

Community Cohesion Delivery Plan Templates for 2008/9

Cover Notes

Outcome

This column relates to the targets that have been agreed.

Actions

This column should contain details of the real activity that will be undertaken to achieve improvement against the indicators for this priority. These should be agreed in conjunction with the key partners responsible for delivery.

Milestones

This column should contain a list of the actions required to complete the outcome for this priority.

Responsibility

This column will be used to indicate who is responsible (lead and supporters) for each action and associated funding/milestones

Risk

This column will be used by the responsible officer to identify the degree of risk associated in completing the action and subsequent milestones are achievable. It will also be used to relay comments and remedial action necessary.

Leadership and Engagement

Key Partners:

Other Stakeholders:

Strategic Objective 1 – Developing effective leadership and engagement to support the implementation of the County Community Cohesion Strategy

Outcome	Actions	Milestones	Responsibility	Risk
Strong community Leadership, raising awareness of cohesion and engaging with communities to develop a cohesive and vibrant county	Implement the community cohesion framework and strategy through the Local Area Agreement	Sign up by all LAA partners to the community cohesion framework and action plan.		LAA partners not agreeing to sign up to Strategy
	Establish a community cohesion leadership group	Establishing a united voice on the need for cohesion in the county, which supports local leadership		
	Undertake action research in partnership with the LAA office and Institute of Urban Studies	Report to Community Cohesion conference in 2009, and develop baseline information for annual review		
	Raise awareness of cohesion and integration activity linked to the Community Call for Action	Local leaders and councillors supported in their role through increased understanding of cohesion priorities and community tensions in their areas.		

	LAA leaders to enhance the role of citizenship ceremonies for migrants	Improved understanding by migrants of rights and responsibilities of being a British citizen		
	Mapping and understanding our communities to better understand changing demography of the county	Improved understanding of our communities to help shape development of policy and service delivery across the county		

Ensure the growth agenda enables both new and existing communities to benefit from the growth of the county	Mainstream issues of integration and cohesion into the county's Sustainable Communities Strategy	Support to local boroughs and districts in shaping sustainable communities strategies that meet the needs of the local communities		
Support for schools in their new duty to promote community cohesion through schools and citizenship	Run workshop for all schools heads to explore what this duty means for their schools and consider ways to promote cohesion (with support from ICoCo)	Greater cohesion within schools among pupils of different backgrounds, which extends into the wider community		
Targeted support for LAA identified Neighbourhood and Rural renewal areas	Agree areas for targeted support based on local information and BVPI survey results, and develop tangible activities to promote cohesion	Greater support to areas most in need, to develop a stronger sense of communities and cohesion		

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Strategic Objective 1(i) - To develop an LAA Community Engagement strategy linked to the Community Cohesion strategy

Outcome	Actions	Deliverables	Responsibility	Risk
Maximised engagement with all sectors of the community, particularly with those traditionally marginalized and those harder to reach	Pool and align resources of partner agencies to develop community engagement structures and methodologies, with a commitment to making information available in all formats e.g. for the visually impaired.	Clear communication between communities and existing partnerships		
	Build on the work of the VCS across the county to engage local communities			
	Engage the media in promoting dialogue and debate			
	Provide good information and communication to enable communities to influence decision making processes			
Ensure that physical community spaces are built into the planning process affecting the county as part of the MKSM growth agenda	Work with WNDC and NNDCo to discuss and promote the building of physical spaces in areas of growth, to enable community cohesion activity			

Developing Shared Values

Key Partners:

Other Stakeholders:

Outcomes	Actions	Milestones	Responsibilities	Risk
Strategic Objective 2: - To promote the agreed shared values presented in this strategy through the wider Community Cohesion engagement and communication strategies and through engagement with the media.				
Shared values agreed by LAA partners and promoted through leadership group	Promote a statement of shared values through all LAA activity	•	•	
	Partners to promote these values within their organisations	•	•	
	Develop annual LAA standing conference to promote values, recognise good community cohesion practice and assess progress in the county	•	•	
		•	•	

Preventing Problems of Tomorrow

Key Partners:

Other Stakeholders:

