



SUNDERLAND PARTNERSHIP

COMMUNITY COHESION STRATEGY 2008 - 2015

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1 Message from the Chair of the Sunderland Partnership

“Sunderland’s partnership recognises that it is the people of this city and the communities they live in that make this the place we are all so proud of. It is because of this that we are committed to ensuring that our communities are as strong and vibrant as possible and that our citizens feel fully able to play their full part in the life of the city. We are committed to ensuring that all those who live and work in this city feel fully able to join together in working towards achieving our vision for the future of the city.

“We know that there are many strengths in our communities that we can build upon, but there are also challenges and there is much work to be done. This is why this strategy is so important, it will provide the drive and purpose behind our work to achieve cohesive communities over the coming years. It also provides the means by which we can tell that we are making the difference we need to. It will also allow us to judge how well we are supporting and working with our residents and their communities to ensure they are strong, cohesive and inclusive.

“We are not complacent about this and recognise that it will not happen by accident, nor will it happen overnight. Through delivering this strategy we demonstrate our commitment to this purpose over the coming years, for the long term benefit of all our current and future citizens.”

Canon Stephen Taylor, Chair, Sunderland LSP

2 Purpose of this document

- 2.1 In this document we bring together all the information we have which will help us understand how best to ensure that our communities are strong and vibrant and our citizens can play a full part in working together for the future of the city. We also explain how we intend to put that information to use, how we plan to make our communities stronger and more vibrant and also what opportunities we will build on to ensure our citizens feel fully able to participate in the life and the future of the city.
- 2.2 The document begins with background information, guidance and legislation coming from central government, the thinking behind the current community cohesion policy agenda, how it links to other initiatives and so on. It then goes on to put this information into the specific context of Sunderland and the communities that make up the city. This provides the background to the action plan that has been developed showing how we will move forward, working with our communities and citizens to ensure that we are all confident in moving towards a shared future together.
- 2.3 The appendices at the end of the document provide more detail and give more definite plans regarding how we are going to put this into action. These appendices will be added to as the strategy is rolled out across the city and area based action plans are developed.
- 2.4 We hope that you are able to use this document to see where, when and how we are going to be working to develop strong, cohesive and inclusive communities and also where, when and how you can get involved if you want to. Of course not everyone wants to get involved, but this document also includes information about how you can find out what is happening and how you can have your say about it – saying what you think and voicing your hopes and concerns is just as important as getting involved. We want everyone in the city to feel part of this in whatever way is most appropriate for them.

3 Summary of Key Issues and Actions

- 3.1 Section 4 of this document provides the national context within which it sits and the issues of national importance which it is designed to address. Community cohesion is understood as covering a very wide range of issues which include working with communities to build social capital – especially the means by which communities can link into planning and decision making processes thereby ensuring that communities feel they both have a voice and that they can influence decisions that affect them. We also understand that to have cohesive communities means that we need to ensure that people from a variety of different backgrounds get the chance to meet one another and get on well together. Community cohesion also includes a need to feel confident that our communities are strong enough to resist violence and extremist attitudes that may threaten communities and individuals both from within and from outside influences.
- 3.2 Section 5 puts these understandings in a context specific to Sunderland and outlines the issues we need to consider if we are to achieve our aim of having cohesive communities in the city. Section 6 links this understanding to the wider plans for the city detailed in the Sunderland Strategy and the Local Area Agreement.
- 3.3 Section 7 provides key information which is central to assessing whether we have identified the right issues to focus this community cohesion strategy on and with which we can begin to measure how effective the implementation of the strategy is.
- 3.4 Sections 8 – 10 outline the links between community cohesion and the other three strands of the Inclusive Communities cross-cutting theme of the Sunderland Strategy – Equalities Community Engagement and Community Development.
- 3.5 Section 11 details the key actions we need to take to ensure that our vision to have cohesive communities is achieved throughout the city and that we address key issues that are relevant to each area including the establishment of area based action planning and practitioner networks and identification of elected member champions for Inclusive Communities.
- 3.6 The Appendices of this document will develop as priorities, strategies and further work on community cohesion is rolled out across the city. In particular, further action plans will be created, agreed, and appended to this strategy.

4 What is Community Cohesion?

- 4.1 In plain English, community cohesion is about how well people in different neighbourhoods and across the city get on together, how well they support one another and how much they feel that they share an interest in what happens in the city. We can tell if there is a serious lack of community cohesion when there is trouble and strife in an area, there might be outbreaks of violence, people might feel threatened, people might resent other people because they believe they are getting a better deal.
- 4.2 Community cohesion is strongest where people feel they have the opportunity to get involved in what happens in their community and their neighbourhood, they feel that they are able to do this at whatever level feels best for them and that they can do this on an equal basis with everyone else. Cohesive communities are those where people feel that they can trust their neighbours, that they have the same opportunities as everyone else and that everyone is working together to achieve a good outcome for all.
- 4.3 The publication of the report 'Our Shared Future' by the Commission for Cohesion and Integration, is also leading the way forward by identifying key areas where Local Authorities can help improve community cohesion. These are:
 - 4.4 Firstly, the sense of **shared futures** – an emphasis on articulating what binds communities together rather than what differences divide them, and prioritising a shared future over divided legacies
 - 4.5 Secondly, an emphasis on **a new model of rights and responsibilities** – one that makes clear both a sense of citizenship at national and local level, and the obligations that go along with membership of a community, both for individuals or groups
 - 4.6 Thirdly, an ethics of hospitality – a **new emphasis on mutual respect and civility** that recognises that alongside the need to strengthen the social bonds within groups, the pace of change across the country reconfigures local communities rapidly, meaning that mutual respect is fundamental to issues of integration and cohesion
 - 4.7 A commitment to equality that sits alongside the need to deliver **visible social justice**, to prioritise transparency and fairness, and build trust in the institutions that arbitrate between groups.

4.8 The Institute for Community Cohesion agreed that the new definition of an integrated and cohesive community is one where:

- There is a clearly defined and widely shared sense of the contribution of different individuals and different communities to a future vision for a neighbourhood, city, region or country
- There is a strong sense of an individual's rights and responsibilities when living in a particular place – people know what everyone expects of them, and what they can expect in turn
- Those from different backgrounds have similar life opportunities, access to services and treatment
- There is a strong sense of trust in institutions locally to act fairly in arbitrating between different interests and for their role and justifications to be subject to public scrutiny
- There is a strong recognition of the contribution of both those who have newly arrived and those who already have deep attachments to a particular place, with a focus on what they have in common
- There are strong and positive relationships between people from different backgrounds in the workplace, in schools and other institutions within neighbourhoods.

4.9 Community cohesion is very difficult to define and also to measure. There are a number of key ways we can try to get a picture of how cohesive our communities are and whether they are becoming more or less cohesive as time goes on. Along with the definition of community cohesion, Central Government has also come up with a number of questions we can ask in order to measure how well we are doing. These are the indicators of community cohesion and are included in the National Outcome and Indicator Set:

- 1 How far people agree or disagree that in their local area people from different backgrounds get on well together
- 2 How far people feel that they belong to their neighbourhood
- 3 Civic participation in the local area
- 4 How far people agree or disagree that they can, through their own actions, influence decisions in their local area

4.10 The National Outcome and Indicator Set also includes a number of other measures relating to stronger and safer communities and addressing

equalities issues and these are also important to bear in mind when assessing how well we are achieving our aims for creating cohesive communities.

- 4.11 Taken together, looking at these indicators and measures allows us to understand something about how cohesive our communities are. Of course questions and statistics do not tell the whole story, so we also need to listen to and understand what people are telling us in other ways, as well as looking at what is actually happening in communities and neighbourhoods. It is only by joining all these things together that we will get a clear picture of how strong our communities are and how we can work together to make them even stronger.
- 4.12 A further important factor of community cohesion in Sunderland relates to National and International objectives with regard to Preventing Violent Extremism. The indicators associated with this outcome focus on ensuring we thoroughly understand our communities and work with them to address any problems they might encounter as regards people who hold extremist and violent views and who thereby pose a threat both to that community and to the wider communities around it to and the country as a whole.

