developing projects that encourage ethnic and culture awareness (i.e. School Twinning).
- Specific Gypsy and Traveller training is being developed in partnership with the Wales Council for Voluntary Action (WCVA), through the Welsh Government-funded WCVA CF Training and Support contract.

5.3 Challenges

There are positive signs across Clusters of staff becoming engaged in the wider delivery of the community cohesion programme. Support to develop work through CF Clusters to enhance greater training and awareness on community cohesion is ongoing and will continue to be strengthened. There is a need to strengthen equalities data and to ensure the CF Programme can evidence outreach with protected characteristic people and communities. Furthermore, as training is rolled out across Clusters there is a need to consider how practical information begins to be implemented including identifying hate crime victims and referrals for support and advice to be undertaken. Progress with this work will be monitored at Cluster level, by Cluster staff and Local Development Boards, with support from Co-ordinators. At a national level, this information will form part of future Co-ordinator quarterly reports and CF Clusters will be encouraged to highlight progress in their six monthly monitoring reports.

Outcome 6: Key policies and programmes through relevant plans are evidencing delivery against cohesion priorities

6.1 Overview

The principles of community cohesion and the national programme should be mainstreamed throughout a Local Authority, to ensure actions fit within existing plans and structures to enable greater sustainability for the future. Through the programme, cohesion has begun to form a central outcome in many policies and practices to underpin delivery of Single Integrated Plans and to support the need to foster good relations as part of the Equality Act 2010, through Strategic Equality Plans. Furthermore, the introduction of the Wellbeing of Future Generations (Wales) Act 2015, has placed community cohesion on a statutory footing through the introduction of seven national goals, which includes a 'Wales of Cohesive Communities'. Therefore, Co-ordinators have begun to play a role to support Local Authorities to evidence and support how this goal is being fulfilled.

6.2 Progress

6.2.1 Single Integrated Plans

Co-ordinators have played a key role to link together policy and practice across the Local Authority and to influence how cohesion can be strategically embedded within the Single Integrated Plan. This approach has ensured the national programme supports the delivery of local priorities and the overarching outcomes and focus through the national programme can actively support and enhance work with local communities and be based on localised demographics and priorities. Co-ordinators have demonstrated success in ensuring cohesion has been discussed at Local Service Boards, where a number of presentations across Wales have been undertaken. There are positive examples, where the national cohesion outcomes have been embedded into Plans and where specific workstreams have emerged. Although, there are cases where some Local Authority plans do not specifically reference cohesion, work has been embedded within subgroups to ensure cohesion related elements are clearly demonstrated.

Newport City Council

Newport has adopted the National Community Cohesion Delivery Plan within the Cohesive element of the Single Integrated Plan. There has been on-going support from the Local Service Board to the Community Cohesion programme and cohesion work is monitored quarterly by the 'Safe & Cohesive' theme group which is chaired by the Local Policing Unit Commander. The Leader for the Council is also the lead Cabinet member for Community Cohesion.

6.2.2 Strategic Equality Plans

Strategic Equality Plans are produced by all Local Authorities across Wales to demonstrate how the Public Sector Equality Duty (Equality Act 2010) is being fulfilled. Work has been embedded and undertaken by Co-ordinators to strengthen the response to specific sections of the Act, to eliminate unlawful discrimination, advance equality of opportunity and to foster good relations. Co-ordinators have successfully embedded key outcomes of the programme within the Plans, including a strong emphasis on hate crime and modern slavery. Mainstreaming cohesion across the budget through Equality Impact Assessments has been a strong feature of the work across Wales. Co-ordinators have reported 8,029 Local Authority Staff who have undertaken training on equalities (including awareness of community cohesion) in 2014-15.

Western Bay

Community Cohesion has been embedded in Swansea, Neath Port Talbot and Bridgend Council's Single Integrated Plans and Equality Impact Assessment (EIA) as part of its decision making process to ensure due regards is given to the community cohesion elements. All Strategic Equality Plans across the region have an objective to promote community cohesion. There has been e-learning on community cohesion and hate crime developed across the region for all staff.

