

## Community Cohesion Programme Workplan

<b>Theme 1 - Mainstreaming Cohesion</b>		
<p><b>Objective 1.1</b> - Mainstream community cohesion in public bodies and wider community through training* and awareness raising, dovetailing with other Welsh Government legislation and policies, including Well-being of Future Generations Act, the Socio-Economic Duty, Nation of Sanctuary, Cymraeg 2050, the Anti-Racist Wales Action Plan, and the LGBTQ+ action plan, and any others that are developed during the lifespan of the funding such as the Disability Rights Action Plan, due in 2024.</p> <p><i>*Training may be commissioned or directly delivered by teams, but only if in-house expertise is sufficient to enable high-quality training to be delivered.</i></p>		
<b>Action</b>	<b>Impact</b>	<b>Evidence</b>
Provide, commission, or coordinate community cohesion related training, for local authority staff, other public bodies staff, third sector, elected officials, or others with a key role to play in building community cohesion.	<p>Delivery of more inclusive services.</p> <p>Better understanding of the communities served.</p>	<p>Training/Information Sharing Log with narrative included in the monitoring form.</p> <p>Please do not include examples of training attended.</p>
Seek opportunities to deliver initiatives with other cohesion regions on a cross-regional or all-Wales basis where appropriate.	Avoids duplication and ensures the best use of resource.	As above
<p><b>Objective 1.2</b> - Act as conduits between communities and public bodies to promote participation in policymaking and equality of opportunity for communities</p>		
<b>Action</b>	<b>Impact</b>	<b>Evidence</b>
Ensure that public bodies are engaging with minority groups and considering their perspectives and circumstances when developing policies or taking decisions which are likely to affect them. This would include Well-being Plans, Strategic Equality Plans, Equality Impact Assessments, and/or Community Safety planning.	Policymaking should be more inclusive of minority communities.	<p>Engagement Event Log with narrative included in the monitoring form.</p> <p>Capture case studies of co-production and share with other cohesion teams and public bodies across Wales.</p> <p>Promote and monitor the role of the cohesion team in inclusive policymaking.</p>

Develop an understanding of opinion shapers, local community leaders, and trusted voices in the region.	More effective communication with grassroots communities.	Training/Information Sharing Log with narrative included in the monitoring form
Raise awareness of relevant consultations and decisions with local community networks.	Policy will be developed with a more diverse set of viewpoints and experience.	Training/Information Sharing Log with narrative included in the monitoring form
Develop stronger links across public sector different departments and services in each local area and region.	Provision of more well connected and holistic services.	Engagement Event Log with narrative included in the monitoring form.

**Objective 1.3 - Improve visibility and awareness of the Community Cohesion Programme**

Action	Impact	Evidence
Explore and identify methods of raising awareness of the Cohesion Programme and its work within the region, highlighting successes and upcoming events. This might include online presence such as adding information to local authority website, and/or engaging with more traditional local media such as local press and radio.	Widen the reach of the programme, provide more opportunities for collaboration, and potentially support more people.	Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form
Establish and maintain links with other Welsh Government funded programmes and projects, including the refreshed Equality and Inclusion Programme.	Provision of more well connected and holistic services and avoids duplication of effort.	Engagement Event Log with narrative included in the monitoring form.

**Theme 2 – Community Engagement**

**Objective 2.1 - Deliver accessible and inclusive outreach and engagement events, activities, and initiatives which foster good relations between groups through reducing segregation and increasing empathy and understanding. This should include intersectional and intergenerational experiences, involving individuals and communities in a co-productive way.**

Eliminate barriers to participation, taking into consideration the language, cultural and accessibility needs of communities, as well as other factors such as digital exclusion.