5 Why is community cohesion important in Sunderland?

- 5.1 There are many opportunities and challenges facing Sunderland over the coming years as we strive to achieve our vision for the future of the city. Without making sure our residents and communities are strong and confident we will not be able to make the most of these opportunities and we will be hard pressed to overcome the challenges.
- 5.2 The UK population is growing and this trend is predicted to continue. Population stood at 60,587,000 in 2006 and is predicted to reach 71,100,000 by 2031.(1)
- 5.3 In contrast, Sunderland's population has declined from 300,200 in 1982 to 280,600 in 2006.(2) It is projected to decline further to 262,600 by 2029.(3)
- 5.4 Across the city there are some big differences between different communities and groups of people and their ability to access services and feel that they have the same opportunities as others. Right across the city there are areas that are in the most deprived 10% in the country.
- 5.5 In the Sunderland Strategy we have described our vision for the future of Sunderland and our expectation that the vision will be achieved for the benefit of all sectors of our community not just a privileged few. However, if we are to achieve this we need to recognise and understand the fact that not everyone is starting from a level playing field and that different actions will be needed to address the different needs and starting points of different communities and individuals.
- 5.6 For instance, if we are going to work towards raising educational attainment we have to ensure that the places where people live can offer them the opportunities to make that worthwhile.
- 5.7 If we are going to work to improve the health of residents of the city we need to make sure that there are plenty of opportunities to enjoy that increased health and the well being that comes with it.
- 5.8 Similarly if we are going to increase the employment opportunities across the city we need to do this in a way that ensures all residents feel that they have an equal opportunity of finding the kind of work that they want to do rather than feel that some other people have a head start.
- 5.9 In fact, everything we aim to achieve with the Sunderland Strategy can not be fully effective – or even be fully achieved – without ensuring that we have the strong, confident and outward looking communities that provide the vital foundations for the ongoing success and prosperity of the city.

- 5.10 We need to ensure that we listen to, understand and respond to people's concerns as well as their hopes and ambitions, to make sure that those people who want to cause divisions and strife cannot make headway in the city.
- 5.11 Further, we need to work together to ensure that those who espouse violence and intimidation do not find anyway to threaten our shared future by trying to force their agenda onto us.
- 5.12 As described at the beginning of this section the city faces some significant challenges through changes in its population structure – in order to address the community cohesion aspects of these issues we need to link to other strategies such as the International Strategy in order to ensure that our settled communities feel confident and strong enough to welcome and appreciate the contribution of the new people we hope to attract to the city.
- 5.13 Linked to this is the need to ensure that other strategies appreciate the importance of community cohesion in ensuring a productive environment for economic and social development.

1 Office of National Statistics Projections published 23rd October 2007.

2 <http://www.sunderland.gov.uk/thecity/Key-Statistics/pop.asp>

3 Office of National Statistics Projections published 27th September 2007.

6 Community cohesion and our vision for the future of the city

6.1 In the Sunderland Strategy cohesive communities forms an integral part of the Creating Inclusive Communities cross-cutting theme.

6.2 Aim 3 of the Sunderland Strategy is

To make Sunderland a place where everyone feels welcome and can be part of a safe and inclusive community, where people will feel secure and can enjoy life without worrying about becoming a victim of crime.

6.3 Whilst Aim 4 is

To create a place with a thriving learning culture where everyone can be involved in learning in a cohesive and inclusive city that is committed to social justice, equality and prosperity; where creativity flourishes and where individuals can have all they need to thrive in the global economy.

6.4 In order to help achieve these aims community cohesion has been recognised as a crucial aspect of the delivery of all the strategic priorities and the Creating Inclusive Communities cross-cutting theme has been developed in order to ensure that key issues are addressed and in order to ensure that we can monitor our progress as regards these key issues and assess how well we are doing. The Community Cohesion Strategy forms a central part of delivering this cross-cutting agenda, along with the Community Development Plan and the Consultation Strategy.

6.5 The key issues identified in the Creating Inclusive Communities cross-cutting theme and the associated Delivery Plan can be viewed on the Council's website. The next three sections briefly describe the three strands which sit alongside community cohesion in the Creating Inclusive Communities cross-cutting theme and how they link together to contribute to the common aims of the Sunderland Strategy.

6.6 Allied to the Sunderland Strategy is the Local Area Agreement (LAA) which forms the core agreement regarding how we are going to deliver the Sunderland Strategy over the next three years.

6.7 As with the Sunderland Strategy community cohesion forms a cross-cutting element of the LAA.

6.8 In addition to this there are two National Indicators included in the LAA which relate directly to community cohesion and will be used to gauge how

effectively we are achieving community cohesion aims through delivery of the whole LAA – these indicators are NI1:

% of people who believe people from different backgrounds get on well together in their local area

and NI4:

% of people who feel they can influence decisions in their locality

- 6.9 The action plans attached to this document includes actions designed to ensure we ensure we achieve the targets for these indicators that are included in the LAA, and also to ensure that we continue to work on these indicators beyond the time covered by the LAA.

7 How cohesive are our communities?

- 7.1 Looking at the definitions and measures outlined in earlier sections we can get some idea of how cohesive our communities are. We have been asking these questions in our annual Residents' surveys for some years. We have also participated in Government's Citizenship surveys as well, which also ask these questions. Findings are that:
- 7.2 In Sunderland over the past three years cohesion has improved in some respects and weakened in others. For instance, fewer people felt that they could trust at least some of their neighbours in 2007 compared to 2006 and fewer people feel that theirs is a close-knit neighbourhood. There has also been a decrease in the number of people who feel that people in their neighbourhood share the same values and in the number of people who feel that their local area is a place where people from different backgrounds get on together.
- 7.3 On the other hand there has been a move in a positive direction with fewer people disagreeing with the statement that people in their local area treat one another with respect and consideration. There has also been a considerable increase in the number of people who agree that they can, through their own actions, influence decisions affecting their local area.
- 7.4 In addition to this we can identify that there are different experiences and different concerns between the various areas that make up Sunderland. For instance in the East area, where most of our minority ethnic communities are concentrated, there are most concerns about race relations and inter-racial tension. In the North area there are more concerns expressed to do with deprivation and a feeling of being marginalised, of others getting a better deal, whilst in the Coalfields area more concerns are expressed about the pressures that come from rapidly changing communities and the break down of older ways of life. We need to be able to address these differences and not assume that what is right for one part of the city is also right for another part.
- 7.5 This gives us part of the picture. However it does not tell the whole story – to get a better idea about what lay behind the responses to these questions and also to get a better idea about what issues were making a difference (for better or worse) for people in Sunderland we also carried out a specialised and detailed piece of work. This was carried out by the Institute of Community Cohesion and provided a far more detailed description of community cohesion across the city.

7.6 The report produced by the Institute of Community Cohesion had twenty four recommendations about how to build on what are already, in many ways, very strong communities. Their recommendations were divided into 4 themes:

- 1) **Impact of Deprivation:** recently it has been demonstrated that areas suffering from high levels of deprivation, where there are issues to do with poverty and lack of opportunity, then community cohesion tends to be lower than in other areas. In Sunderland we have a number of areas that are in the top 10% most deprived in the country and we need to think carefully about how we work with other initiatives to ensure that we work to make these communities stronger and ensure that people feel they have the same opportunities as everyone else in the city.
- 2) **Strength of Belonging:** Communities in Sunderland are in general very strong when it comes to people within a particular neighbourhood. Within those neighbourhoods there is definitely a strong sense of community and community pride. Whilst this is a good thing it can also lead to communities becoming insular and not wanting to reach out and work with other communities. There can develop strong rivalries which can prevent people in one community being able to make the most of the opportunities on offer in other places. We need to think about how we can work to build on the strength and the pride in those communities and also build the confidence to reach out to other areas.
- 3) **Intergenerational tensions:** There are some places in the city where the relationship between people of different ages has broken down to a large extent. We need to develop initiatives which encourage people of different age groups to work more together and to appreciate that they can build a shared future together – to see one another as colleagues rather than as a threat.
- 4) **Valuing diversity:** Appreciating the different skills and contributions that many people can make is vital for the future of our city. Sunderland is a city that has been built by people from many different backgrounds and with as many different histories. The fact that the city is here shows how diverse people can work together for a shared future and that is what we need to continue doing in Sunderland in order to achieve our vision for the future and ensure it is shared by everyone.

