



Mid and West Wales Community Cohesion Plan 2020-2021.

Theme A – Eliminate discrimination (hate crime, extremism, anxiety, anti-social behaviour) relating to Brexit	
Key Objectives	Task/Activities
<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"> • Identify communities impacted by Brexit. • Establish a regular dialogue and contact with communities impacted by Brexit to find out their needs and issues. • Develop a mechanism to gather, report and record all kinds of intelligence on community tensions as they emerge locally • De-escalate community tension by developing counter narratives and to work with identified socially marginalised groups to promote and foster inclusion and facilitating access to services to meet identified needs and issues.
<p>Tension Monitoring: (ESSENTIAL) Monitor community tensions, and provide regular tension monitoring reports through agreed channels, including weekly summaries to the Welsh Government</p>	<ul style="list-style-type: none"> • Work with Dyfed Powys Police to monitor tensions via the community impact assessment process. Link with Dyfed Powys Local Resilience Forum, Community Safety Partnerships and Dyfed Powys CONTEST and Prevent structures. Link with any Gold/Silver/Bronze command chain structure in relation to Brexit. If required, support the setting up of a multi-agency tension monitoring group.
<p>Mitigation: (ESSENTIAL) Engage with relevant networks including the Police to address tensions / hot spots. This may involve a multi-agency response to reduce tensions and/or undertake preventative work</p>	<ul style="list-style-type: none"> • Raise awareness of hate crime, including delivering of activities during Hate Crime Awareness Week, as well encouraging the reporting of incidents and signposting the support available for victims. • Establish regular Joint Response/ Intelligence meeting with Police and key stakeholders to proactively tackle area of hot spots / tension and deliver preventative work. Support the implementation of Brexit-related Community Impact Assessments.
<p>Community networks and 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. Investigate the effects of socio-economic marginalisation. • Develop survey's questionnaire Engage Community Safety Partnerships to support a multi-agency approach on this mapping exercise • Utilise social media and online sources to build a deeper understanding of opinion shapers in the local community, trusted voices and effective grassroots two-way conduits for information.
<p>Training for professionals: Training for LA staff, other public bodies front line staff, RSLs, third sector, on e.g. modern day slavery,</p>	<ul style="list-style-type: none"> • Facilitate the delivery of relevant training around Community Cohesion, in particular online training. • Establish the delivery of the training programme locally including review of related online trainings • Facilitate the development of a 'Safeguarding Children and

<p>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>	<p>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 Cysur and Cwmpas Safeguarding boards</p>
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<p>Theme B – Foster Good Relations</p>	
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<p>Key Objectives</p>	<p>Task/Activities</p>
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<p>Equality and Inclusion Programme: Work with Local Authority communications teams and equalities officers to engage with the Welsh Government Equality and Inclusion Communications Programme, 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 • Utilise Objective Connect to update counterparts across Wales, share good practice and challenges, and learn from others. • Ensure that LA Communications Teams have effective links with the Welsh Government Equality and Inclusion Communications Network
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<p>Community cohesion campaigns: Working with other regions, partners or Welsh Government as appropriate, develop or support 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>	<ul style="list-style-type: none"> • We will establish stronger links with local, regional and national campaigns to create a strong narrative emphasising the value of diversity in the area • We will build community cohesion by promoting positive messages and counter narratives at the local level relating to equality and inclusion • Develop understanding of the positive assets which local communities have and develop messages which focus on our shared values and assets, as a means of building cohesion.
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<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>	
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<p>Cohesion Projects: E.g. Development of community charter, school twinning projects, town of sanctuary work, local community cohesion network</p>	<ul style="list-style-type: none"> • Understanding demographic changes and debunking myths such as the delivery of community led cohesion initiatives • Schools linking locally and internationally.
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<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.
Theme C – Ensure Equality of Opportunity	
Key Objectives	Task/Activities
Support EU Citizens to access the Settled Status scheme: (ESSENTIAL) Engagement with the delivery of EU Citizens Settled Status schemes to help Local Authorities to signpost EU citizens to places where they can receive advice and support, linking the project to existing projects, groups and scheme in your region.	<ul style="list-style-type: none"> • Engage with EU Settled Status funded organisations, including Citizens Advice, EYST, Settled, Newfields Law, TGP Cymru, Mind and others to promote take up of the Settled Status scheme in the local area. • Report gaps in take up or opportunities for further engagement to the Welsh Government.
Promoting an inclusive Covid-19 response within local authority and Welsh Government responses (ESSENTIAL)	<ul style="list-style-type: none"> • Seek to influence local authority responses to the Covid-19 outbreak by increasing understanding of how actions may impact particular minority groups. • Provide feedback to the Welsh Government regarding the disproportionate impacts of Covid-19 being experienced by minority groups in communities
Gypsies and Travellers (ESSENTIAL)	<ul style="list-style-type: none"> • We have a dedicated team and assigned officer to support G&T community. • We are actively developing a new site for Llanelli in addition to the existing site. • 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. • 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 Refugee week, tackling misinformation, and monitoring community tensions • We will support the delivery of the Welsh Government Nation of Sanctuary Refugees and Asylum Seekers plan • 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.
Modern Day Slavery (ESSENTIAL) Monitoring tensions/issues with regard to Modern Slavery issues.	<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 to be a member of and to support the work of Dyfed

	Powys Regional Anti-Slavery Group
Prevent duty	<ul style="list-style-type: none"> • Further develop work addressing hate crime and far right extremism at both local and regional level
Theme D – Administration and Reporting to support work under themes A-C	
Key Objectives	Task/Activities
Monitoring of progress (ESSENTIAL) Regular self-monitoring against objectives and targets. This monitoring should be completed on at least a monthly basis.	<ul style="list-style-type: none"> • Regular self-monitoring against objectives and targets • This monitoring should be completed on at least a monthly basis
Collaboration on development on the Community Cohesion Principles for Wales and adherence to the principles in all aspects of your role. (ESSENTIAL)	<ul style="list-style-type: none"> • Support the Welsh Government in development of new Community Cohesion Principles document
Quarterly progress reporting to Welsh Government (ESSENTIAL) Completion and submission of quarterly monitoring reports to Welsh Government.	<ul style="list-style-type: none"> • Completion and submission of quarterly monitoring reports to Welsh Government
Quarterly meetings of the Community Cohesion network (ESSENTIAL) Attendance at the quarterly network meetings (all 8 regions) – rotating chair.	<ul style="list-style-type: none"> • Attendance at the quarterly network meetings (all 8 regions)
Support to Local Authority Brexit groups	<ul style="list-style-type: none"> • Attend of relevant Local Authority meetings and briefing sessions 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 • Finalise and approve local CoCo Delivery Plan, Leadership, ToRs, and Membership • Agree to establish local team with action plan