

Brexit – Community Cohesion Delivery Plan - Western Bay (Jan 2019 – Mar 2021)

Key Objectives	Task / Activities	Monitoring Progress Report	RAG
Theme A - Identifying and mitigating community tensions (hate crime, extremism, anxiety, anti-social behaviour) relating to Brexit			
<p>Engagement: (ESSENTIAL) Regular engagement with groups vulnerable to harassment / experiencing community tensions in relation to Brexit (EU citizens, BAME communities, other protected characteristic groups), gathering intelligence on community tensions as they emerge</p>	<ul style="list-style-type: none"> • Establish a regular dialogue and contact with groups who may likely to experience community tensions locally • Develop a mechanism to gather, report and record all kind of intelligence on community tensions as they emerge locally • Tackling community tension by developing counter narratives and to work with identified socially marginalised groups to promote and foster inclusion 		
<p>Tension Monitoring: (ESSENTIAL) Monitor community tensions, and provide regular tension monitoring reports through agreed channels, including regular summaries to the Welsh Government</p>	<ul style="list-style-type: none"> • Creating safe spaces and opportunities to bring people from different backgrounds together • Consistent positive messages supporting cohesive communities to manage and understand demographic change and related tensions • Responses to activism eg. Stickers/demonstrations • Linking with local media including LA, Police Comm teams and to the public information campaign by WG 	<ul style="list-style-type: none"> • Upstream work with positive messaging 	

<p>Mitigation: (ESSENTIAL) Engage with relevant networks including the Police to identify tensions / hot spots and plan and implement multi-agency response to reduce tensions and/or undertake preventative work</p>	<ul style="list-style-type: none"> • Establish regular Joint Response/ Intelligence meeting with Police and key stakeholders to proactively tackle area of hot spots / tension and deliver preventative work • Hold community discussions concerning migration, religion, cultural diversity and hate crime 		
<p>Community mapping: Mapping exercise (might include consultation) to better understand the impacts of Brexit on communities</p>	<ul style="list-style-type: none"> • Develop engagement methodology • Develop survey's questionnaire • Engage Community Safety partnership to lead on this mapping exercise • In NPT building on community mapping exercise to develop local initiatives with BME association 	<p>Regional Community Co-ordinator develop survey's questionnaire / engagement methodology and BCBC to provide volunteers to undertake the mapping exercise between Jan-Mar 2019</p>	
<p>Training for professionals: Training for LA staff, other public bodies front line staff, RSLs, third sector, on e.g. modern day slavery, hate crime, bullying, links to safeguarding (<i>Note – the EU Citizens Rights project includes funding for training Local Authority staff on eligibility for services</i>)</p>	<ul style="list-style-type: none"> • Facilitate the delivery of relevant training around Community Cohesion • Identify a pool of trainers to support specific community cohesion training programme • Establish the delivery of the training programme locally including review of related online trainings • Facilitate the development of a 'Safeguarding Children and Adults at Risk of Exploitation' training package that covers areas such as Hate crime, Prevent, Human Trafficking, sexual 		

	exploitation, ACES and embed in the training programme for Western Bay Safeguarding boards		
Theme B - Community Cohesion Communications			
<p>Equality and Inclusion Network: (ESSENTIAL) Work with Local Authority communications teams and equalities officers to engage with the Welsh Government Equality and Inclusion Communications Network, around specific calendar events, also cascading information in the event of an incident.</p>	<ul style="list-style-type: none"> Develop a local 'Communication Resource' who will assist us in the delivery of key messages and cascading specific calendar events locally 		
<p>Engage with EU Citizens Rights Project: (ESSENTIAL) Engagement with the delivery of the EU Citizens Rights project (starting April 2019) to help Local Authority signpost EU citizens to place they can receive advice and support, linking the project to existing projects, groups and scheme in your region.</p>	<ul style="list-style-type: none"> Coordinate the delivery of EU Citizen Rights project by linking them with local initiatives to maximise its impact 		
<p>Community cohesion campaign: Working with other regions,</p>	<ul style="list-style-type: none"> We will establish stronger links with local, regional and national campaigns to create a strong 		

