



Report of the Cabinet Member for Stronger Communities
Community Cohesion and Hate Crime Scrutiny Working
Group
14 November 2017

Purpose	To provide an overview of Community Cohesion and Hate Crime arrangements
Content	This report includes an overview of the Council's work to support and promote community cohesion and tackle issues around hate crime.
Councillors are being asked to	<ul style="list-style-type: none"> • Give their views on this matter • Make recommendations to Cabinet Member as necessary
Lead Councillor(s)	Councillor Will Evans, Cabinet Member for Stronger Communities
Lead Officer(s)	Jane Whitmore, Partnership & Commissioning Manager
Report Author	Paul Thomas, Community Integration & Partnership Manager

1. General Description

1.1 The Councils work on Community Cohesion and Hate Crime take a partnership approach to tackling these issues and as such, both these areas sit within the Councils Partnership & Commissioning Team under the umbrella of Community Integration

1.2 **Community Cohesion** - Swansea Council has received Community Cohesion Funding from the Welsh Government (WG) since 2009 for the implementation and support of the overall aims and objectives of Welsh Governments '*Getting on Together – A Community Cohesion Strategy for Wales*' (i.e. to achieve a fair and just society).

1.3 Swansea Council has agreed their own definition of Community Cohesion. In Swansea, it means *enabling different groups of people to get on well together and respect the differences in our society. Community Cohesion is the absence of hate crime and the absence of attitudes of hate or ignorance.*

1.4 Since then the programme has undergone through a number of phases:

Phase	Key outcome
Phase 1: (Apr 2009 – Mar 2012)	Funded a number of small projects addressing issues of community cohesion in Swansea.
Phase 2: (Apr 2012 – Mar 2014)	Grant funds for 8 Regional Community Cohesion Co-ordinators across Wales. The aim was to take forward mainstreaming community cohesion work across the region.
Phase 3: (Apr 2014 – Mar 2017)	Grant funds for an additional 3 years but at a reduced rate of £45,000. The key focus of the programme was on the delivery of seven key cohesion challenges.
Phase 4: (Apr 2017 – Mar 2018)	The Welsh Government extended the programme for another year (2017/18) with same level of grant. However, the focus will change to four key cohesion objectives.

1.5 Swansea Council is the Grant Recipient Body for the Western Bay Region for the current Community Cohesion Programme grant. The grant pays for one post, the Western Bay Regional Community Cohesion Coordinator, based in Swansea who is coordinating the delivery of the plan across the region.

1.6 The three Community Cohesion leads from Swansea, Neath Port Talbot and Bridgend monitor the Regional Community Cohesion Coordinator's work. They meet regularly to check and discuss progress against the agreed work plan.

1.7 **Hate Crime** - Under the Equality Act 2010, it is a statutory obligation to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between persons who share protected characteristics and those who do not.

1.8 The Prevent, Channel & Hate Crime Co-ordinator was appointed in 2016. Since the appointment, the Swansea Council Hate Crime Stakeholder Group has been established and the Action Plan compiled.

The Group comprises of:-

- Police
- Victim Support
- Swansea University
- the Western Bay Community Cohesion Co-ordinator
- and Swansea Council Officers,

organised and chaired by Swansea Council, and meets every 6 weeks. A copy of the current Plan is attached at Appendix A.

- 1.9 As well as maintaining and delivering the objectives of the the Swansea Council Hate Crime Stakeholder Action Plan, the Group co-ordinates a calendar of events for Hate Crime Awareness Week. This year, the awareness week ran from 14th October until 21st October. This year's calendar of events is attached at Appendix B.

2. Community Cohesion Delivery Plan

- 2.1 Swansea Council is currently delivering a Community Cohesion Delivery Plan, (**Appendix C**), in collaboration with key services and external partners. This sets out the goals and actions that will help to promote cohesion in Swansea. It provides strategic leadership that enables Community Cohesion matters, specific to Swansea, to be addressed between key partners on a strategic and all Swansea basis.

- 2.2 There are already other Council plans that address some of the factors that impact upon cohesion. The Delivery Plan seeks to compliment these. Swansea has worked to the Welsh Government's Community Cohesion Delivery Plan encompassing its own local actions.

- 2.3 The new Welsh Government's Community Cohesion Delivery Plan for 2017/18 has the following key objectives:

Objective 1:	Work at a strategic level to break down barriers to inclusion and integration across marginalised groups
Objective 2:	Work at a local level to break down barriers to inclusion and integration for particular groups and communities
Objective 3:	Supporting migrants, refugees and asylum seekers and settled communities during the integration process
Objective 4:	Supporting communities in preventing hostility and extremism, and managing consequences

2.4 The Welsh Government has recently funded seven organisations (**Appendix-D**) under their Equality and Inclusion projects grant. The grant will cover 3 years and until 2020, aiming to help local cohesion priorities. Community Cohesion Coordinator will be a point of contact for these funded programmes to help them understand and respond to local cohesion priorities and community tensions, in order to maximise the impact in delivering against local and regional priorities.

3. **Hate Crime Action Plan**

3.1 Welsh Government and partners in Swansea Council area tackle hate crimes and incidents in respect of the protected characteristics under the **Equality Act 2010**. These include disability, race, religion, sexual orientation and gender reassignment. Age is also a protected characteristic and is incorporated into this area of work. The WG Framework to tackle Hate Crime also takes forward work in relation to mate crime, far right hate and cyber hate and bullying. The Equality Act 2010, created a duty on public organisations when carrying out their functions to advance equality of opportunity and the need to foster good relations between people who share a relevant protected characteristic and people who do not.

Victim Support has been commissioned by the Welsh Government as the Official National Hate Crime Report and Support Centre for Wales.

3.2 **Strategic Objectives**

Swansea Council's objectives align to Welsh Government's National Strategy on tackling Hate Crime, '**WG Tackling Hate Crimes & Incidents – A Framework for Action**'.

Objective 1: PREVENTION

Objective 2: SUPPORTING VICTIMS

Objective 3: IMPROVING THE MULTI-AGENCY RESPONSE

3.3 **Measuring Progress**

A delivery plan, 'Swansea Council Hate Crime Stakeholder Action Plan' has been developed with partners to deliver specific actions from the Strategic Objectives. This is managed and monitored through:-

- Hate Crime Stakeholder Group comprising of the Police, Victim Support, Swansea University, the Western Bay Community Cohesion Co-ordinator and Swansea Council Officers, organised and chaired by Swansea Council, and meets every 6 weeks.
- Safer Swansea Partnership Steering Group.

4. Management and Support

4.1 Community Cohesion and Hate Crime sits in the Poverty & Prevention Service within the People Directorate. The team manager is the Partnership & Commissioning Manager and the direct line management sits with the Community Integration & Partnership Manager.

4.2 The Community Cohesion Co-ordinator for the Western Bay Region (Swansea, Neath Port Talbot & Bridgend) has the role of co-ordinating the delivery the community cohesion agenda on behalf of Welsh Government. The Prevent, Channel & Hate Crime Co-ordinator has the co-ordination role for delivering the hate crime objectives as part of her overall responsibilities along with the local and national Prevent & Channel agenda on behalf of the Home Office.

4.3 Delivering the Hate Crime agenda is all about partnership working, working closely specifically with the Police and Victim Support who have the overall operational responsibility for Hate Crime prevention, supporting victims and improving multi-agency response.

4.4 Both Community Cohesion and Hate Crime report in to the Safer Swansea Community Safety Partnership Steering Group

4. Stakeholders

4.1 Communities and citizens are key stakeholder in respect of these areas and clearly community engagement, promoting positive messages and raising awareness are key areas for development

4.2 The key stakeholders partners are the Police, Victim Support and Swansea Council Access to Services.

4.3 During Hate Crime Awareness Week, Victim Support commented that Swansea Council are the most active Local Authority in engaging with them in partnership on the Hate Crime agenda.