7.7 These four themes form the basis from which the consultants from the Institute of Community Cohesion developed twenty-four recommendations designed to address the specific community cohesion issues they identified in Sunderland.

8 Community Cohesion and Equalities

8.1 In Sunderland, particularly for the Council there is a plethora of legislation around community cohesion issues. Over the last couple of years a number of new pieces of equality related legislation came into force. These are:

- The Disability Discrimination (Amendment) Act 2005 that places a duty on all public authorities to have due regard to promote disability equality when carrying out their functions;
- The Equality Act 2006 which places a duty on all public authorities to have due regard to promote gender equality when carrying out their functions.
- The Equality Act 2006 that also outlaws discrimination on the grounds of a person's faith or sexual orientation in terms of any goods, facilities and services they receive;
- The Employment Equality (Age) Regulations 2006 that outlaws discrimination on the grounds of a person's age in the workplace:

8.2 On top of these recent developments the Equality Bill 2008-09 was published in trial format in April 2009. This brings together equality law, including the three existing duties. It also extends provision on gender reassignment, age, sexual orientation and religion or belief. In addition, reduction of socio-economic inequalities should now be considered when making strategic decisions.

8.3 In addition, a new Equality Framework came into place in 2009 to replace the Equality Standard. This requires much greater understanding of, and actions to achieve, the linking of equalities issues and community cohesion. Further, the Commission for Racial Equality's revised Code of Practice for Housing came into force in October 2006. It is in this context that we have aligned our Community Cohesion Strategy with our equalities duties as described in the Creating Inclusive Communities section of the Sunderland Strategy.

8.4 All of these pieces of legislation have implications for a local authority such as Sunderland City Council and have resulted in the production of separate documents such as the Corporate Equality Scheme, Gender Equality Scheme, Race Equality Scheme and Disability Equality Scheme all of which will be brought together into a Single Equality Scheme and sit alongside this Community Cohesion Strategy, a Comprehensive Engagement Strategy and the Community Development Plan as key strands complementing one another and fitting together as the underpinning guides for delivery of the creating Inclusive Communities cross-cutting theme of the Sunderland Strategy. However, although there are separate pieces of legislation, with differing

requirements, the Council considers it appropriate and sensible to group these documents together as a 'family' under the umbrella of the Creating Inclusive Communities section of the Sunderland Strategy and alongside the Community Cohesion Strategy. Key points of these documents as regards community cohesion are outlined below.

8.5 Equalities Framework

The Equality Standard for local government was launched in 2001, refreshed in 2007 and eventually replaced by the Equalities Framework in 2009. The Equalities Standard enabled the ninety per cent of local authorities who adopted it to mainstream age, disability, gender, race, religion or belief and sexual orientation into council policy and practice. The new Equality Framework looks at five areas of performance:

- Knowing your communities and equality mapping
- Place shaping, leadership, partnership and organisational commitment
- Community engagement and satisfaction
- Responsive services and customer care
- A modern and diverse workforce

8.6 Sunderland City Council achieved Level 3 of the Equality Standard, which means that we are examining all our services, functions and policies to ensure we can monitor and assess how they impact on different groups of people in different ways. The five levels of the standard are migrating to three levels of Emerging, Achieving and Excellent within the framework. Level three will be classed as Achieving. In order to achieve Excellent, when we will be both achieving and reviewing equalities outcomes, we have developed an action plan that will ensure our equalities work is fully comprehensive.

9 Community Cohesion and Community Engagement

- 9.1 Community engagement is the process of involving people in decisions that affect them. This may encompass a wide range of activities from information provision to consultation to direct participation in decision-making.
- 9.2 It is important to ensure that people are able to get involved at the level to which they choose to and to include those people who can often be marginalized or are vulnerable.
- 9.3 By doing this people become more confident that they can influence what happens in their lives and where they live and this in turn helps to make the communities that people live in stronger and more cohesive.
- 9.4 In Sunderland partners already provide a range of opportunities for people to get involved which can be accessed from <http://www.sunderland.gov.uk/consultation/consultation/> and will be working to further build on these opportunities to include aspects such as participatory budgeting and mystery shopping, for example.
- 9.5 We are also strengthening the the way in which partners work together to plan and undertake consultation and engagement activity and working to improve the quality of consultation and engagement. Activities include further developing the Consultation Group, developing a consultation and engagement calendar and devising a toolkit to support officers.

10 Community Cohesion and Community Development

- 10.1 The principles of Community Development are social justice, self-determination, working and learning together, sustainable communities, participation and reflective practice. It seeks to ensure that people can be involved beyond consultation if they choose, through the provision of long term support to individuals and groups in our communities. It is a tool to help individuals and communities identify and meet their own needs, opportunities, rights and responsibilities.
- 10.2 Just as community engagement helps people to feel more involved in what happens in their local area so does community development. By ensuring that people can become involved in what happens in their community in a way and at a level that suits them communities become stronger, more confident and so more cohesive.
- 10.3 In Sunderland we are addressing this through the Sunderland Community Development Plan (agreed by the Sunderland Partnership April 2008), and the development of a corporate response to this which emphasises that Community Development as a tool must be embedded across the authority and that it should underpin every aspect of service delivery.
- 10.4 Additionally we are seeking to develop a more sustainable approach to supporting the Voluntary and Community Sector (both financial and non-financial) which plays a fundamental role in civic society and service delivery. This will be supported by the adoption of the Sunderland Compact and its embedding across the authority.

11 How we are going to achieve our aims

11.1 In order to achieve our aims this strategy will need to be delivered at two levels: Firstly across the city as a whole and secondly in each area of the city. This will be achieved through setting up groups and reporting mechanisms as follows:

11.2 Across the city:

11.3 There currently exist a number of groups, working both within the council and with partners, which are charged with overseeing the delivery of the various strands of the Creating Inclusive Communities cross-cutting theme. Groups work on issues around community cohesion, community development, consultation and equality.

11.4 The Inclusive Communities Thematic group is the group that is charged with overseeing and assessing the implementation of the cross-cutting theme. This group comprises representatives of partner organisations and also representatives of the City's Independent Advisory Groups. This group will continue to be the group which oversees delivery of the cross-cutting theme and which reports as regards its implementation to the Partnership Board.

11.5 The Inclusive Communities Thematic Group and the Community Cohesion Working Group are chaired by the Portfolio Holder for Regeneration and Community Cohesion.

11.6 All of these groups have examined the work they do and identified areas where they can contribute to building community cohesion across the city. These activities take the form of either developments of existing activity or are new activities specifically designed to deliver the objectives of creating inclusive communities from a community cohesion perspective.

11.7 In each area

11.8 Over the past year we have been working in the East area of the City to develop a more local approach to community cohesion. This has consisted of working with people from a variety of organisations to a) develop a community cohesion strategy and action plan and b) bring together people who work closely with communities to discuss issues as they arise and agree the best ways of responding to these. We now propose to roll out a similar approach across all areas of the city, ensuring it is tailored to the needs of each area. This will enable a more localised response to community cohesion issues and

allow us to take into consideration the different concerns in different areas of the city.