To deliver the Community Cohesion Delivery Plan, Swansea Council has established an innovative model of governance. This is due to the fact Cabinet members are practically involved in providing strategic direction to the delivery of the Community Cohesion Delivery Plan and are responsible for reporting their progress to relevant meetings. The Leadership Group is made up of Cabinet Members and senior officers from key service areas of the local authority with each Outcome are championed by a Cabinet Member. The Leadership Group meets on a quarterly basis.

6.2.3 Supporting and engagement with the Third Sector

The Third Sector has a vital role to work with communities and to enhance engagement with people and communities with a protected characteristic(s). Co-ordinators have played a key role to work with the sector within Local Authority plans and to establish and support specific working groups to enhance opportunities to outreach. This has included providing a strategic network of experienced organisations to ensure information from the community is heard and to overcome emerging issues or tensions.

City of Cardiff Council

City of Cardiff Council has developed a Strategic Community Cohesion Group and a Safer and Cohesive Programme Board through the Single Integrated Plan. This includes representation across the Third Sector to support delivery of community cohesion and hate crime links. Further engagement has included the development of a Black and Minority Ethnic Forum, Lesbian, Gay, Bisexual, Transgender Network, 50+ Forum, Refugee and Asylum Seeker Group and a Disability Forum which supports the development of work and engagement with the Third Sector.

6.3 Challenges

The implementation of the Wellbeing of Future Generations (Wales) Act 2015 will require Local Authorities to evidence how the national well-being goals, including a 'Wales of Cohesive Communities', can be achieved. The work of the Co-ordinators will have placed Local Authorities in a strong position and this will ensure work across departments and with communities can be enhanced. The challenge will be that this work is formally embedded in all Wellbeing Plans as Local Authorities and partners strive to meet the cohesion requirements of the Wellbeing of Future Generations(Wales) Act 2015.

Work across Wales to align equality and cohesion has been a significant success through the programme, which is evident through work on Equality Impact Assessments. Strategic Equality Plans are being refreshed and will be published in 2016 and this will provide an opportunity to consider how elements of the Equality Act 2010 in relation to eliminating discrimination and promoting good relations can be strengthened.

Outcome 7: Policies and services are responsive to changes in communities

7.1 Overview

Listening to and understanding communities forms an essential part of the cohesion programme for Local Authorities to provide responsive and mitigating responses when any tensions arise. The national programme has taken steps to evolve robust partnership arrangements and to put in place protocols to share information and to work proactively with communities. This ensures policies and services are responsive to their communities and can be adaptable to any changes. The programme is exploring the emergent issues on the impacts of welfare reform and the increased tensions this can create within communities.

7.2 Progress

7.2.1 Mapping Communities

Robust mapping data has been developed to inform a greater understanding for Local Authorities about their communities. This information has been utilised to understand protected characteristic(s) people and communities, to enable proactive outreach and influence service delivery. This information, where available, has been utilised to inform tension monitoring processes and helps to increase a greater emphasis on preventative measures to manage tensions.

Mid-West

In Mid-West a range of key data has been produced on geographic communities and is being supported with the development of Community Briefing Sheets to increase greater understanding across service and policy delivery.

- Carmarthenshire County Council has produced Ward Profiles, based upon a geographic community profiles to inform service delivery, for example with tension monitoring and delivery of the Communities First Programme.
- Powys County Council website includes Local Area Profiles, Themes and Other Statistics
- Pembrokeshire County Council produces data sets in response to specific investigations and queries and has a Community Resilience Working Group.
- Ceredigion County Council has produced Community Profiles, including information on population statistics, ethnicity, migration and housing information.

Tension Monitoring is led by Dyfed Powys Police Force Area and includes Community Impact Assessments, where reports can be issued and discussed with partners. This is further being supported by the trial of an on-line Social Media Community Tension Detection Tool (CAT-D) through Airbus UK.