5. Key Achievements

- 5.1 Mainstreaming Community Cohesion has been a focus of the Programme during all these phases. Examples of these are:
- 5.2 **Local Well-being Plan** - In Swansea, we believe in the rights of every person. Through this plan, our vision is to work together to make a better future for the present and future generations. This Local Well-being Plan is designed to improve well-being through four areas: Live well age well; Early years; Working with nature; and Strong communities. Community Cohesion has been embedded into the Swansea Local Well-being Plan. All cohesion related objectives would be covered under the theme of 'Stronger communities – to empower communities promoting pride and belonging'.
- 5.3 **Strategic Equality Plan** - Community Cohesion Coordinator is closely working with the Council's Access to Services team to reflect and embed local cohesion priorities in Strategic Equality Plan and Equality Impact Assessment. Community Cohesion has now been embedded into section 4 of the Equality Impact Assessment process which has meant that Community Cohesion has to be considered and assessed in all Swansea Council's delivery along with other equality measures.
- 5.4 **Hate Crime Stakeholder Action Plan** A Hate Crime Stakeholder Action Plan has now been developed and delivered via a multi-agencies approach known the Swansea Council Hate Crime Stakeholder Group. This multi-agencies group is maintaining and delivering the objectives of the Hate Crime Stakeholder Action Plan, including the delivery and coordination of a calendar of events for Hate Crime Awareness Week. The key focus has been remained to increase the awareness and reporting of hate crime.
- 5.5 **Local Strategic Framework on Migration** - In partnership with the Migration Services in Wales Project, Swansea Council is developing a Local Strategic Framework on Migration, which will help to inform future actions around access to sufficient English language and education; information and accessible services; inclusive communities; and economic inclusion.
- 5.6 **Intercultural Cities** - Swansea Council has committed in their set 100-day priorities, to begin the process of joining the Intercultural Cities Programme. It supports cities in reviewing their policies through an intercultural lens and developing comprehensive intercultural strategies to help manage diversity positively. A delegation will be visiting Swansea in mid-November to meet with key stakeholders to discuss opportunities, share experiences and good practice amongst members.

6. Current Performance and Trends

6.1 The Police hold the responsibility to record hate crime statistics. The Table below compares the overall Hate Crime Figures for the last three years.

6.2 The charts depicting these statistics in detail, by protected characteristic, may be found at Appendix E

Month	2015	2016	2017
Jan	19	25	26
Feb	20	19	29
March	31	35	25
April	23	23	29
May	32	40	21
June	27	27	49
July	22	26	39
Aug	28	37	33
Sept	23	33	40
Oct	29	24	-
Nov	37	25	-
Dec	34	25	-
Average	27	28	32

6.3 The Police have stated that there is no known reason for the 'spike' in Hate Crime reporting this Summer other than:-

- Increased media coverage of terrorist attacks in UK
- Public confidence in Police action
- Better Police engagement with Communities

7. Future Challenges & Opportunities

7.1 We are aware that there are many hate crime incidents that go unreported and unrecorded. Greater promotion and raising awareness of how to report a Hate Crime is needed, especially across some of the protected characteristic groups such as disability, LGBT and religion. This can only be achieved through effective partnership working as we all have a role to play.

7.2 The Safer Swansea Partnership has recently been refocused and a new Strategy drafted with partners setting objectives based on public perception and identified need, one of which is Hate Crime and Community Tension.

7.3 In Swansea, we have a commitment to partnership working through our Community Safety Partnership, which is a multi-agency statutory group of organisations all committed to work together to create a safer city

Community Safety is about far more than crime and disorder. It is about a quality of life, with issues that require input and commitment from a wide range of partners who have a duty to ensure people are sufficiently protected from a range of real and perceived dangers.

The partnership priorities have recently been refreshed based on evidence of need, public perception and data, these have been agreed as:

- Violence against women, domestic abuse and sexual violence (VAWDASV)
- Substance Misuse
- Safe, Confident and Resilient Communities
- Evening and Night Time Economy
- Hate Crime and Community Tension Monitoring

These identified priorities are reflected in the new Safer Swansea Partnership Strategy and all actions captured in a single plan, providing a basis for delivering the objectives of the Public Service Board.

Background Papers:

Appendix A	Hate Crime Stakeholder Action Plan 2016 - 18
Appendix B	Hate Crime Awareness Week 2017 Events
Appendix C	Community Cohesion National Delivery Plan 17-20
Appendix D	WG Equality & Inclusion Funding 17-20
Appendix E	Hate Crime Statistics 2015-2017

Contact: Jane Whitmore
Date: 2nd November 2017

SWANSEA COUNCIL HATE CRIME STAKEHOLDER ACTION PLAN 2016 - 2018 (issue Oct 2017)

1. OBJECTIVE - Increasing reporting of Hate Crime and access to supporting victims				
PRIORITY ACTIONS	TASKS	LEAD OFFICER	TIMESCALE	UPDATE / OUTCOMES
Co-ordinate Training Opportunities to raise HC Awareness & Reporting....cont	Develop a 1 hour presentation to deliver "Lunch & Learn" session as a quick hit for Race and Religion HC (Audience – Multi-agency and CCoS staff).	Fiona Hughes	Start Spring 2017	<ul style="list-style-type: none"> Dates arranged for 3 sessions <ol style="list-style-type: none"> 31/3/17, 10-11.00am, Com Rm 2 – 6 attended 28/4/17, 10-11.00am, Com Rm 1 24/5/17, 10-11.00am, Com Rm 1 Last session cancelled because Fiona has changed jobs.
	Co-design Hate Crime 'Train the Trainers programme' for Western Bay area in partnership with Victim Support and partners	Riaz Hassan (Victim Support & Corporate Training)	Winter 2017	<ul style="list-style-type: none"> Meeting arranged with VS and corporate training to discuss took place on 28/11/16. Train the trainer session took place on 16/2/17 at Neath Port Talbot Homes offices. Email sent for feedback on 10/3/17 and again on 28/3/127 VS developing a train the trainer package. – <i>circulated for comments on 15/8/17.</i> Suggested that VS develop a national e-learning programme for hate crime awareness. – <i>no finance to do this but</i>

1. OBJECTIVE - Increasing reporting of Hate Crime and access to supporting victims

PRIORITY ACTIONS	TASKS	LEAD OFFICER	TIMESCALE	UPDATE / OUTCOMES
				<i>there is an on-line tutorial on VS website.</i>

PRIORITY ACTIONS	TASKS	LEAD OFFICER	TIMESCALE	UPDATE / OUTCOMES
<p>Cont...Co-ordinate Training Opportunities to raise HC Awareness & Reporting</p>	<p>Compile and deliver a programme of HC training to all relevant frontline staff and continue to promote the e-learning package.</p>	<p>All</p>	<p>TBC</p>	<ul style="list-style-type: none"> • SWP Community Safety is developing a Mate Crime video. • Review CCoS e-learning package (RH & SP). With IT to update. • Swansea Council's e-learning package reviewed, live on portal and on mandatory training page on Staffnet (Oct 17). Shared with Swansea University.
	<p>Identify relevant staff prepared to become 'Train the Trainers' and assist in the delivery of HC awareness session in their respective organisation.</p>	<p>All</p>	<p>complete</p>	<ul style="list-style-type: none"> • 11 officers identified in CCoS – 10 attended. • 10/3/17 – email sent to those that attended for comments. Resent on 28/3/17 as response poor. • Feedback sent to Riaz and forwarded to Ffion.

PRIORITY ACTIONS	TASKS	LEAD OFFICER	TIMESCALE	UPDATE / OUTCOMES
<p>Raise awareness & signposting within communities of reporting pathway & support available</p>	<p>Distribute literature in Community First areas. (Tie in with Community Cohesion events).</p>	<p>Paige Curtis</p>	<p>On-going</p>	<ul style="list-style-type: none"> • West Cluster complete. • Community Cohesion events - posters distributed to 700 people over the 7 events.
	<p>Distribute literature to Council offices (include Gypsy & Traveller Liaison Officer in distribution).</p>	<p>Sandra Perrett</p>	<p>On-going</p>	<ul style="list-style-type: none"> • Posters sent to Housing Services for distribution to satellite public offices on 7/10/16. • Requested a new supply of posters and leaflets from VS on 7/10/16. Requested again on 30/11/16 as had not received from initial request. Received them on 15/12/16. • Llios Price now contact for Gypsy / Travellers • Leaflets distributed to Community Centres & Youth Clubs as part of HCAW.
	<p>Co-ordinate various activities during Hate Crime Awareness Week, 14th to 21st October</p>	<p>All</p>	<p>Autumn 2017</p>	<p>Calendar of Swansea events compiled:- some examples -</p> <ul style="list-style-type: none"> • Equalities/Hate Crime event for Swansea staff arranged by Council on 16th October. • Hate Crime videos played on Castle Squ big screen throughout the week. • Council did a leaflet drop in the Quadrant on 18th - distributed VS & Police leaflets and information. • Uni carried out a series of events throughout the week.

