

## Community Cohesion Strategy 2011-14 – Strategic Action Plan

### Lead organisation:

- WCBC Community Cohesion Team in collaboration with identified partners
- \* Children and Young Peoples Framework for Partnership in collaboration with identified partners

| Outcome   | What this will look like  | How we will achieve this   | Performance measure  |   |   |
|---|---|--|--|---|---|
|   |   |  | How much we did  | How well we did it  | Is anyone better off?   |
| 1. Minority communities are represented on strategic partnerships | <ul style="list-style-type: none"> <li>• The views of people from minority communities are represented on strategic partnerships</li> </ul> | <ul style="list-style-type: none"> <li>• Continue to develop the Community Cohesion Reference Group [CCRG] with membership from all the Black, Asian, Minority and Nationality communities of Wrexham</li> <li>• Continue to develop a Lesbian, Gay, Bisexual, Transgender [LGBT] Community Network</li> <li>• Extend and improve Wrexham students' understanding of diversity through the development of the Student Ambassadors Group</li> </ul> | <ul style="list-style-type: none"> <li>• No of minority communities who have influenced strategies that affect their lives</li> <li>• No of strategies that have been influenced by the voices of minority communities</li> <li>• No of minority communities represented on the Student Ambassadors Group</li> </ul> | <ul style="list-style-type: none"> <li>• % of minority communities /LGBT groups satisfied that they have influenced strategies that affect their lives</li> <li>• % of minority communities retained in the CCRG / LGBT Network /Student Ambassadors Group for 1 year</li> <li>• % of students from minority communities retained in the Student Ambassadors Group for 1 academic year</li> </ul> | <ul style="list-style-type: none"> <li>• <b>No and % of minority communities confident that they have a voice on Strategic Partnerships [Key Performance Indicator]</b></li> <li>• No and % of minority groups that feel they have the confidence and knowledge to attend and contribute to meetings</li> </ul> |

| Outcome   | What this will look like   | How we will achieve this  | Performance measure   |   |  |
|---|--|---|---|---|--|
|   |  |   | How much we did   | How well we did it  | Is anyone better off?  |
| 2. We understand who our communities are and what they need | <ul style="list-style-type: none"> <li>Community people inform Equality Impact Assessments</li> <li>Staff are more culturally competent and confident to engage with minority communities</li> </ul> | <ul style="list-style-type: none"> <li>Make available a range of Awareness Raising Tools [ART] to improve peoples understanding of local diversity</li> <li>Provide training opportunities to improve people's ability to engage with the diverse communities of Wrexham.</li> <li>Develop increased engagement with the Faith communities of Wrexham</li> <li>Encourage formal and informal community leaders to act as Community Champions that raise awareness of positive cohesion messages in their communities</li> </ul> | <ul style="list-style-type: none"> <li>No of ART resources [including eng training] total and per quarter</li> <li>Use of ART resources [No and frequency]</li> <li>No of feedback</li> <li>No of training sessions provided</li> <li>Faith Communities Directory produced and circulated</li> <li>No of people part of the Community Champions Network by community</li> <li>No of Cohesion Newsletters distributed</li> </ul> | <ul style="list-style-type: none"> <li>% Satisfaction with resources via feedback</li> <li>% Satisfaction with training sessions via feedback</li> <li>% satisfaction with the Faith Community Directory by Faith Leaders</li> <li>% of Community Champions satisfied with the Cohesion Newsletter</li> </ul> | <ul style="list-style-type: none"> <li>No and % Skills and Knowledge gained – via feedback</li> <li>No and % of completed Equality Impact Assessments showing a link between community views and the Equality Impact Assessment action plan</li> <li><b>No and % of minority / Faith communities who feel more supported [Key Performance Indicator]</b></li> <li>No and % of Faith groups and agencies who feel that they have increased knowledge</li> </ul> |

| Outcome      | What this will look like | How we will achieve this   | Performance measure |                    |  |
|--------------|--------------------------|--|---------------------|--------------------|--|
|              |                          |  | How much we did     | How well we did it | Is anyone better off?  |
| 2. continued |                          | <ul style="list-style-type: none"> <li>Extend and improve peoples understanding of diversity through the development and circulation of a Community Cohesion newsletter</li> </ul> |                     |                    | <ul style="list-style-type: none"> <li>about the Wrexham Faith Community</li> <li>No and % of Faith groups and agencies who work differently as a result of the information</li> <li>No and % of feedback on newsletter by community – what has been done with the information / what changed</li> </ul> |

| Outcome   | What this will look like   | How we will achieve this  | Performance measure  |   |  |
|---|--|---|--|---|--|
|   |  |   | How much we did  | How well we did it  | Is anyone better off?  |
| 3. Different communities come together in everyday situations | <ul style="list-style-type: none"> <li>• People are confident to mix with people from different backgrounds</li> <li>• Agencies are confident to bring together people from different backgrounds</li> </ul> | <ul style="list-style-type: none"> <li>• Work with our partners to increase the engagement of people with protected characteristics in mainstream activities</li> <li>• Work with our partners to increase the opportunities for different communities to come together</li> <li>• Co-ordinate community support to Asylum Seeking and Refugee people in Wrexham</li> <li>• Co-ordinate community support to Gypsies and Travellers in Wrexham</li> </ul> | <ul style="list-style-type: none"> <li>• No of opportunities for people to come together</li> <li>• No of capacity building / training provided to agencies</li> </ul> | <ul style="list-style-type: none"> <li>• <b>% Peoples Voice Survey Questions [Key Performance Indicator]</b></li> <li>• % Feedback / satisfaction questionnaires</li> </ul> | <ul style="list-style-type: none"> <li>• No and % of minority communities who feel more supported</li> <li>• No and % what has changed as a result of capacity building / training</li> <li>• % of people who feel confident to mix with people from different backgrounds by community</li> </ul> |