- 11.9 Each area will have a community cohesion practitioner network, which will be facilitated by a local elected member. This elected member will be the Inclusive Communities Champion for their respective area and will work closely with the Portfolio Holder for regeneration and Community Cohesion to ensure that local issues are picked up on a city wide basis as appropriate and vice versa.
- 11.10 The role of the community cohesion practitioner network is to act as an information sharing group for practitioners such as neighbourhood police, youth workers and community workers who have first hand and immediate experience of issues as they arise in an area. This member will then be able to report to the area committees and ensure that issues of concern are picked up quickly. Each member champion will report both to the relevant Area Committee and also to the Inclusive Communities Group – this will ensure greater co-ordination and link-up of area and city-wide activity.
- 11.10 There will also be, in each area, an area based action planning group comprising key workers in the area such as head teachers, centre managers and police officers. This group will be tasked with developing and delivering an area based strategy to complement the city-wide community cohesion work and reflecting the specific issues and areas of concern that arise from the community cohesion practitioner networks. This group will be chaired by a member of the Council's Diversity and Inclusion team who will be tasked with ensuring that the plans are effectively developed, delivered, and reported back to the community cohesion practitioner networks, the Area Committees and the Inclusive Communities Thematic Group.
- 11.11 These groups will also be clearly linked into the processes for the safer Sunderland part of the Sunderland Strategy including the Local Multi Agency Problem Solving groups (LMAPS) which are locally based groups looking at issues and problems and deciding upon appropriate ways of tackling these.
- 11.12 LMAPS will include on their agendas room for reporting community cohesion issues raised through the area based groups and will form a key part of the tension monitoring network across the city thereby ensuring that we link into regional intelligence sharing networks and delivery of the national Preventing Violent Extremism agenda.

12. Appendices

Appendix 1

Community Cohesion Action Plan for Sunderland City

Actions	Outcomes and targets Target	Timescale	Responsibility
Strengthen officer and partner working group arrangements contributing to the community cohesion agenda	Creation of a Corporate Inclusive Communities Officers Group	July 2009	Diversity and Inclusion Team, Council
Consult with partners and stakeholders to evaluate the community cohesion approach needed in the North of the city	Stakeholder meeting held Agreement for membership of a strategic community cohesion group Agreement for involvement in any community cohesion practitioner networks	May 2009	Diversity and Inclusion Team, Council
Set out a strategic direction for community cohesion in the North	If appropriate following consultation, set out arrangements, membership and terms of reference for a strategic network for the North of the city, in agreement with partners and stakeholders	June 2009	Diversity and Inclusion Team, Council Partners Stakeholders
Ensure support network(s) for those working in ground level projects that contribute to community cohesion and prevent breakdown of community cohesion in the North	If appropriate following consultation, set out arrangements, membership and terms of reference for practitioner network(s) in agreement with partners and stakeholders	June 2009	Diversity and Inclusion Team, Council Partners Stakeholders

Agree communication arrangements between groups	Appropriate communication links with strategic and practitioner networks as well as LMAPS and Area Forums	July 2009	Strategic Networks Practitioner Networks LMAPS Area Forums
Support strategic group within the North of the city to generate a community cohesion action plan appropriate to their local area	North Area Community Cohesion Action Plan in place	Sept 2009	Diversity and Inclusion Team, Council Strategic Networks
Support the continued functions of the groups		Ongoing	Diversity and Inclusion Team, Council
Consult with partners and stakeholders to evaluate the community cohesion approach needed in the West of the city	Stakeholder meeting held Agreement for membership of a strategic community cohesion group Agreement for involvement in any community cohesion practitioner networks	Sept 2009	Diversity and Inclusion Team, Council
Set out a strategic direction for community cohesion in the West	If appropriate following consultation, set out arrangements, membership and terms of reference for a strategic network for the West of the city, in agreement with partners and stakeholders	Oct 2009	Diversity and Inclusion Team, Council Partners Stakeholders
Ensure support network(s) for those working in ground level projects that contribute to community cohesion and prevent breakdown of	If appropriate following consultation, set out arrangements, membership and terms of reference for practitioner network(s) in agreement with partners and stakeholders	Oct 2009	Diversity and Inclusion Team, Council Partners Stakeholders

community cohesion in the West			
Agree communication arrangements between groups	Appropriate communication links with strategic and practitioner networks as well as LMAPS and Area Forums	Nov 2009	Strategic Networks Practitioner Networks LMAPS Area Forums
Support group(s) within the West of the city to generate community cohesion action plans appropriate to their local area	West Area Community Cohesion Action Plan in place	Feb 2010	Diversity and Inclusion Team, Council Strategic Networks
Support the continued functions of the groups		Ongoing	Diversity and Inclusion Team, Council
Consult with partners and stakeholders to evaluate the community cohesion approach needed in Coalfields	Stakeholder meeting held Agreement for membership of a strategic community cohesion group Agreement for involvement in any community cohesion practitioner networks	March 2010	Diversity and Inclusion Team, Council
Set out a strategic direction for community cohesion in the Coalfields	If appropriate following consultation, set out arrangements, membership and terms of reference for a strategic network for the Coalfields of the city, in agreement with partners and stakeholders	April 2010	Diversity and Inclusion Team, Council Partners Stakeholders
Ensure support network(s) for those working in ground level projects that	If appropriate following consultation, set out arrangements, membership and terms of	April 2010	Diversity and Inclusion Team, Council

contribute to community cohesion and prevent breakdown of community cohesion in the Coalfields	reference for practitioner network(s) in agreement with partners and stakeholders		Partners Stakeholders
Agree communication arrangements between groups	Appropriate communication links with strategic and practitioner networks as well as LMAPS and Area Forums	May 2010	Strategic Networks Practitioner Networks LMAPS Area Forums
Support group(s) within the Coalfields of the city to generate community cohesion action plans appropriate to their local area	Coalfields Area Community Cohesion Action Plan in place	July 2010	Diversity and Inclusion Team, Council Strategic Networks
Support the continued functions of the groups		Ongoing	Diversity and Inclusion Team, Council
Consult with partners and stakeholders to evaluate the community cohesion approach needed in Washington	Stakeholder meeting held Agreement for membership of a strategic community cohesion group Agreement for involvement in any community cohesion practitioner networks	August 2010	Diversity and Inclusion Team, Council
Set out a strategic direction for community cohesion in the Washington	If appropriate following consultation, set out arrangements, membership and terms of reference for a strategic network for the Washington of the city, in agreement with partners and stakeholders	Sept 2010	Diversity and Inclusion Team, Council Partners Stakeholders

Ensure support network(s) for those working in ground level projects that contribute to community cohesion and prevent breakdown of community cohesion in the Washington	If appropriate following consultation, set out arrangements, membership and terms of reference for practitioner network(s) in agreement with partners and stakeholders	Sept 2010	Diversity and Inclusion Team, Council Partners Stakeholders
Agree communication arrangements between groups	Appropriate communication links with strategic and practitioner networks as well as LMAPS and Area Forums	Oct 2010	Strategic Networks Practitioner Networks LMAPS Area Forums
Support group(s) within the Washington of the city to generate community cohesion action plans appropriate to their local area	Washington Area Community Cohesion Action Plan in place	Dec 2010	Diversity and Inclusion Team, Council Strategic Networks
Support the continued functions of the groups		Ongoing	Diversity and Inclusion Team, Council

Appendix 2

Prevent Action Plan

Sunderland, along with every other council in the country, has been asked to produce an action plan in partnership with other key agencies. The Government have recognised the importance of strong, safe, welcoming communities with common goals and, as part of this they want us to consider, along with our communities, how we can work together to prevent a small minority of people causing violence and terrorism in our city. Local communities are essential in helping to stop people being drawn into violent extremism.

Nationally, the largest risk is currently considered to be from terrorists who claim to act in the name of Islam so the Government have focussed Prevent activity with and in Muslim communities. Therefore, the action plan that follows is largely about understanding and working with wider Muslim communities in Sunderland to prevent a small minority causing upset. It is recognised, that the majority of these communities are also opposed to violent extremism and we would like to support these mainstream voices. It is also important to note that the principles of Prevent work apply equally to other communities who may be the focus of violent extremist groups. We will amend this action plan in response to any further locally identified threats.