<p>partners or Welsh Government as appropriate, develop innovative campaign(s) to challenge myths and misconceptions, promoting positive messages, celebrating diversity, promoting a sense of belonging. E.g. Night time economy and public transport communication campaigns and projects.</p>	<p>narrative emphasising the value of diversity in the area</p> <ul style="list-style-type: none"> • We will build community cohesion by promoting positive messages and counter narratives at the local level relating to equality and inclusion 		
<p>Theme C - Events / activities to promote social contact and inclusion</p>			
<p>Events / activities involving marginalised groups: Events to promote social contact and integration (e.g. people from different backgrounds cooking together, community music groups for young people from different nationalities, community arts based projects, active citizenship awards, interfaith events, Welcoming newcomer initiatives)</p>	<ul style="list-style-type: none"> • Promote meaningful contact - given post-Brexit polarisations, this isn't just about ethnic and faith diversity, but it has to be an everybody issue • Social contact matters a lot - promote community based events e.g. our Abertawe • Engagement with faith communities, identify faith leaders and establish a local interfaith forum 		
<p>Cohesion Projects: E.g. Development of community charter, school twinning projects,</p>	<ul style="list-style-type: none"> • Understanding demographic changes and debunking myths such as the delivery of community led cohesion initiatives • School linking locally and internationally 		

town of sanctuary work, local community cohesion network			
<p>Integration of new arrivals: integration activity to support new arrivals (migrants, refugees) e.g. Syrian Resettlement Scheme, development pathways into volunteering, employment, ESOL etc. <i>(Note – need to coordinate with Welsh Government ReStart project)</i></p>	<ul style="list-style-type: none"> • Identify Councillors and senior officers to become cohesion champions for their area • Support the existing integration activities such as SRP programme and establishing strong working relationship with the Welsh Government ReStart project. 		
<p>Build community capacity: Work with community based organisations to identify and secure additional sources of funding to support community cohesion / social integration projects, and manage and coordinate grant funding / commissioning arrangements</p>	<ul style="list-style-type: none"> • Work with community based groups to support them in building their capacity through social integration initiatives and identification of grant funding etc. 		
<p>Theme D - Delivery of non-Brexit activities in the National Community Cohesion Plan</p>			
Gypsies and Travellers (ESSENTIAL)	<ul style="list-style-type: none"> • We will provide cohesion support around proposed and approved Gypsy and Traveller Accommodation sites, including promoting the needs of G&T communities in the site selection process 		

	<ul style="list-style-type: none"> • We will support media strategies and community engagement in relation to sites • We will support Elected Member training regarding their duties and planning processes in relation to sites 		
Refugees and Asylum Seekers (ESSENTIAL)	<ul style="list-style-type: none"> • We will promote positive inclusion of refugees and asylum seekers including during Refugee week, tackle misinformation, and monitor community tensions • We will support the delivery of the Welsh Government Refugees and Asylum Seekers delivery plan 		
Modern Day Slavery (ESSENTIAL)	<ul style="list-style-type: none"> • Increase awareness and reporting of Anti-slavery / human trafficking including county-lines and to understand its impact on our communities • Continue with the delivery of modern-slavery and county-lines awareness sessions • Strengthened the leadership and membership of the Western Bay Human Trafficking forum 		
Prevent duty	<ul style="list-style-type: none"> • Further develop work addressing hate crime and far right extremism at both local and regional level • Increase awareness and reporting of hate crime and to understand its impact on our communities • Empowering teachers to challenge perceptions concerning migration, religion, cultural diversity and hate crime • We will explore how we can better support vulnerable individuals who are drawn into right 	<ul style="list-style-type: none"> • Anti Bullying snapshot • E-learning training • Explore community navigator function to support referrals into other activities alongside or instead of Home Office Interventions. 	

	wing extremism in particular by establishing closer links with Channel Panel members.	<ul style="list-style-type: none"> NPT – work with Community Safety Partnership Manager 	
Theme E - Administration and Reporting to support work under themes A-D			
Monitoring of progress (ESSENTIAL)	<ul style="list-style-type: none"> Regular self-monitoring against objectives and targets This monitoring should be completed on at least a monthly basis 		
Tension monitoring reporting to Welsh Government (ESSENTIAL)	<ul style="list-style-type: none"> Completion and submission of monthly reports which highlight current levels of tensions (if any) 		
Quarterly progress reporting to Welsh Government (ESSENTIAL)	<ul style="list-style-type: none"> Completion and submission of quarterly monitoring reports to Welsh Government 		
Quarterly meetings of the Community Cohesion network (ESSENTIAL)	<ul style="list-style-type: none"> Attendance at the quarterly network meetings (all 8 regions) – rotating chair 		
Biannual meetings of the Equality and Inclusion network (ESSENTIAL)	<ul style="list-style-type: none"> Attendance at the biannual network meetings. 		
Support to Local Authority Brexit groups	<ul style="list-style-type: none"> Attend Local Authority Brexit Group meeting as and when needed 		
Develop a community cohesion network and structure at local level	<ul style="list-style-type: none"> Establish local Community Cohesion programme and Delivery structure 		

	<ul style="list-style-type: none">• Finalise and approve local CoCo Delivery Plan, Leadership, ToRs, and Membership• Agree to establish local team with action plan		
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