PRIORITY ACTIONS	TASKS	LEAD OFFICER	TIMESCALE	UPDATE / OUTCOMES
				<ul style="list-style-type: none">Supported HCAW Twitter 'Thunderclap.'

2. OBJECTIVE - Improving the multi-agency response to hate crime

PRIORITY ACTIONS	TASKS	LEAD OFFICER	TIMESCALE	UPDATE / OUTCOMES
Improve sharing of information between partner agencies to co-ordinate priorities	HC Planning Group – Riaz Hassan (RH), Tony Powe (TP), Catherine Window (CW), Paige Curtis (PC), Ffion Jones (FJ), Asad Rahman (AR) & Sandra Perrett (SP) to meet monthly initially.	Sandra Perrett	Regular meetings.	<ul style="list-style-type: none"> Meetings arranged originally monthly now every 6 weeks. Invite Community Co-ordinator – Extremism to attend when in post
	Maintain Swansea Hate Crime Stakeholder Action Plan	HC Planning Group (Sandra Perrett to facilitate)	Dynamic	<ul style="list-style-type: none"> 1st draft dated Nov 16 Comments made by Planning Group. Dec issue now live and agenda for regular meetings.
	Maintain close association and governance with CCoS Community Cohesion Leadership Group and Safer Swansea Partnership.	Riaz Hassan, Tony Powe, Sandra Perrett, Paul Thomas	Dynamic	Safer Swansea Partnership will have Hate Crime representation going forward and updates.
	Liaise with Regional Community Cohesion Co-ordinators to identify good practice in other areas with a view of adopting in Swansea.	Riaz Hassan	Dynamic	Regional training collaboration between LA's on HC awareness
	Promote campaigns and good news stories through the CONNECT internal Police system	Tony Powe	Dynamic	Carried out as required.

PRIORITY ACTIONS	TASKS	LEAD OFFICER	TIMESCALE	UPDATE / OUTCOMES
<p>Strengthen the links between statutory, voluntary sector & education establishment</p>	<p>Invite SCVS to identify groups/organisations that would benefit from awareness of HC reporting pathway.</p>	<p>Sandra Perrett</p>	<p>Spring 2017</p>	<ul style="list-style-type: none"> • Email sent to Julia Manser on 16/1/17. • Email sent again 10/3/17 – reply from Amanda Carr. She will ask communications co-ordinator to contact me.
	<p>Contact Student Services in Gower College, University of Wales Trinity St David and Swansea University to discuss HC strategies and training.</p>	<p>Sandra Perrett</p>	<p>Jan 2017</p>	<ul style="list-style-type: none"> • Emailed Robin Benson on 29/3/17 to invite him to meetings. – no response to several emails & invites. • 11/8/17 – invited Kevin Child to September’s meeting. • Asad from the University now attending Group from
	<p>Speak to Rhodri Jones about Hate Crime reporting and support in schools. -</p>	<p>Sandra Perrett / SWP</p>	<p>Jan 2017</p>	<p>Emailed Rhodri again on 2/3/17, 10/3/17 & again on 28/3/17 –</p> <p><i>“Education developed an online tool for the recording of all incidents against any of the protected characteristics; this could be used for recording any incidents of bullying or indeed hate crime.</i></p> <p><i>Since its launch it hasn’t been well used by schools at all and is only really used when schools are recording race incidents.</i></p> <p><i>Once I have a steer from our senior managers we can hopefully discuss further”</i></p>

3. OBJECTIVE – Preventing Hate Crime

PRIORITY ACTIONS	TASKS	LEAD OFFICER	TIMESCALE	UPDATE / OUTCOMES
Build a Hate Crime Local Profile & monitor tension indicators.	Analyse SWP tension monitoring process and raise individual issues when necessary.	Tony Powe / Sandra Perrett	Dynamic	<ul style="list-style-type: none"> SWP weekly tension indicator document is monitored by SP. Action (SP) – to email reports at Swansea addresses to Fiona & Townhill addresses to Paige also so engagement work may be undertaken in the community- on going. Newly formatted Tension Indicators received weekly. Crime figures by characteristics now included.
	Undertake a mapping exercise to identify which geographical areas report the most Hate Crime and by different types.	SWP	Dynamic	<ul style="list-style-type: none"> SP already started mapping and time-lining using VS data by postcode (up to July 2016) 3/17 – VS data now being sent to SP monthly TP to arrange mapping on Police system.
	Devise a questionnaire to send out to victims of Hate Crime to better understand their profile and needs.	SWP	Autumn 2017	

3. OBJECTIVE – Preventing Hate Crime

PRIORITY ACTIONS	TASKS	LEAD OFFICER	TIMESCALE	UPDATE / OUTCOMES
	Undertake a piece of work to better understand the perpetrator profile in CCoS including repeat perpetrators.	SWP	Autumn 2017	Now a tool available to look at perpetrators – TP to find more details.

Appendix B

HATE CRIME AWARENESS WEEK 14-21 OCTOBER 2017 - SWANSEA EVENTS

TIME	Saturday 14th	Sunday 15th	Monday 16th	Tuesday 17th	Wednesday 18th		Thursday 19th		Friday 20th	Saturday 21st	TIME		
08.00			M&WWF&RS staff awareness session	EYST Workshop at Olchfa Comprehensive	EYST supporting C4W event		EYST Workshop on Social work student college				08.00		
09.00											09.00		
10.00			Swansea Council Staff Hate Crime Awareness Seminar	Unity Centre hate crime drop in	Swansea Council raising awareness pitch in the Quadrant, distributing VS HC literature	Swansea & West Wales BAME Network Meeting		Unity Centre hate crime drop in		Disability Wales' annual conference	Unity Centre hate crime drop in	EYST filming project with EYST young people	
11.00							Swansea University Race and Religion Awareness Event						Swansea University LGBTQ+ and Disability Awareness Event
12.00													
13.00													
14.00	Relaunch of MEND (Muslim Engagement & Development), Swansea Mosque & Islamic Com Centre*		VS Staff drop-in surgery, Rm 2.1.2, Civic					SWP Multi-Agency Community Cohesion Group meeting					
15.00			Victim Support Leaflet drop in Swansea										
16.00													
17.00													
18.00													

Swansea Council Corporate Communications participating in the HCA official website Twitter Thunderclap

Mate and Hate Crime videos playing on the Castle Square big screen

Swansea University Social Media posts all week with dedicated Snapchat filter; Hate Crime Film Premiere; Hate Crime Awareness Questionnaire; Student Union Blog

* Victim Support & EYST participating in MEND relaunch to promote reporting of Hate Crime.

COMMUNITY COHESION NATIONAL DELIVERY PLAN 2017-2020

Ministerial Foreword

Community cohesion is what must happen in all communities to enable different groups of people to get on well together, whatever their backgrounds or circumstances. Cohesion within and between communities is an essential component of people's quality of life and of their local and national identity.

Community cohesion involves us all, and how we relate to others who are different. It is not just about how people from different ethnic groups, religions or nationalities, relate and get on, although this is a vital component. It also involves us working to break down the barriers to inclusion in our society caused by income equality, or caused by isolation and loneliness amongst older people; or by barriers preventing the inclusion of disabled people.