Challenging the violent extremist ideology and supporting mainstream voices						
	Action	Outcome	Target and measure	Milestones and measures	Responsibility	Resources
1.1	Involve Sunderland mosques in <i>Sacred</i> event	Stronger links with Mosques. Safe space created for discussion of different approaches to Islam	Event held by July 2009 with evaluation forms completed and analysed	Preliminary meetings held with representatives of mosques by March 2009 Involvement of mosques agreed and scheduled into plans by April 2009	Council – CX & CCS	To be identified through CCS. Supported by Diversity and Inclusion Team through mainstream funding
1.2	Work with Back on the Map to organise event exploring different aspects of Islam in Sunderland	Safe space created for discussion of different approaches to Islam Increased understanding of different expressions of Islam in Sunderland	Event held by May 2009 with evaluation forms completed	Event outline and resourcing agreed by Match 2009	BotM, Council – CX	To be identified through BotM, supported by Diversity and Inclusion Team through mainstream funding

2. Disrupting those who promote violent extremism and supporting the institutions where they may be active						
	Action	Outcome	Target and measure	Milestones and measures	Responsibility	Resources
2.1	Establish subgroup to examine existing community and sector profiles and identify any gaps.	Greater link up and sharing of information, identifying key networks, contacts and vulnerable groups	Report on current information held and any gaps in information by June 2009	Initial meeting set up by end March 2009 Exercise to identify current sources of information carried out and results available for analysis by end April 2009	Council – CX, police	Police and Council representatives will be identified to attend the subgroup at the appropriate level. Other partners will be invited to identify representatives to join the subgroup Some mapping of communities has already been carried out. Other data collection processes are available through Community Forums and NH teams.
2.2	Commission research to address any gaps in existing information	Improved understanding of communities including potentially vulnerable groups	Report on additional information collected by October 2009	Gaps identified in information report, June 2009.	Council – CX, police	Level of support required to be identified once gaps are known and assessed

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				Next steps agreed July 2009		Processes in place to capture and share data through LMAPs, East Area Practitioner Network and links with Youth and Women's groups.
2.3	Carry out needs assessments of vulnerable groups	Understanding of the needs of vulnerable groups and recommendations for actions to address these	Needs assessments carried out December 2009	Vulnerable groups identified through additional research October 2009 Needs Assessment template agreed November 2009 Next steps agreed November 2009	Council – CX, police	Level and source of additional resourcing to be identified following provision of information regarding vulnerable groups
2.4	Mapping exercise of organisations working with Muslim groups and individuals in Sunderland	Understanding of other organisations who support Muslim communities	Report with key contacts and remits available by April 2009	Issues raised at relevant groups such as Inclusive Communities Group, Safer Sunderland Partnership, March 2009	Council - CX	To be coordinated through Community Cohesion Working Group and resourced through Council mainstream funds

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2.5	Engage with students and staff bodies of universities and FE colleges and assess regarding the threat from terrorism and violent extremism.				Police	Links with the Universities are already established and will continue. NH and Intelligence SPOC.
2.6	Ensure educational establishments are involved in all PREVENT plans				Police	Prevent/Rich Picture training to be delivered to NH teams. Teams also have links to schools in their area.

3. Supporting vulnerable individuals						
	Action	Outcome	Target and measure	Milestones and measures	Responsibility	Resources
3.1	Mapping exercise of Muslim networks in Sunderland NB linked to actions	Identify places/organisations/institutions where vulnerable individuals	Report identifying key information October 2009	Report commissioned June 2009	Council - CX	Resources to be identified once degree of missing information and research needs are

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	under 2 above	may go for support/information				identified.
3.2	Subgroup established to examine current communication plans of partners and identify additional actions regarding PREVENT agenda	Communication plan developed for staff in places/institutions which vulnerable individuals might attend to develop awareness of issues and means of addressing these Staff more aware of the issues and have more confidence in dealing with them and alerting relevant people	Communication plan developed and agreed November 2009	Initial meeting of subgroup April 2009 Draft communication plan out for consultation August 2009	Council - CX	To be supported through Council mainstream funding
3.3	Tension monitoring systems to be enhanced to pick up information regarding potentially vulnerable individuals	Greater confidence in support systems and contacts available as regards working with vulnerable individuals	Enhanced tension monitoring systems in place September 2009	Issue raised at partnership tension monitoring event February 2009	Council – CX	To be supported through Council mainstream funding

4. Increasing the capacity of communities to resist violent extremism						
	Action	Outcome	Target and measure	Milestones and measures	Responsibility	Resources
4.1	Work with Sunderland mosques to develop plan addressing pressures on mosque space in the city	Strengthen links with Mosques, reinforcing their role in maintaining good community and individual relations. Ensure mosques don't start to feel isolated and pressurised.	April 2010	Initial meeting held May 2009	Council – CX, D&R	To be supported through Council mainstream funding and additional input from Faith IAG
3.1	Mapping exercise of Muslim networks in Sunderland	Identification of vulnerable groups	Report available October 2009	Current gaps in understanding identified June 2009 Research commissioned June 2009	Council - CX	To be supported through Council mainstream funding and additional input from partners – to be identified once level of further information required is identified
2.3	Needs assessments of vulnerable groups	Greater understanding of the needs of vulnerable	Needs assessments carried out	Needs assessment template agreed by	Council - CX	To be supported through Council mainstream

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		groups and the best ways of supporting them.	December 2009	partners November 2009		funding
2.4	Mapping exercise of organisations working with Muslim groups and individuals in Sunderland	Understanding of other organisations who support Muslim communities	Report with key contacts and remits available by April 2009	Issues raised at relevant groups such as Inclusive Communities Group, Safer Sunderland Partnership, March 2009	Council - CX	To be coordinated through Community Cohesion Working Group and resourced through Council mainstream funds
4.2	Continue to work with East Area Community Cohesion Group and Practitioner Network	Development of positive, alternative and diversionary activities in communities Continued strong links between community groups, youth groups, neighbourhood police, schools and council with capacity to deliver activities to address PREVENT	Ongoing activity	Programme of diversionary events developed May 2009 Evaluated summer programme of events completed September 2009	Council – CX	Supported through Council mainstream funding and by participating partners, including children’s services, police, schools etc

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		agenda				
4.3	Ensure roll out of schools toolkit regarding PREVENT	All schools aware of the part they can play in the PREVENT agenda and how this links to other work programmes. Schools clear regarding their links to information sharing networks and role in delivering the agenda	All schools incorporate actions around PREVENT into wider work September 2009 (evidenced through Ofsted inspections) Schools network established with agreed terms of reference December 2009	Initial dissemination event for all schools held March 2009 Initial meeting of schools network held September 2009 Terms of reference agreed December 2009	Council – CS	Initial funding from DCSF, additional resources to be identified through Children’s Services as required

5. Addressing grievances						
	Action	Outcome	Target and measure	Milestones and measures	Responsibility	Resources
5.1	Attend and report back on counter terror conference	Develop understanding of ideologies and	March 2009		Council - CX	Council – community cohesion funding

		drivers of extremism				
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6. Developing Prevent-related research and analysis						
	Action	Outcome	Target and measure	Milestones and measures	Responsibility	Resources
1.2	Work with Back on the Map to organise the event exploring different aspects of Islam in Sunderland	Greater understanding of the different expressions of Islam in Sunderland and their relationship to one another	Event held by May 2009 with evaluation forms completed	Event outline and resourcing agreed by March 2009	BotM, Council – CX	To be identified through BotM, supported by Diversity and Inclusion Team through mainstream funding
6.1	Disseminate findings of Muslim social network mapping	Greater understanding of Muslim communities, the pressures they face and issues that need to be addressed	March 2009		GONE, Council - CX	
3.1	Mapping exercise of Muslim networks in	Identify places/organisations/institutions where	Report identifying key information	Report commissioned June 2009	Council - CX	Resources to be identified once degree of missing information and