Action	Impact	Evidence
--------	--------	----------

Work with grassroots organisations on events and activities which build a shared sense of community and belonging and celebrate diversity.	% of people agreeing that they belong to their local area; % who agree that people from different backgrounds get on together; and % who agree that people in the area treat each other with respect should all increase.	Engagement Event Log with narrative included in the monitoring form.
Collaborate with other community teams, and/or key partners to mark annual calendar events which celebrate diversity.	Foster cohesion and forge links between people from different backgrounds.  Increased awareness of commemorative events.	Engagement Event Log with narrative included in the monitoring form.
Create opportunities and safe spaces for local community members to express their views and highlight concerns about the issues affecting their communities.	Better understanding of the issues adversely impacting local communities on a grassroots level.	Engagement Event Log with narrative included in the monitoring form.
<b>Objective 2.2</b> - Delivery of activities for schools and other educational setting, with a focus on celebrating diversity.		
<b>Action</b>	<b>Impact</b>	<b>Evidence</b>
Enable school pupils and teaching staff to learn about the experiences of people from diverse backgrounds. This could include: <ul style="list-style-type: none"> <li>• Training and awareness raising, bringing in speakers.</li> <li>• Marking commemorative calendar events.</li> <li>• Initiatives such as Schools of Sanctuary and twinning of schools.</li> </ul>	Promote two of the four purposes of the curriculum, which support children and young people to be: <ul style="list-style-type: none"> <li>• Ethical, informed citizens of Wales and the world.</li> <li>• Healthy, confident individuals, ready to lead fulfilling lives as valued members of society.</li> </ul>	Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form.
Support schools to foster inclusivity and a safe learning environment. This could include:	Promote two of the four purposes of the curriculum, which	Engagement Event Log or Training/Information Sharing Log with

<ul style="list-style-type: none"> <li>• Promoting Welsh Government's Rights Respecting Schools Anti-Bullying Guidance.</li> <li>• Tackling myths and misconceptions about minority communities.</li> </ul>	<p>support children and young people to be:</p> <ul style="list-style-type: none"> <li>• Ethical, informed citizens of Wales and the world.</li> <li>• Healthy, confident individuals, ready to lead fulfilling lives as valued members of society.</li> </ul>	<p>narrative included in the monitoring form.</p>
<p><b>Objective 2.3 – Support the inclusion of marginalised communities across Wales.</b></p>		
Action	Impact	Evidence
<p>Support the settlement and inclusion of migrant communities into local communities.</p>	<p>Supports the delivery of the Nation of Sanctuary – Refugee and Asylum Seeker Plan's action to 'provide cohesion support around the widening of dispersal areas and the resettlement of refugees.'</p>	<p>Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form.</p>
<p>Provide support to Gypsy, Roma, and Traveller communities to access services, and help address potential issues around proposed and approved accommodation sites.</p>	<p>Supports the delivery of the Enabling Gypsies, Roma and Travellers Plan's action 'Regional Community Cohesion Coordinators will be funded to provide cohesion support around proposed and approved Gypsy and Traveller sites.'</p>	<p>Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form.</p>
<p>Consider rural communities when delivering work, ensuring that isolated people or communities are not excluded from activities or projects.</p>	<p>Supports the delivery of Connected Communities, Welsh Government's strategy for tackling loneliness and social isolation and building stronger social connections.</p>	<p>Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form.</p>
<p><b>Theme 3 - Building Resilient Communities</b></p>		

**Objective 3.1** – Continually monitor emerging community tensions and work with key partners, including police and community members, as part of the response to mitigate them.

<b>Action</b>	<b>Impact</b>	<b>Evidence</b>
Monitor ongoing and emerging community tensions and put in place processes and procedures to address them as required.	A more joined up response to community tensions.	Engagement Event Log with narrative included in the monitoring form.
Provide consistent tension monitoring reports through agreed channels, including monthly overview to the Welsh Government and ad-hoc incident reports. Share information with other regions to address cross-border and pan-Wales issues or developing situations.	Relevant Welsh Government policy leads become better informed about the issues affecting local communities.	Monthly tension reports submitted to Welsh Government.
Work with other regions, partners, or Welsh Government on preventative work to address the underlying causes of community tensions, which challenges myths, misconceptions, and attitudes, including the promotion of positive messaging.	Reduce the reach of misinformation and/or disinformation on a local level.	Engagement Event Log or Training/Information Sharing Log with narrative included in the monitoring form.
Support the local authorities' response to tackling exploitation and extremism in the region.	Ensure that community cohesion is considered as part of this work.	Engagement Event Log with narrative included in the monitoring form.

**Objective 3.2** - Delivery of a small grant scheme which provide opportunities for grassroots community groups and those closest to the issues to deliver work to promote cohesion and address community tensions.

<b>Action</b>	<b>Impact</b>	<b>Evidence</b>
Develop and administer a small grant scheme to assist third sector community groups to promote and foster cohesion within their communities via tailored projects.	More direct and informed interventions utilising grassroots knowledge and experience.	Submission of evaluation of projects.

**Objective 3.3** - Work with community-based organisations to identify and secure additional sources of funding to support community cohesion projects.

<b>Action</b>	<b>Impact</b>	<b>Evidence</b>
Raise awareness of cohesion related funding opportunities for local community groups and provide support where appropriate.	Promotes autonomy of communities, providing the freedom to make the decisions that best suit their needs.	Training/Information Sharing Log with narrative included in the monitoring form.