We have moved to a new climate where a Wales of Cohesive Communities is enshrined in the national goals of the Well-being of Future Generations (Wales) Act 2015. This ensures that community cohesion is at the heart of how Public Bodies deliver policies and services. The work in this plan follows the principles set out in the Act around integration, collaboration and involvement to ensure policies and services are responsive to localised need.

We are focusing on 'upstream' preventative work to foster tolerance and good relations, tackle deep-rooted inequality and support people to breakdown any feelings of fear and distrust. We recognise that this is essential in order to prevent 'downstream' problems of community tensions, discrimination, hate crime and vulnerability to radicalisation.

Work places, community activities, sports, arts activities and schools are places in which we can meet people who are different from ourselves and discover that, in the words of Jo Cox, the Labour MP, "*we are far more united and have far more in common with each other than that which divides us.*". We recognise the vital role that others play in strengthening cohesion, including other public sector bodies, community organisations, the private sector and individuals so have engaged with many partners whilst developing this plan for our own work. I am very happy that the four Welsh Police Forces and Sports Wales are working with us as full partners on this plan.

Taking Wales Forward 2016-2021 sets out this Government's vision for Wales as a vibrant, tolerant and welcoming place to live and work, a country which is outward looking and where people of all backgrounds are respected and valued, and states our commitment to continuing work to counter discrimination and ensure opportunities for all. In an era of divisive global politics, it is vital that in Wales we continue to work together to help overcome the fear of difference, encourage tolerance and celebrate diversity.

Cabinet Secretary for Communities and Children

What we mean by community cohesion

Community cohesion is what must happen in all communities to enable different groups of people to get on well together, whatever their backgrounds

Community cohesion, good relations between groups, is an essential component of well being.

Community cohesion requires different groups to have:

- a shared future vision and sense of belonging;
- a focus on what new and existing communities have in common, alongside a recognition of the value of diversity;
- a strong and positive relationship between people from different backgrounds.

Community cohesion involves everybody, and all groups. Not just BAME or migrants, refugees and asylum seekers, but all groups of society, rich and poor, young and old, disabled, LGBT, across gender.

Community cohesion work is strongly connected to work on **equalities**. A more equal society creates the foundation stone that enables different groups to interact on an equal footing. The vision of an integrated, cohesive and resilient society is based on three foundations:

- people from different backgrounds having similar life opportunities;
- people knowing their rights and responsibilities;
- people trusting one another and trusting local institutions to act fairly;

Equality is essential to preventing discrimination and the breakdown of good relations between groups. This means that the community cohesion action described in this plan relates closely to the work in the Welsh Government Strategic Equality Plan¹ and to the SEPs of other public bodies.

Community cohesion work also is strongly connected to work on **community safety**. Stronger community cohesion, and a society where diversity is celebrated rather than being seen as a threat, prevents community tensions arising that can lead to discrimination, hostility and hate crime. A society with stronger community cohesion, with a greater sense of acceptance and belonging, also prevents individuals from feeling marginalised and excluded.

Community tension is a state of community dynamics which may potentially lead to disorder, threaten the peace and stability of communities or raise the levels of fear and anxiety in the whole, or a part of the local community. Community tension may also arise as a result of the absence of those factors which produce

cohesive communities, which is the term adopted by central and local government to describe communities where

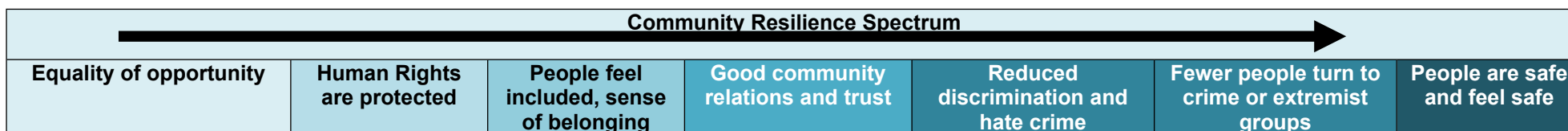
- There is a common vision and sense of belonging
- The diversity of people's backgrounds and circumstances is appreciated and positively valued
- Those from different backgrounds have similar life opportunities
- Strong and positive relationships are being developed between people from different backgrounds and circumstances in the workplace, in schools and within neighbourhoods.

¹<http://gov.wales/topics/people-and-communities/equality-diversity/equality-objectives/?lang=en>

Community tension is not intrinsically bad - we should expect some tension in healthy communities. For example, community activism and public protest are legitimate and potentially creative activities, though they may cause tensions. People have the right to express opinions and to 'peaceful assembly', providing they are not stirring up racial or religious hatred. These can often be positive means of promoting social change - it is legal expression and may produce tension. The principal concern is about preventing disorder, the fear of crime, insecurity and actual illegal or criminal activity which often manifests itself when tensions are heightened.

	Equality Rights and Responsibilities	Community Cohesion Fostering good relations	Community Safety XXXXXX
Involves...	<ul style="list-style-type: none"> Promote equality of opportunity Identify and respond to the needs of different groups in society Overcome barriers to inclusion Overcome barriers to employment, educational attainment 	<ul style="list-style-type: none"> Foster good community relations between groups Work with socially marginalised groups to foster inclusion Monitor and respond to community tensions Tackle discrimination and hate-related incidents Support integration of migrants, refugees and asylum seekers 	<ul style="list-style-type: none"> Safeguarding Tackling anti-social behaviour Tackling drugs and alcohol misuse Tackling crime, including gender based violence, domestic abuse, sexual violence, Child Sexual Exploitation, FGM and forced marriage Tackling Modern Slavery Tackling Violent extremism
National context	Wellbeing of Future Generations (Wales) Act 2015 Welsh Government Strategic Equality Plan	Welsh Government Community Cohesion National Delivery Plan	Crime and Disorder Act 1998, Domestic Violence Crime and Victims act 2004, Modern Slavery Act 2015, Counter Terrorism and Security Act 2015
Regional Context	Public bodies' Strategic Equality Plans Public Service Boards Well-being Plans Local Authority leads on equality	Public bodies' Well-being Plans Public Service Boards Well-being Plans Regional Community Cohesion Coordinators Local Authority leads on cohesion	Community Safety Partnerships Regional Safeguarding Groups Local Authority leads on community safety, and safeguarding

Taken together, work on equalities, on community cohesion, and on community safety strengthens overall **community resilience**, where work to strengthen equal rights and opportunities and foster good relations prevents downstream community safety incidents such as hate crime and vulnerability to radicalisation.



Community Cohesion Outcome Monitoring

- Percentage of people (by area, by characteristic) who agree / disagree with combinations of the 3 cohesion statements in the National Survey:
 - “To what extent would you agree or disagree that you belong to your local area?”
 - “To what extent do you agree or disagree that this local area is a place where people from different backgrounds get on well together?”
 - “To what extent do you agree with the following statement? People in my local area treat each other with respect and consideration?.”
- Percentage of people who are lonely (by area, by characteristic)
- Hate crime and incident figures (by area, by characteristic)
- Any data on bullying and school exclusion on the grounds of discrimination?

EQUALITY – RIGHTS AND OPPORTUNITIES

- Percentage who feel able to influence decisions affecting their local area. (by area, by characteristic)
- Percentage of people satisfied with their ability to get to/ access the facilities and services they need.(by area, by characteristic)
- Percentage of people attending or participating in arts, culture or heritage activities at least three times a year. (by area, by characteristic)

COMMUNITY SAFETY

- Percentage of people feeling safe at home, walking in the local area, and when travelling.

Objective 1: Work at a strategic level to break down barriers to inclusion and integration across marginalised groups

The Well-being of Future Generations (Wales) Act Well-being Plans and Strategic Equality Plans of public bodies in Wales provide opportunities to embed community cohesion issues across key plans and strategies.

How we will measure delivery is shown in the table below. How we will measure outcomes is shown on Page 4.