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	Sunderland	vulnerable individuals may go for support/information	October 2009			research needs are identified.
2.3	Needs assessments of vulnerable groups	Greater understanding of the needs of vulnerable groups and the best ways of supporting them.	Needs assessments carried out December 2009	Needs assessment template agreed by partners November 2009	Council - CX	To be supported through Council mainstream funding
2.4	Mapping exercise of organisations working with Muslim groups and individuals in Sunderland	Understanding of other organisations who support Muslim communities	Report with key contacts and remits available by April 2009	Issues raised at relevant groups such as Inclusive Communities Group, Safer Sunderland Partnership, March 2009	Council - CX	To be coordinated through Community Cohesion Working Group and resourced through Council mainstream funds
5.1	Attend and report back on counter terror conference – applications to Sunderland	Develop understanding of ideologies and drivers of extremism that may be at work in Sunderland	March 2009		Council – CX	Council community cohesion funding
6.2	Run operation Nicole in Sunderland	Increased trust and understanding between community	Event held, report available by March 2010	Preliminary meeting held with key partners and community contacts	Council – CX, D&R,	Appropriate Police representation to be identified when dates and

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		groups and partners. Increased confidence in ability to respond to critical incidents		September 2009	police	roles confirmed.
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7. Strategic communications						
	Action	Outcome	Target and measure	Milestones and measures	Responsibility	Resources
7.1	Structure for delivery to be determined	Clear means of delivering, monitoring and evaluating PREVENT related actions with clear lines of reporting and accountability	February 2009	Report to Council Cabinet outlining action plan and structures for delivery February 2009	Council – CX	Council mainstream and community cohesion funding
7.2	Identification of groups/agencies to be involved (including leads)	Clear understanding of key contacts and communication links	February 2009	Group members identified and invited to initial meeting February 2009	Council – CX	Council mainstream and community cohesion funding. Representatives from partner organisations

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7.3	Development of information network involving Police, Counter Terrorism Unit and others	Effective means of quickly and confidentially sharing information established	Memorandum of understanding drawn up and reported to relevant partners February 2009		Council - CX	Council mainstream and community cohesion funding. Representatives from partner organisations
7.4	Present PREVENT action plan to Council cabinet and LSP Board	Cabinet and LSP Board aware of the agenda, its importance and their role in delivering PREVENT	February 2009		Council – CX	
7.5	Distribute LGA guidance documents to councillors	Councillors have good if basic understanding of the agenda and how they can help to deliver it.	March 2009		Council – CX	Council – community cohesion funding
7.6	Develop information sharing protocol – linking to or adopting existing protocols as appropriate	Clarity and confidence as regards sharing confidential and sensitive information amongst key partners	Formal information sharing arrangements in place April 2009	Information sharing protocol adopted by Safer Sunderland Partnership circulated and assessed as regards appropriateness for PREVENT – March 2009	Council - CX	Council mainstream funding and community cohesion funding

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7.7	Roll out area based community cohesion groups	Means of linking into community based activities and collecting 'soft', pre-emptive information established	Groups in place for all areas of City April 2010	Initial meeting of North area group March 2009 Initial meeting of West area group September 2009	Council – CX	Council mainstream funding and community cohesion funding
7.8	Develop memorandum of understanding between area based community cohesion groups and LMAPS	Clarity as regards communication and information sharing links, reporting responsibility and accountability between these groups.	March 2009		Police, Council – CX	Council community cohesion funding
7.9	Ensure the City's Emergency Plans must reflect the Prevent responsibilities and action plan outcomes				Council – D&R	Council
7.10	Ensure a robust system for monitoring and evaluation is in place	Good understanding of whether or not the PREVENT action plan is being	Group established to monitor delivery February 2009	Action plan agreed January 2009		Council – mainstream funding

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		effective.				
7.1 1	PREVENT included as an agenda item on LMAPS	Understanding of PREVENT agenda is widely shared amongst partners.	Ongoing		Council – CX	
7.1 2	Carry out employee awareness raising sessions and management briefings	Wide understanding of PREVENT agenda and ways in which employees across the partnership can contribute to its effectiveness	Plan developed by August 2009	Initial meeting held by April 2009 Possibility of linking to wider communication plan explored at initial meeting and report presented to PREVENT steering group June 2009	All partners	

Appendix 3

Area Based Community Cohesion Action Plans

The work in the East Area of the city has facilitated production of a community cohesion action plan based on local priorities. The action plan evolves to meet the needs of the local communities on a regular basis. As this successful model is rolled out across the city (as outlined in Appendix 1) further action plans for each area will be appended to this document.

**East Sunderland Area Community Cohesion Group
Action Plan 2008 – 2009 (at March 2009)**

Outcome 1:				
There will be greater interaction between people from different cultural backgrounds				
Interventions/Actions	Target	Timescale	Responsibility	Funding Identified or Available
Help promote understanding between people from different cultural backgrounds, when conflict occurs, to share their similarities and celebrate their differences	Conduct 5 local mediation awareness raising/training events	June 2009	Unite Mediation	Yes

Progress/Update:

Nov 08 - Unite Mediation have received funding from the EHRC to reduce hate crime and has commissioned 'Just for Youth' to do some work in Thornhill. They are doing sessions which talk about bullying/ difference/ hate crime. A youth worker runs the session with a trained young person (aged 16-17 years old who is doing an NVQ). There are 4 sessions in one hour which involves about 120 young people. October and November sessions are for Year 7. Sessions in December and January are for Year 8.

March 09 – UNITE in partnership with the training provider “Just 4 Youth” have delivered 12 “hate crime awareness” sessions at Thornhill School, as part of their Equality and Human Rights Commission funded project, in 2008/2009 to date. UNITE are due to deliver another 4 sessions in Thornhill by end of June 2009. Each session has consisted of between 20 and 30 students.

To date 4 presentations have been delivered in Sunderland raising awareness about mediation. In addition to these presentations UNITE's Development Officer (Steve Winter) has attended the local Sunderland Housing Action Group conference and had a presence at the Community Safety Day to raise awareness of the service in the City of Sunderland.

Encourage young people to take part in activities that promote greater cultural interaction (as already undertaken by Young Asian Voices, exchanges visits, social-cultural exchange etc).

xx activities
All potential activities to be subject to a community cohesion impact assessment

June 2009

Practitioner Network (HYPP, YAV, A690, SAFC Foundation, NERS Youth Integration Project, Methodist Church)

Progress/Update:

Jan 09

Further development of out of school cross-cultural

Ensure young people are able to access and have

June 2009

Children's Services/Practitioner

activities.	the opportunity to take part in such activities		Network (HYPP, YAV, A690, SAFC Foundation, Youth Integration Project, Methodist Church)	
Progress/Update: <i>Jan 09 -</i>				
Development of targeted awareness raising programmes aimed at changing attitudes to people from different backgrounds among parents (see also outcome 2 below)		June 2009	Children's Services	
Progress/Update:				
CSOs will seek to engage with the community more effectively, open up regular communication channels with community and faith leaders and BME groups with the aim of providing a single point of contact and building trust.	Monthly meetings with community leaders	June 2009	Northumbria Police	

Progress/Update:				
<i>Jan 09 –</i>				
There will be effective and co-ordinated consultation and meaningful community engagement (see also intervention in outcome 5 below)	Standing agenda item for discussion	From October 2008	East Area Group ?	
Progress/Update:				

Outcome 2: Develop an extended and co-ordinated programme of events and activities that actively promotes the area as being inclusive and welcoming of people from different backgrounds.				
Interventions/Actions	Target	Timescale	Responsibility	Funding Identified or Available
The promotion of community cohesion in the community to encourage win/win outcome for all living in the local community.	Conduct 5 local mediation awareness raising events, displaying publicity materials, regular positive news stories	June 2009	Unite Mediation	
Progress/Update: <i>March 09 – to date in 2008/2009 4 presentations have been delivered in Sunderland to raise awareness of the local mediation service available. In addition to this the UNITE Development Officer (Steve Winter) has attended the local Sunderland Housing Action Group Conference and had a presence at the Community Safety Day in the City of Sunderland to raise awareness of the service.</i>				
Continue to promote and celebrate difference through events such as Youth Work Week, exhibitions and the Young Achievers Awards.	Approx 4 city wide events/exhibitions	June 2009	Youth Development Group	YDG Core Participation Budget