7.2.2 Managing Tensions

Tension monitoring processes are beginning to emerge across Wales and this is helping to provide a greater focus on multi-agency working to help solve problems and to bring partners together to share information. Co-ordinators are beginning to develop new processes and protocols to ensure robust processes are in place to manage tensions when they arise. This includes links with local Welfare Reform Groups to mitigate any future tensions, which can take place particularly where there are issues around scarce resources.

Wrexham County Council

Wrexham County Council has a tension monitoring process in place, which includes a partnership group to analyse tensions and to develop proactive multi-agency responses. This includes a process for officers and members to submit concerns through a tension monitoring report, which is mapped and discussed to put in place effective responses. A Community Cohesion Risk Assessment Tool which considers the community cohesion impact of local, regional or national projects has been developed. Importantly this document is action focused - by identifying mitigating action and issues for further attention.

Co-ordinators have reported 104 tension cases across Wales in 2014-15, which have been managed through a multi-agency tension monitoring system. This has helped to provide effective preventative measures to avoid escalation of tensions.

Newport City Council

In late 2013, a high-profile gang leader was relocated to Newport on Section 4 bail accommodation. There were developing problems due to the lack of consultation with the Local Authority over the process and the community tensions it caused. There was national media coverage on the matter. Through a partnership approach, the Co-ordinator was key in negotiations with Home Office and the accommodation provider to ensure that this situation is not repeated in the future. As a result of these negotiations, a Wales-wide Section 4 Bail accommodation policy was developed in partnership with other dispersal areas and Police Forces.

7.3 Challenges

Local Authorities are working hard to improve data collection, however, data on protected characteristics is often patchy and there is a need to consider robust ways to collect additional information to inform mapping. Although there are good examples of community profiles across Wales, there is a need to consider how this can be undertaken more consistently and consider how this data is helping to drive and inform policy and delivery.

Tension monitoring systems are beginning to emerge across Wales, however, in 2015/16 there is a need for a clear community tension monitoring process to be adopted in each area, within existing systems, to ensure the sustainability of this approach (and for robust protocols to be put in place to manage emergent issues).

There is a continued need to consider the impacts of welfare reform upon community cohesion to ensure any future tensions and impacts upon communities are mitigated.

Conclusion – Future Challenges

There continue to be challenges in 2015-16 in further embedding community cohesion across Wales and in supporting Local Authorities to continue to drive the delivery of the 7 outcome areas within the national programme. The climate within which communities are working is changing. There is an added dimension of Local Government Reform and the introduction of the Wellbeing of Future Generations (Wales) Act 2015. This will continue to shape how Local Authorities engage within their communities and plan effectively to include community cohesion within their work to embed sustainable development . Furthermore, Strategic Equality Plans are being refreshed, which will provide opportunities to consider how the promoting good relations element of the Equality Act 2010 can be strengthened across Wales. In addition there is a range of new and developing legislation which further complicates the community cohesion environment. Namely;

- Modern Slavery Act 2015
- Counter-Terrorism and Security Bill 2014-15
- Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015
- Antisocial Behavior Crime and Policing Act 2014
- Housing (Wales) Act 2014
- Social Service and Well Being (Wales) Act 2014

Community resilience is continuing to be tested in difficult times, where austerity and welfare reform are having a detrimental impact on communities and are impacting on how our communities are working together. Community cohesion is about shaping shared values and goals as a community and there is a need to consider effective ways to engage better with our communities. The retrenchment of the public sector makes it vital that communities are able to take greater responsibility for local services. Good community relations and community engagement are at the heart of this policy agenda.

There is evidence to suggest that the delivery of the 7 outcome areas within the Delivery Plan are progressing and there are encouraging signs that the national programme outcomes will be met. There is a need for a continued push for greater sustainability across the programme which could then act as a catalyst for the achieving the Wellbeing of Future Generation goals at a national and local level. Maintaining and sustaining developing structures in the medium to long term will provide a challenge for Local Authorities to ensure areas such as hate crime and modern slavery will continue to have high priority.

A final project report on progress will be published in 2016 which will include a final set of outcomes and indicators for 2015-2016. This report has provided a snapshot of progress and the Welsh Government will continue to work closely with Local Authorities to continue to embed and mainstream the programme across Wales.