ACTION	DETAIL	MEASURING DELIVERY
1.1 Wellbeing of Future Generations Act Support Public Bodies to deliver identify barriers to social and economic inclusion across marginalised groups in their areas, and to deliver effectively against the Cohesive Communities goal and A More Equal Wales goal of the Wellbeing of Future Generations (Wales) Act through their Wellbeing plans.	Welsh Government will provide regional data to monitor inclusion and equality of opportunity.	Assessment of the way the 19 PSBs are approaching the Cohesive Communities and A More Equal Wales goals in their Well-being Plans. Auditor General Wales report on public bodies' compliance with the Act.
	Welsh Government will scrutinise and provide feedback to Public Service Boards on their Well-being assessments and Well-being Plans	
	Regional Community Cohesion Coordinators (CoCos) will act in a 'critical friend' role to support Local Authorities and PSBs to deliver against the Cohesive Communities and A More Equal Wales goals	
	The Future Generations Commissioner will support and challenge public bodies to fulfil their duties under the Act; and the Auditor General for Wales will monitor and hold them to account.	
1.2 Strategic Equality Plans (SEPs) Support local and regional SEPs and Equality Impact Assessments (EIAs) to focus on the links between equality and cohesion, and to foster good relations, inclusion, mutual respect and understanding within and between communities.	Welsh Government will work with the Equality and Human Rights Commission Wales to ensure that public bodies are meeting their duty under the Equality Act 2010 to advance equality, eliminate discrimination and foster good relations across the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.	CoCo reports delivered as part of grant monitoring process, including identification of any issues with implementation of SEPs. Equality and Human Rights Commission Wales reports on compliance with the Equality Act.
	Welsh Government will deliver on its Strategic Equality Plan 2016-2020 to ensure the way we govern has the most effective impact on making our society fairer and more inclusive.	
	Welsh Police Forces will set Strategic Equality Objectives that respond to national risks to community cohesion and reflect local concerns.	
	CoCos will support Local Authorities to reflect and embed local and regional cohesion priorities in Strategic Equality Plans and Equality Impact Assessments.	
	Welsh Government will share best practice with Local Authorities to support integrated impact assessments.	
1.3 Representation and policy input Work to increase the representation of protected groups in public roles,	Welsh Government will provide avenues through which representative organisations can feed views into Welsh Government policy making, including the Wales Race Forum, Faith Communities Forum and Disability Equality Forum.	Feedback from umbrella organisations gathered during the E&I grant

amongst leaders, and in the public sector workforce. Provide avenues through which representative organisations can feed views into policy making.	Welsh Government aims to be an exemplar in the equality, diversity and inclusion agenda and is working to increase the proportion of Black, Asian and Monitoring Ethnic and disabled staff in the civil service workforce, with targets of 5.8% and 2.5% respectively.	monitoring process Measure of representation in public roles and amongst leaders.
	Welsh Police Forces will work towards a representative workforce, supported by an inclusive culture offering equality of opportunity and ensuring fair treatment.	
	Sports Wales will set expectations for gender balanced and more diverse boards.	
	Welsh Government will fund representative umbrella organisations for Gender Equality, Race, Gender Re-assignment & Sexual Orientation and Disability. These organisations will also work to increase the representation of these groups in public roles and amongst leaders.	
	CoCos will be a point of contact for the umbrella organisations and help them understand and respond to local cohesion priorities and community tensions	
1.4 Communications Promote positive messages and counter narratives at national and local level relating to equality and inclusion and to counter discrimination.	In partnership with the CoCos and seven organisations funded under the Equality and Inclusion programme, Welsh Government will develop and implement a communications plan, seeking out opportunities to communicate positive messages to counter discrimination and foster cohesion.	Measures of positive impact during campaign weeks / events
	Welsh Police Forces will work in partnership with Welsh Government and other agencies to promote positive messages in relation to equality and cohesion, particularly in the event of local or national extremist activity, and will utilise events, including Hate Crime Awareness Week, Refugee Week, LGBT History Month, National Disability Month and Black History Month to recognise and value diversity, challenge hate speech and encourage reporting of incidents.	
	Sports Wales will deliver an Equality in Sport communications plan aligned to major sporting events	
	CoCos will seek to foster links between national, regional and local campaigns, particularly during campaign weeks, and will consider opportunities for other events to promote positive messages.	

Objective 2: Work at a local level to break down barriers to inclusion and integration for particular groups and communities

Each region of Wales has different groups who are at particular risk of social or economic exclusion and discrimination. For example, a Muslim or Sudanese community in South Wales; older people at risk of isolation and loneliness in rural Wales; or long term unemployed households in a deprived neighbourhood. Gypsy and Traveller groups are a priority in all regions. Actions under this objective aim to respond to those local needs and target the support available.

How we will measure delivery is shown in the table below. How we will measure outcomes is shown on Page 4.

ACTION	DETAIL	MEASURING DELIVERY
2.1 Working with particular groups or communities Cohesion support for particular groups or communities identified at a Local Authority or PSB level	Welsh Government and CoCos will work with Local Authorities to identify priority groups in their area experiencing, or at risk of, low inclusion or cohesion, and will share this information with partner agencies including the Police and Crime Commissioners, Welsh Police Forces and Registered Social Landlords.	Responses from Local Authorities CoCo reports delivered as part of grant monitoring process
	CoCos will provide cohesion support for socially or economically marginalised groups or communities that are identified as priorities at a Local Authority or PSB level due to low, or risk of low inclusion or cohesion.	
2.2 Gypsy and Traveller communities Work to remove barriers to inclusion for Gypsy and Traveller communities and provide cohesion support in relation to Gypsy and Traveller Accommodation	Welsh Government will deliver the Travelling to a Better Future programme to reduce exclusion and improve access to services for gypsies and travellers in Wales. This includes funding the Travelling Ahead Advice and Advocacy service under the Equality and Inclusion programme.	Feedback from the Gypsy, Roma and Traveller Advice and Advocacy contractor gathered during the E&I contract monitoring process CoCo reports delivered as part of grant monitoring process, including identification of community tensions
	CoCos will provide cohesion support around proposed and approved Gypsy and Traveller Accommodation, including promoting the needs of G&T communities in the site selection process, supporting media strategies and community engagement in relation to sites, supporting Member training regarding their duties and planning processes in relation to sites, and supporting Local Health Boards to access G&T communities in their area.	
	Welsh Police Forces will work with Gypsy and Traveller communities to improve relationship with local Police, encourage active participation and report hate crime.	
2.3 Ensuring Welsh Government funded programmes help local cohesion priorities Ensure Welsh Government funded programmes support the social and economic inclusion of marginalised groups	Welsh Government will ensure that organisations operating the following programmes / working in the following priority areas are aware of the marginalised groups that have been identified as priorities at a Local Authority or PSB level, so that the programmes can be responsive to local needs and maximise impact in delivering against local and regional priorities: <ul style="list-style-type: none"> • Equality and Inclusion Programme 	Feedback from programmes on their plans in relation to the marginalised groups identified at a local level.

<p>or communities that have been identified as priorities at a Local Authority or PSB level.</p>	<ul style="list-style-type: none"> • Programmes involved in the new approach to building resilient communities including Communities First transition, Communities Facilities programme, Welsh Government Employability Plan, Flying Start, Families First, Children’s zones and ACEs hubs. • Delivery of the priorities underpinning the Ministerial Taskforce for the Valleys around Jobs and Skills, Integrated and Improved Public Services and Community and Personal Wellbeing. 	
	<p>CoCos will respond to requests from organisations for further information relating to the identified marginalised groups to help them understand and respond to local cohesion priorities and community tensions.</p>	
<p>2.4 Wider work to promote inclusion of particular groups across Wales</p>	<p>Sports Wales will continue work to embed equality within the infrastructure of sport in Wales, through the provision of support and challenge to partner organisations, supporting CSAP Lead Agencies to embed equality, diversity and inclusion into the new model for community sport.</p> <p>Welsh Government Fusion Programme – get action from Tom Cosson</p> <p>Arts Council – ask them for an action: <i>“will use their funding schemes to prioritise projects that make the arts more equal and help people understand each other”</i></p> <p>Ask PCCs for Welsh Police Forces community engagement activity</p>	

Objective 3: Supporting migrants, refugees and asylum seekers and settled communities during the integration process

The Eurocities Charter of Integrating Cities defines integration as “a two-way process, built on positive engagement by both newcomers and established residents. The process takes in all aspects of life: economic, social, cultural, civic and political, and continues a long time after arrival. Learning and speaking the official language [...] is crucial to this process and is essential to interaction. The greatest challenge we face is polarisation and conflict between newcomers and established residents when integration fails.” Actions under Objective 3 seek to support this two-way process in Wales, in settled communities experiencing change, or fearful of change, and for all migrants regardless of the routes by which they arrive in Wales.