Progress/Update:				
<i>Mar 09 – ‘Young Peoples State of the City Debate’, ‘Smile Concert’, ‘Young Achievers’ and ‘Youth Arts Exhibition have all taken place</i>				
A co-ordinated programme of events to be devised that will reach all communities, raise awareness of cultural issues and encourage integration.	2 local community events	June 2009	Diversity & Inclusion Team	
Progress/Update:				
<i>Nov 08 – In recent months local community events have included the STAR Festival and Femalogue. STAR event debrief meeting held on 17/11, commitment to holding something similar in 2009 possibly to coincide with Refugee Week in June. Jan 09 –STAR Festival Planning Group meeting held 13/1, looking to hold event late June with greater involvement of schools this year.</i>				
Increased and better use of the media to promote events, highlight positive news stories and contributions of individuals and groups.	1 positive news press release per month	From October 2008	East Area Group	
Progress/Update:				
<i>Nov 08 – ARCH 1st anniversary press release to go out. Dec 08 – ARCH article in Echo, item on BBC Radio Newcastle. Jan 09 – ARCH quoted in Linda Colling column in ECHO 16/1</i>				

Further development of themed programmes (e.g. Norwegian students visit) and other events such as TAIT.	xx number of themed events	June 2009	Thornhill School	
Progress/Update:				

Outcome 3:				
Reduce the barriers to basic skills and training among the population of the area and increase the availability of learning opportunities.				
Interventions/Actions	Target	Timescale	Responsibility	Funding Identified or Available
Work to continually develop skills and link to Resourcing Excellent Youth Services targets and Introduction to Youth Work and NVQ in Youth Work courses.	All BME groups will have access to information relating to courses in youth work development.	June 2009	Youth Development Group	YDG Core Budget
Progress/Update:				
Ensure there is sufficient provision and good local accessibility for skills learning, I.T and training courses for young people and parents.	Review existing provision and ascertain current availability	December 2008	Children's Services/Adult Education	
Progress/Update:				
Thornhill to offer ALAN sessions (GCSE equivalent accreditation in Literacy & Numeracy)	Xx number of sessions	June 2009	Thornhill School	

Progress/Update:				
Ascertain the availability and level of ESOL courses and associated training in the local area.	Ensure there is provision for everyone who wishes to learn English	March 2009	East Area Group	
Progress/Update: <i>Nov 08 –</i>				
There will be inter-cultural provision of early years facilities across the whole of the area.	Ensure there is capacity for the full take up of that provision	June 2009	Children's Services	
Progress/Update:				

Outcome 4:				
We will work with partners to address tensions and frictions within the community				
Interventions/Actions	Target	Timescale	Responsibility	Funding Identified or Available
Empower families, young people, other individuals and groups to satisfactorily resolve issues they are experiencing in their local community.	Ensure that mediation is always offered as an option in all conflict or potential conflict situations.	Ongoing	Unite Mediation	
Progress/Update:				
<i>March 2009 – To date in 2008/2009 UNITE have received 108 referrals for mediation in the City of Sunderland (further statistical evidence can be provided if required). No referrals have been received to date from ARCH.</i>				
Carry out awareness raising activities using the Rewind racism awareness-training programme for young people and practitioners.	An on-going programme of awareness	June 2009	Youth Development Group/Practitioner Network	YDG Core Budget

Progress/Update:				
<i>Mar 09 – Since June 2008 8 courses have been run with both young people and practitioners</i>				
Detect potential conflicts organised via the internet, texts, MSN etc in order to ensure earlier intervention and improve community intelligence	To ensure appropriate resources and responses are in place prior to conflict arising	June 2009	Northumbria Police	
Progress/Update:				
We will continue to work with parents to address tensions within the community including the promotion of conflict management skills training and other programmes that will address conflict/communication/generational issues.	See above outcomes 1 & 2.	June 2009	East Area Group	
Progress/Update:				
Early intervention and awareness raising programmes in primary schools in order to overcome the transition from primary to secondary education (e.g. Show Racism the Red Card workshops)	All pupils have attended an appropriate anti-discrimination session before they start secondary schools	From October 2008	Children's Services / SCC Diversity and Inclusion Team/Northumbria Police	

Progress/Update:				
<i>Nov 08 –All activities should link with actions being addressed via the Tackling Racism city-wide group which is focussing its work on the following areas: The Word’ including the Teachers Pack, Show Racism the Red Card, SAFC Foundation - Football First, SAFC Foundation - Relegate Racism campaign, REWIND. Next meeting of this group 27/1. Jan 09 - STAR Festival planning meeting held 13/1, looking to hold late June to tie in with Refugee Week.</i>				
Police to have regular meetings with appropriate Thornhill School staff	Monthly update meetings	Ongoing	Thornhill School/ Northumbria Police	
Progress/Update:				
Continue to hold Practitioner Network meetings with a view to coordinating activities and reducing barriers between different groups of young people of the area.	Monthly meetings and feedback to East Area Group. All potential activities to be subject to a community cohesion impact assessment	Ongoing	Practitioner Network/ SCC Diversity and Inclusion Team	
Progress/Update:				
<i>Jan 09- Meetings have continued on a monthly basis, meetings held on 4 November, 12 December, 16 January.</i>				
Ensure that all applications to fund youth	1. All applications are discussed	Ongoing	East Area Group	

<p>intervention projects are agreed by the group, properly coordinated and commissioned taking account of wider strategic objectives and their impact on cross-community relations.</p>	<p>at group meetings and are subject to a community cohesion impact assessment where appropriate.</p> <p>2. Develop a Funding Plan</p>			
<p>Progress/Update:</p> <p><i>Jan 09 - Funding plan discussed at RRG meeting on 16/1, priorities identified and local provision for young people mapped. Further work to progress plan at next meeting due on 9/2.</i></p>				
<p>Further involvement of Police in school activities and placement of specialised units in schools to pick up tensions</p>			<p>Northumbria Police/Schools</p>	
<p>Progress/Update:</p>				
<p>Development of community intelligence sources and data in order to help identify frictions and hot spots across the area</p>	<p>A joint local intelligence gathering model that will allow for greater understanding of local issues and help identify potential solutions.</p>	<p>December 2008</p>	<p>East Area Group/Diversity & Inclusion Team</p>	<p>Yes until March 2009 (WNF)</p>

Progress/Update:

Nov 08 - Police/CDRP and the Council currently collect data from various sources. This is forwarded to GONE for statistical and analytical purposes.

Council and CDRP recently took part in an EHRC/GONE survey on hate crime in the region. A time-limited GONE group has been formed to look at this issue in more detail in order to try and gain some consistency in how hate crime is reported across the region. It will report back early in 2009 and D & I team will feedback to the group. D & I team members also now attend all LMAPS meetings across the city. It is hoped that this will add to the quality and levels of information being collected. **Jan 09** – Sunderland Partnership tension monitoring workshop scheduled for 12 February aimed at improving and streamlining the tension monitoring reporting processes within Sunderland.