| Outcome  | What this will look like  | How we will achieve this   | Performance measure   |  |  |
|--|---|--|---|--|--|
|  |   |  | How much we did   | How well we did it   | Is anyone better off?  |
| 4. Children young people and adults are confident to report community tensions | <ul style="list-style-type: none"> <li>Community tensions are reported</li> </ul> | <ul style="list-style-type: none"> <li>Continue to develop the Anti Hate project to ensure that children, young people and adults from all communities can access the support service.</li> <li>Continue to raise awareness of the Community Tension Monitoring process</li> </ul> | <ul style="list-style-type: none"> <li>No of Third Party Reporting Centres [TPRCs] for people with protected characteristics</li> <li>No of anti hate awareness raising activities</li> <li>No of tension monitoring awareness raising activities</li> <li>No of tension reports escalated to the Community Tension Monitoring Group</li> </ul> | <ul style="list-style-type: none"> <li>% customer satisfaction with anti hate project</li> <li>No and % of reports by protected characteristic / age</li> <li>% customer satisfaction with awareness raising activities</li> <li>No and % of tension reports / geographic and agency spread</li> </ul> | <ul style="list-style-type: none"> <li><b>No and % of victims who feel the Anti Hate project had helped them / protected characteristic / age [Key Performance Indicator]</b></li> <li>No and % of agencies who feel the Anti Hate project has helped them</li> <li>No and % of agencies who feel the Tension Monitoring Project has helped them</li> <li>No and % of cases that would not have been resolved under the previous system</li> </ul> |

| Outcome  | What this will look like   | How we will achieve this  | Performance measure   |   |  |
|--|--|---|---|---|--|
|  |  |   | How much we did   | How well we did it  | Is anyone better off?  |
| 5. Children and young people influence the community cohesion agenda | <ul style="list-style-type: none"> <li>The views of children and young people from minority communities are represented on strategic groups</li> </ul> | <ul style="list-style-type: none"> <li>* Work with our partners to develop a Black and Minority Ethnic [BME] Young Peoples Participation Group.</li> <li>• Work with our partners to develop a Young Peoples LGBT network</li> <li>* Work with our partners to develop Young Peoples Faith Forum</li> </ul> | <ul style="list-style-type: none"> <li>• No of minority /Faith communities whose children and young people who have influenced strategies that affect their lives</li> <li>• No of strategies that have been influenced by the voices of children and young people from minority / Faith communities</li> </ul> | <ul style="list-style-type: none"> <li>• % of minority /Faith communities whose children and young people are satisfied that they have influenced strategies that affect their lives</li> </ul> | <ul style="list-style-type: none"> <li>• No and % of children and young people from minority / Faith communities that are confident that they have a voice on Strategic Partnerships</li> <li>• <b>No and % of strategic partnerships that have evidence that their work is influenced by the views of children and young people from minority /Faith communities</b><br/>[Key performance indicator]</li> </ul> |

| Outcome   | What this will look like  | How we will achieve this  | Performance measure  |  |  |
|---|---|---|--|--|--|
|   |   |   | How much we did  | How well we did it   | Is anyone better off?  |
| 6. Children and young people are confident to mix well together | <ul style="list-style-type: none"> <li>Children and Young people are confident to mix with people from different backgrounds</li> <li>Agencies working with children and young people are confident to bring together children and young people from different backgrounds</li> </ul> | <ul style="list-style-type: none"> <li>* Continue to embed the work of the Senedd yr Ifanc involving young people from all backgrounds to have a say about issues which affect them, and influence decision making processes</li> <li>* Continue roll out of National Quality Award [NQA] for Healthy Schools</li> <li>* To develop and pilot a Healthy Youth Club Programme in 5 settings</li> <li>* Continue to deliver the English as an Additional Language [EAL] support service in schools</li> </ul> | <ul style="list-style-type: none"> <li>No of opportunities for children and young people to come together</li> <li>No of capacity building / training provided to agencies that support children and young people</li> <li>Number of schools working towards NQA</li> <li>Number of Youth Clubs accredited as part of pilot</li> <li>Number of EAL children progressing appropriately through the WAG language stages</li> </ul> | <ul style="list-style-type: none"> <li>Young Peoples Survey</li> <li>Estyn reports</li> <li>Feedback / satisfaction questionnaires – children and young people and agencies</li> <li>Feedback from individual school inspection reports</li> </ul> | <ul style="list-style-type: none"> <li><b>Estyn reports [Key Performance Indicator]</b></li> <li>Young peoples Survey</li> </ul> |

| Outcome      | What this will look like | How we will achieve this  | Performance measure |                    |                       |
|--------------|--------------------------|---|---------------------|--------------------|-----------------------|
|              |                          |   | How much we did     | How well we did it | Is anyone better off? |
| 6. continued |                          | <ul style="list-style-type: none"> <li>* Take forward the Welsh Assembly Government Anti Bullying Strategic Guidance for schools</li> <li>* British Red Cross - Peer Education project in schools</li> <li>* Life and Faith Festival / Religious Education Festival</li> <li>* Resilience Project in schools</li> <li>• Provide training opportunities to improve people's confidence to bring together children and young people from different backgrounds</li> </ul> |                     |                    |                       |