How we will measure delivery is shown in the table below. How we will measure outcomes is shown on Page 4.

ACTION	DETAIL	MEASURING DELIVERY
3.1 Support for refugees and asylum seekers Enable asylum seekers and refugees to have the opportunities to learn, thrive and contribute to the economic, environmental, social and cultural life of Wales.	Welsh Government will deliver the Refugees and Asylum Seekers Delivery Plan ² to ensure that refugees and asylum seekers can play a full part in society regardless of the routes by which they arrive. This includes funding for a National Support Centre for Refugees and Asylum Seekers, and action relating to housing, health and social care, unaccompanied asylum-seeking children (UASC), education, and English for Speakers of Other Languages (ESOL).	Feedback from the National Support Centre for Refugees, Asylum Seekers and Migrants contractor gathered during the E&I contract monitoring process CoCo reports delivered as part of grant monitoring process, including identification of any issues
	CoCos will support Local Authorities to mainstream activity in relation to Refugees and Asylum seekers in existing and new dispersal areas, the Syrian Resettlement programme, children’s schemes and other schemes so that Local Authorities can meet emerging needs.	
	CoCos will promote positive inclusion of refugees and asylum seekers across all Local Authorities, including during Refugee week, tackle misinformation, monitor and mitigate community tensions, and share best practice nationally and within regions.	
	Welsh Police Forces will support partner agencies in ensuring that refugees and asylum seekers are welcomed and seek to establish relationships of trust and confidence amongst newcomers to Wales.	
3.2 Economic migrants Provide cohesion support for economic migrants to support integration, tackle discrimination, and address concerns relating to Brexit.	Welsh Government will press the UK Government for a speedy response on the future rights of EU citizens living in Wales, and will seek to provide guidance to migrants once these rights are better understood.	CoCo reports delivered as part of grant monitoring process, including identification of any issues
	When identified as a local priority group under Objective 2, CoCos will provide cohesion support to meet emerging needs of groups of economic migrants (such as European migrants, Roma), and in areas where large scale movements of people are taking place.	
3.3 Settled communities Work with settled communities	Welsh Government will develop a communications strategy that seeks to foster good relations between migrants and settled communities, seeking to understand and address	CoCo reports delivered as part of grant

² <http://gov.wales/topics/people-and-communities/communities/communitycohesion/asylum-seekers-and-refugees/?lang=en>

to understand and address fears expressed around immigration, and work to counter misinformation.	fears about immigration, promote positive stories about the contribution migrants make to Welsh society and the welcome they have received from settled communities.	monitoring process, including identification of any issues
	CoCos will monitor community tensions, support others to develop media strategies and community engagement to mitigate tensions, and support Local Authorities and Public Service Boards to consider the cohesion of settled communities in their Well-being Plans.	
	When identified as a local priority group under Objective 2, CoCos will support LAs with settled communities who are expressing most concern or hostility towards migrants	
	Welsh Police Forces will continue to monitor levels of hate crime related to negative rhetoric associated with Brexit and work with partners to address any relevant issues.	
3.4 Understanding migration trends Partners and departments understand local migration patterns and can plan for their implications and manage tensions.	Welsh Government will work with Wales Strategic Migration Partnership and others to develop information and data about migration trends and the likely impacts on community cohesion and promote these sources to partners.	Provision of information on migration trends
	Welsh Government will develop data and information on Roma communities	
	CoCos will share local information on immigration trends and support Local Authorities to understand current and future population changes and plan their services accordingly.	

Objective 4: Supporting communities in preventing hostility and extremism, and managing consequences

How we will measure delivery is shown in the table below. How we will measure outcomes is shown on Page 4.

ACTION	DETAIL	MEASURING DELIVERY
<p>4.1 Hate-related bullying in schools Support schools to tackle hate-related bullying and to promote respect</p>	<p>Welsh Government will support schools to tackle hate-related bullying. This includes updating the <i>Respecting Others Resilience</i> guidance and developing messages that maximise impact for Anti-Bullying week. We have also commissioned Show Racism the Red Card to develop simple aids to use in schools to help identify and tackle racist incidents, and are linking the travel behaviour code to the <i>Respecting Others</i>.</p> <p>Welsh Government will develop and consult on the new curriculum that will ensure our children and young people will be ethical, informed citizens who understand and exercise their human and democratic responsibilities and rights.</p> <p>In partnership with Welsh Government, the four Police Forces will deliver the All Wales School Liaison Programme to support schools to address instances of hate related bullying, and educate pupils on the impact of prejudice.</p> <p>CoCos will help Local Authority education colleagues to respond to requests by schools for supporting tackling hate-related bullying</p>	<p>Bullying and exclusions on the grounds of racism in schools.</p>
<p>4.2 Community tensions Monitor and respond to community tensions and link to Community Safety work</p>	<p>Welsh Police Forces will continue to compile weekly reports on community tensions, drawing on local intelligence, hate crime reports, local officer experience and consultation with communities.</p> <p>CoCos will work in partnership with the Welsh Police Forces to contribute local intelligence to the community tensions reporting process, and provide cohesion support to inform mitigation and preventative activities issues at a local level.</p> <p>Welsh Government will act on feedback from the Welsh Police Forces and CoCos to detect national trends in community tensions, and work with partners at a national level to mitigate potential issues that may arise from Brexit and national and international situations.</p>	
<p>4.3 Sustainable national, regional and local structures for tackling hate crime Work at all levels to encourage hate crime reporting, provide support to victims and ensure that hate crimes and incidents are dealt with in a satisfactory manner.</p>	<p>Welsh Government will work in partnership to deliver the Tackling Hate Crimes and Incidents Framework for Action including action relating to prevention, supporting Victims and improving the multi-agency response, and funding for a National Hate Crime Report and Support Centre under the Equality and Inclusion programme.</p> <p>Welsh Police Forces will continue to contribute to the delivery of the Tackling Hate Crimes and Incidents Framework for Action including through the work of the Hate Crime Criminal Justice Board. They will work with the National Hate Crime Report and Support Centre to share data effectively and ensure that CoCos have clear and accurate Hate Crime and Incident data that identifies trends and hot spots.</p> <p>CoCos will support Local Authorities to mainstream activity to tackle hate crime, including</p>	