Outcome 5:				
Local services will be better informed of the needs of all the community and better able to respond to those needs				
Interventions/Actions	Target	Timescale	Responsibility	Funding Identified or Available
Further development of ARCH in the area, further staff training and awareness raising among ARCH partner agencies	Introduction of ARCH into 2 local schools	March 2009	SCC Diversity & Inclusion Team / ARCH / Children's Services	Yes until Mar 2009. TBC post this date.
Progress/Update: <i>Nov 08 - Meeting with Thornhill School to discuss piloting ARCH 18/11/08. School keen to be involved and a number of practical issues were discussed. ARCH Co-ordinator to meet with Newcastle ARCH before end December 08 to look at how they use the system there. A further meeting with the school will follow in January 09.</i>				
Develop anti-discrimination awareness raising programmes with youth groups via the Practitioner Network	2 training sessions	March 2009	Practitioner Network/Diversity & Inclusion Team / ARCH	Yes until Mar 2009. TBC post this date.
Progress/Update: <i>Jan 09 – YDG to follow up though numbers to be confirmed via HYPP, YAV etc</i>				
Ensure regular referrals to UNITE from all partners when conflict arises between individuals or groups within community they serve.	1 mediation awareness session to Group/Local organisations	December 2008	Unite Mediation	

Progress/Update: <i>Nov 08 – Unite now a referral option for victims of racist incidents via ARCH. March 2009 – To date in 2008/2009 UNITE have received 108 referrals for mediation in the City of Sunderland (further statistical evidence can be provided if required). No referrals have been received to date from ARCH.</i>				
Review existing community consultation methods and revise if appropriate.	Review existing Consultation Strategy and current 'ad hoc' methods	December 2008	East Area Group	
Progress/Update: <i>Jan 09 – D & I Team to liaise with Council's Consultation Manager re. existing consultation mechanisms</i>				
Review communication mechanisms among partners, improve where required so that appropriate responses can be made			East Area Group	
Progress/Update:				
Thornhill School staff member to attend Targeted Youth Support meetings to look at the CAF			Thornhill School	
Progress/Update:				
All organisations will be trained and up to date as regards statutory duties in relation to racism and community cohesion (e.g. via Rewind, existing diversity training programmes)	Organisations to assess their training requirements in these areas	December 2008	East Area Group	

Progress/Update:				
Develop a Good Practice Guide that showcases and promotes the positive way youth groups, schools and other organisations have worked cooperatively to improve relationships among young people in the area.	Production of 1 Good Practice Guide	February 2009	Practitioner Network	Yes – to confirm?
Progress/Update: <i>Nov 08 - Discussed with RRG at recent meetings, commitment within the group to try and produce early in 2009. Some issues regarding funding to be looked into. DO to progress.</i>				

EAST SUNDERLAND AREA COMMUNITY COHESION GROUP GROUP MEMBERS

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THE EAST SUNDERLAND AREA COMMUNITY COHESION GROUP TERMS OF REFERENCE

Introduction

The East Sunderland Area Community Cohesion Group (hereafter known as the Group) will be made up of nominated officers from the Sunderland Partnership, other statutory agencies, the voluntary and community sector, and other organisations actively involved in provision of services and support to young people and the wider population living in the Thornhill/St Michael's/Hendon/Millfield areas of the City.

Purpose of the Group

The Group is about making a difference to the lives of all residents in the above area by:

- Working together to implement positive change thereby improving the cohesiveness of the area
- Building community identity, pride in place and developing relationships among all residents of the community
- Developing trust and mutual respect among local communities
- Developing local indicators of cohesion that will link to the Local Area Agreement, the Community Cohesion Strategy and Inclusive Communities priorities of the Sunderland Strategy.

The Group will aim to meet these challenges through:

- The development of an action plan and strategy for the area and its communities
- Sharing good practice, information and ideas
- Targeting interventions between groups and individuals in order to resolve conflict
- Identifying local tension points and understanding where grievances and myths are circulating
- Identifying gaps in service provision and determining whether these can be met from existing resources, structures and organisations
- Planning and implementing a programme of activities that promotes community cohesion in the area.

Communication

To ensure quick and appropriate responses to issues that impact upon the local community.

Membership

Membership of the Group should comprise a lead officer, and nominated substitute, of a grade sufficiently able to influence policy and practice within the organisation they represent. A senior member of the Council's Diversity and Inclusion team shall initially chair the Group, though this will be open to discussion with a view to sharing this responsibility among members at a later date.

Members are expected to link with and provide feedback to the whole of their organisation, not just the service area they represent.

The Agenda

- A reminder will be sent to all group members two weeks before the next meeting requesting items for the agenda.
- The Council's Diversity and Inclusion Team will circulate the agenda at least three working days in advance of the meeting. All items must therefore be received at least 1 week in advance.
- All issues must relate to the tabled agenda item. The Chair reserves the right to disallow any exchanges or debate that are not relevant to that particular item.
- Queries should only be put to other group members if they are directly relevant to the item under discussion.
- Regular set items are to be time restricted at the discretion of the Chair.

Support and Frequency of Meetings

The Group will meet approximately every 4-6 weeks in the first instance. This, however, will be reviewed after a number of meetings have been held. The Council's Diversity and Inclusion Team will initially chair, support and service the Group.

Minutes

The minutes will be circulated within 10 working days of a meeting and will contain a clear list of action points and individual responsibilities.

Appendix 4

TERMS OF REFERENCE – COMMUNITY COHESION WORKING GROUP

RESPONSIBILITIES

To oversee delivery of Community Cohesion Strand of the Inclusive Communities cross-cutting theme of the Sunderland Strategy.

To monitor progress against LAA community Cohesion targets (NI 1 & NI 4).

To provide regular reports regarding progress to both the Inclusive Communities thematic group and the Partnership Board,

To act as a mechanism to challenge and scrutinise delivery of actions across all thematic groups in order to ensure Community Cohesion aims are being supported.

To receive reports from area based community cohesion groups and provide a centralised and coordinating mechanism for city-wide delivery of community cohesion.

MEMBERSHIP

Representatives from all partner organisations with responsibility for delivering community cohesion.

Representatives (Chairs and facilitators) from all area based community cohesion groups.

CHAIR

Portfolio Holder – Regeneration and Community Cohesion

TERMS OF REFERENCE – AREA BASED COMMUNITY COHESION ACTION PLANNING GROUPS

RESPONSIBILITIES

To monitor and assess community cohesion issues on an area basis.

To devise and deliver area based community cohesion strategies designed to address area- specific issues

To ensure the area Inclusive Communities Champion is kept up to date with plans developed and how they are being delivered.

To act as a coordinating and information sharing group for those people in partnership organisations tasked with delivering community cohesion outcomes at an area level.

To report on progress to the Community Cohesion Working Group on a regular basis.

To provide regular reports on progress to the Area Committee.

To report to the Safer Sunderland Partnership and LMAPS as appropriate.

To report to the Area Forum as appropriate.

MEMBERSHIP¹

Members of Partnership Organisations tasked with delivering community cohesion outcomes on a local level.

Head teachers of Schools or their delegated representative with responsibility for ensuring the school's promotion of community cohesion.

Managers of youth and community projects.

Area Community Development Managers

Area Regeneration Officers.

CHAIR

Member of Diversity and Inclusion Team with responsibility for the relevant area.

¹ Indicative rather than exhaustive list

TERMS OF REFERENCE – AREA BASED PRACTITIONER NETWORKS

RESPONSIBILITIES

To provide and information sharing network regarding community cohesion and community tensions for those tasked with delivering community based work in each area.

To support the delivery of community cohesion outcomes through delivery of community based activities.

To coordinate activities in order to ensure community tensions are addressed on a preventative basis as soon as possible.

To liaise with other groups and networks such as LMAPS to ensure that where problems arise that need to be escalated and responded to this happens quickly and effectively.

MEMBERSHIP²

Youth workers

Community workers

Neighbourhood police officers

School teachers

Any others involved in front-line delivery of community projects and/or work including representatives from the voluntary and community sector

CHAIR

Inclusive Communities Elected Member Champion

² Indicative rather than exhaustive list

ROLE DESCRIPTION – INCLUSIVE COMMUNITIES CHAMPIONS (ELECTED MEMBERS)

To provide a champion for community cohesion issues on an area basis and ensure these issues are understood in the wider context of Creating Inclusive Communities.

To ensure the portfolio holder for Sustainable Communities is aware of Inclusive Community issues arising in different areas across the city and also what is being planned to address any issues.

To provide representation for Inclusive Community issues on area committees.

To facilitate the relevant area based community cohesion practitioner network.

To attend the Inclusive Communities Thematic group to ensure that area based community cohesion issues are picked up at a city wide level when appropriate and necessary.

MEANS OF SELECTION

Inclusive Communities Champions will be selected by the Leader, Deputy Leader and Portfolio Holder for Regeneration and Community Cohesion following invitations for members to put themselves forward.

Inclusive Communities Champions will not be restricted to any one political party – members from any party and Independent members are free to put themselves forward.

One Inclusive Communities Champion will be selected for each area of the city.