	<ul style="list-style-type: none"> • sharing data on trends and hot spots • supporting partnership working across Community Safety Partnerships, Public Service Boards, the Police, Local Health Boards, housing and social services, and helping to embed work to tackle hate crime into Well-being Plans and Strategic Equality Plans. <p>CoCos will support the National Hate Crime Report and Support Centre to build levels of reporting through helping to develop third party reporting centres, strengthening grassroots support</p> <p><i>With funding from Welsh Government, the four Police Forces will provide 500 additional Police Community Support Officers (PCSOs) to work with communities to provide reassurance, including work to tackle anti-social behaviour and local issues, including low-level hate crime.</i></p>	
<p>4.4 Links to safeguarding Embed hate crime, modern slavery and Prevent duties into safeguarding duties of public services</p>	<p>Welsh Government will investigate and strengthen links where required to embed tackling Hate Crime, Modern Slavery and Prevent into the Safeguarding arrangements in Local Authorities and regions.</p> <p>CoCos will work to establish links with Social Service Departments and Safeguarding Boards, seeking to establish co-ordinated safeguarding training and awareness-raising sessions on hate crime, mate crime, modern slavery and tackling extremism.</p>	<p>CoCo reports delivered as part of grant monitoring process, including identification of any issues</p>
<p>4.5 Tackling Modern Slavery to combat all types of slavery including forced prostitution, child trafficking, criminal exploitation, domestic servitude, forced labour, organ harvesting and sexual exploitation.</p>	<p>Welsh Government will deliver the Wales Anti-slavery Leadership Group delivery plan to make Wales hostile to slavery and to co-ordinate the best possible support for survivors.</p> <p>Local Authorities, Police and other partners will work together through six Regional Anti Slavery Groups (RASGs) to ensure progress against the Wales Anti-slavery delivery plan.</p> <p>CoCos will work with the six RASGs to facilitate training and work with Welsh Government on awareness-raising campaigns, seminars and conferences.</p>	<p>Number of referrals of victims to the National Referral Mechanism (NRM), and number of perpetrators brought to justice.</p>
<p>4.6 Tackling extremism Reduce the exposure of young and vulnerable people to extremist groups in order to minimise radicalisation and reduce the threat of violent extremism.</p>	<p>Welsh Government will support Local Authorities to implement their Prevent duty to work with partners to reduce the risk of radicalisation and to prevent people from being drawn into far right groups and terrorism and ensure that they are given appropriate support. This supports the work of the CONTEST (Counter Terrorism Strategy) Board Wales.</p> <p>CoCos will offer community cohesion advice and support to Local Authority Single Point of Contacts (SPOCs) and CONTEST boards to help manage delivery and work through Prevent and emergent legislation and policies.</p> <p>CoCos will support engagement with communities impacted through Prevent to understand community feeling and any potential community tensions</p> <p>Welsh Police Forces will continue to work with partners in raising awareness of the PREVENT agenda, provide appropriate training to partners around identification of vulnerability, and work with communities to help build resilience and confidence in the Police.</p>	

Gender Based Violence

EVIDENCE FROM REFUGEE INQUIRY:

“We need to look at class inequalities in our society and the huge gap between rich and poor. If we’re talking about people not integrating, I think class gaps are the biggest and most entrenched issues that we face... It’s not an issue that is just about ethnic minorities, and I feel that the discussion around community cohesion needs to embrace and understand that far more effectively. Otherwise, it sounds to people like we’re just talking about a problem that we don’t want to talk about, which is immigration.”

72. On a practical level, Hywel Dda UHB raised concerns that “the Community Cohesion Delivery Plan activities appear to be centred around Cardiff”. They acknowledged that “this may be where larger numbers of refugees and asylum seekers are resettled” but argued that “it will also be important to ensure that integration of refugees and asylum seekers resettled elsewhere in more remote, rural areas is similarly facilitated”.

73. The EYST said that the Cohesion Plan is “overly focused on tackling hate crime and insufficiently focused on prevention of hate crime and challenging attitudes of hate – which is akin to closing the stable door after the horse has bolted”. They explained that “the plan also risked pandering to and increasing racial stereotypes by focusing on specific issues such as modern slavery and gypsy traveller communities, rather than the wider and overarching issue of racism”.⁶⁹ This is supported by research from 2008 by the Joseph Rowntree Foundation into immigration and inclusion in South Wales: “There is a real need to avoid the common-sense, and now institutionalised, tendency to link together race equality, community cohesion and issues of community safety and extremism, and a related need to explore cohesion issues across settled and new communities, groups and areas.”

74. City and County of Swansea said that the Cohesion Plan had sometimes created “confusion over responsibilities such as Social Services which has ultimate responsibility for safeguarding and in terms of asylum seeker and refugee resettlement/integration agendas” and called for “clarity on overall responsibilities for these areas” and an emphasis in the Cohesion Plan on “the importance of safeguarding”.

84. The Reverend Canon Aled Edwards from DPIA described the assistance that the co-ordinators also provide to local organisations: “...when we confront...intensely difficult moral decisions about breaches of confidence when we suspect, for example, that people may be trafficked or are about to be abused. We will talk with each other, but we will talk with these officers, seek their advice and act on it. And from the point of view of an organisation, where we are extremely vulnerable at the rock face of the issues, having those key staff members there is immensely useful to us.”⁸⁴

“Negative political and media debates on migration and diversity undermine the integration of those who are newly arrived and they do far more than that. They also threaten relationships within and between long established communities, undermining a common sense of identity and solidarity and raising questions about the values on which societies are based.”

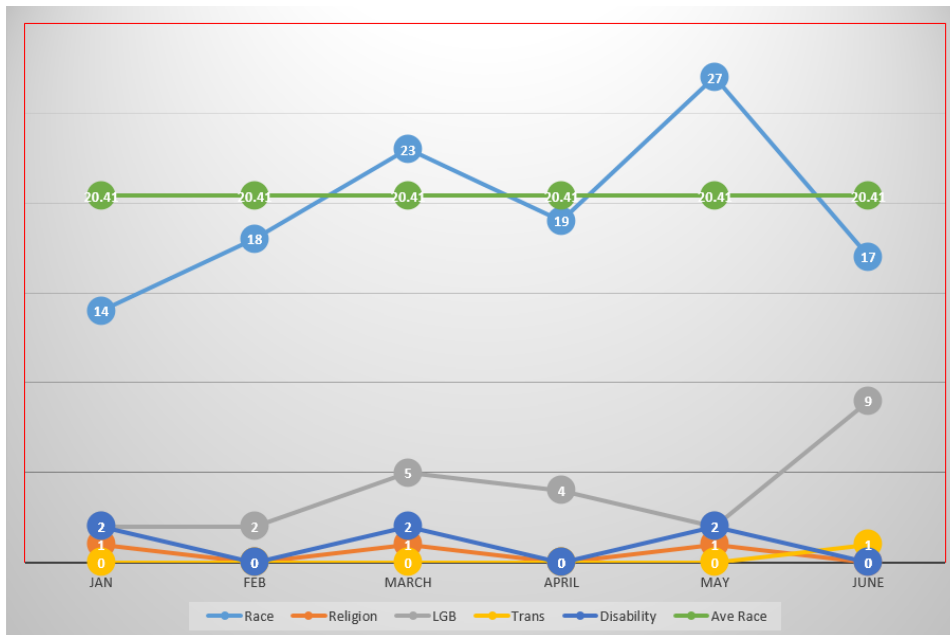
Rocio Cifuentes from EYST called for: □ “far stronger messaging from politicians filtered through” the full range of media □ campaigns planned around “key points in the calendar” such as Black History Month, Refugee Week, and UN Day against race discrimination; □ “a far more effective communications strategy that looks to reach the most deprived communities in Wales by whatever media they are mostly using”.

The Welsh Refugee Council also described awareness-raising as “essential” to community cohesion: “It means humanising the ‘refugee’ through positive stories about their contribution to Welsh life and by maximising opportunities for other local people to meet, hear from and work alongside refugees. It also means publicising the variety of ways in which welcome and support is offered to refugees by Welsh people and includes awareness-raising within refugee communities themselves.”

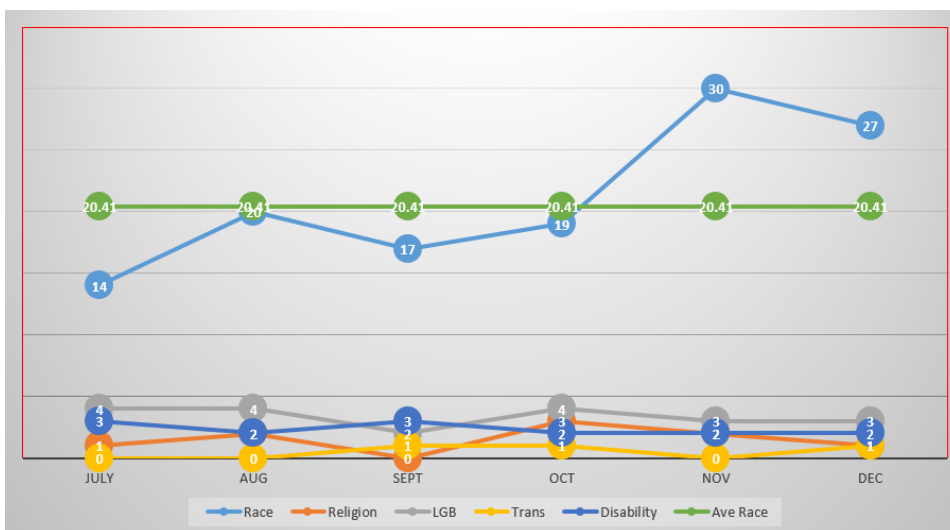
EQUALITY & INCLUSION PROGRAMME

Organisation	Project name	Total Amount of funding 2017 - 2020
Equality Grant		
Ethnic Youth Support Team (EYST)	Representative body Race	£360,000
Stonewall Cymru	Representative body Gender Re-assignment and Sexual Orientation (LGBT)	£450,000
Women's Equality Network (WEN) Wales	Representative body for Gender Equality	£359,800
Disability Wales	Representative body Disability	£500,000
Inclusion Projects		
Victim Support	All Wales Hate Crime Report and Support Centre	£624,506.05
Tros Gynnal Plant	Gypsy, Roma and Traveller Advice and Advocacy Service	£529,500
Welsh Refugee Council	National Support Services for Refugees, Asylum Seekers and Migrants	£1,065,000

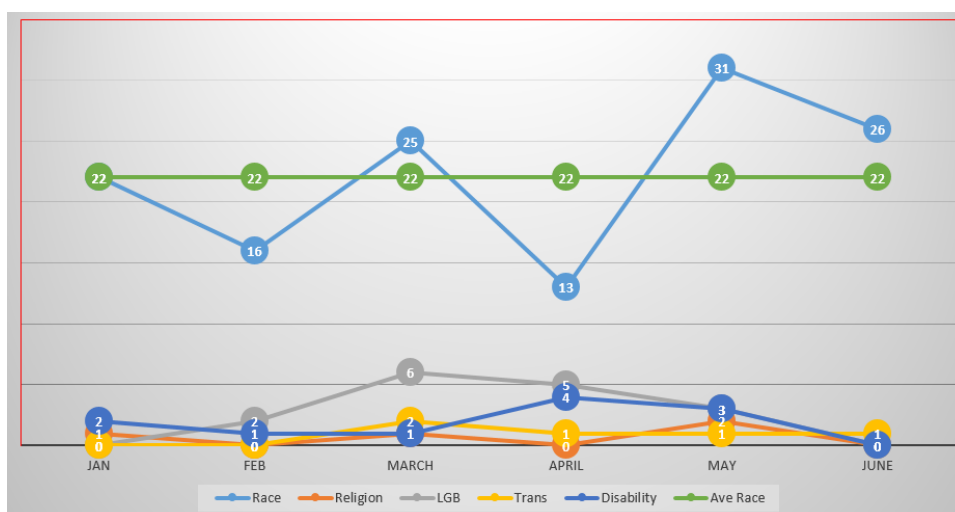
HATE CRIME STATISTICS 2015-2017 BY CHARACTERISTIC (Supplied by SWP)



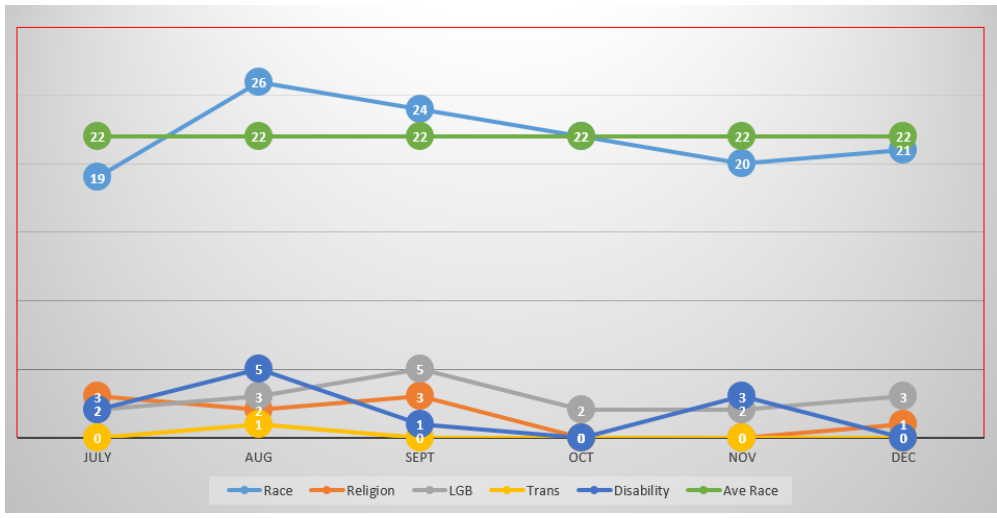
**Jan – Jun
2015**



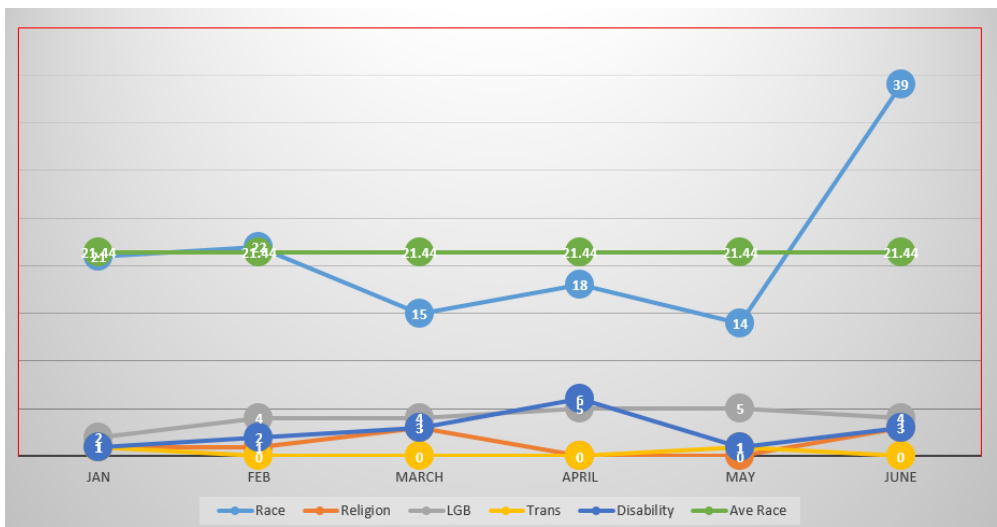
**July – Dec
2015**



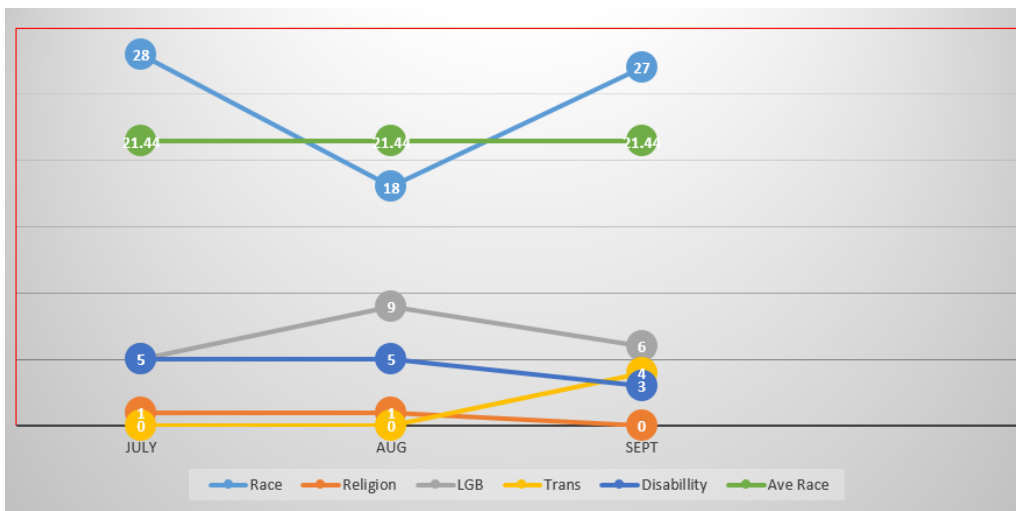
**Jan – June
2016**



July - Dec
2016



Jan - June
2017



July - Sept
2017