Outcomes	Actions	Milestones	Responsibilities	Risk
Strategic Objective 3 -To develop good leadership in local communities with a clear understanding of local problems, tensions and causes of concern within different communities to prevent the manifestation of major issues at a future date.				
Develop effective mechanisms for assessing and dealing with community tensions and hate incidents and crimes	Develop multi-agency approach for monitoring all forms of community tensions, linked to GOEM and DCLG requirements			
	Identify “hotspots” of tension in the county through ComPass Unit data, and tensions monitoring information, and develop actions to support communities			
	Work with elected Members to champion community cohesion at a neighbourhood level and support conflict resolution. Develop and Improve access to conflict resolution resources for leaders.			
Increase in the distribution of hate crimes packs by all partners and other relevant organisation,	Increase reporting packs distributed by LAA partners and other relevant organisations			

and co-ordinated through the county Hate Incidents Forum.				
	Increase number of Hate Incident packs produced over the next 12 months(08/09)			
Increase in the commitment to reporting and recording of all hate incidents and crimes to the ComPass Unit by LAA partners and other relevant organisations.	Agree a consistent data-sharing protocol for all LAA, and other, partners			
	Monitor compliance with data-sharing protocols, through the Hate Incident Forum, on an annual basis			
	Monitor the changes in the number of hate crimes reports being received by the ComPass Unit on a quarterly basis, with LAA partner accountability to the Hate Incidents Forum.			
Ensure community cohesion is addressed in the event of community crises, and to avoid crises where possible.	Link to emergency planning to develop a contingency plan in the event of a crises			
Good press and media relation linked to a positive LAA communications strategy in relation to community cohesion	Promote a positive communications and myth busting strategy and develop effective relations with local press and media to promote positive messages.	Reducing myths and misinformation in the county, and improving community relations		
Support the work of the countywide Hate Crimes Forum and victims of hate incidents/crime	Support for the 4 delivery plans focusing on: Victims Communications Community Criminal Justice system			

<p>Develop work programmes resulting from the PVE pathfinder funding to support Muslim communities, linking to other community groups and cohesion activities as necessary</p>				
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Good Information

Key Partners:
Other Stakeholders:

Outcomes	Actions	Milestones	Responsibilities	Risk
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Strategic Objective 4: - To develop good information including recording, collating, monitoring and sharing of both hard and soft information between agencies and neighbourhoods

<p>Sharing of good quality information between all LAA , and other, partners</p>	<p>ComPass Unit to facilitate provision of information and to develop mechanisms for gathering and sharing community intelligence (supported by the Hate Crimes Forum)</p>	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 	
	<p>All partnerships, e.g. Safer Community Teams, NRR teams, Joint Action Groups and CDRPs to play an important role in gathering local information</p>	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 	

	Monitor BVPI cohesion performance indicators and develop locally specific indicators	•	•	
	LAA performance mgt systems utilised to demonstrate progress against community targets and assess outcomes	•	•	

Visible work to tackle inequalities

Key Partners:
Other Stakeholders:

Outcomes	Actions	Milestones	Responsibilities	Risk
Strategic Objective 5: - LAA partners to deliver across the 6 equality strands: race, disability, gender, sexuality, age and religious belief.				
Demonstrable commitment to improving and monitoring equalities issues across the LAA, in line with guidance from the Equalities and Human Rights Commission	Work with LAA office to develop an LAA Equalities Plan, supported by all LAA boards	Develop robust equality outcomes through the LAA for all communities, particularly those experiencing discrimination	•	
	Address issues of inequality for all communities	Consistent approach to delivering on equalities across the county	•	
	Equality Impact Assessments to be undertaken on the LAA 2 delivery plan, and actions agreed with clear performance mgt.			

	Equality impact made against all future policies agreed by the LAA2 board			
LAA partners to achieve standards for equality measured through the Equality Standard, or appropriate framework, and to meet responsibilities under the Single Equalities Act	LAA partners to demonstrate commitment to collaborative working in progressing their equalities standard, or appropriate framework			
Attendance and representation at equality and diversity events by local authorities, communities and schools.	Attendance at Ann Frank Exhibition by local areas, e.g. schools, and community groups, and demonstrably supported and promoted by local authorities e.g. press releases, website publicity			
5(i) Implement the New Arrivals Integration Strategy				
Support the integration of new arrivals to the county, particularly economic migrants, and in light of the MKSM growth agenda	Consult on and implement the New Arrivals Integration Strategy to raise awareness of integration priorities and the framework for activity, along with structures for delivering support			
	Promote understanding through the integration strategy of legal frameworks, peoples' rights and access to advice and support.			
	Develop welcome packs for new migrants			
Ensure equality of opportunity for all residents of Northamptonshire resulting from the MKSM growth, whether existing	Work with Local Strategic Partnerships and Northamptonshire Enterprise Limited (NEL) to identify local, regional and national programmes and funding that support the integration of economic migrants.			

or new communities				
Increased community understanding about migrants rights and responsibilities	Work to dispel myths and misconceptions about the generality of migrants			

Involving Young People				
Key Partners: Other Stakeholders:				
Outcomes	Actions	Milestones	Responsibilities	Risk
Strategic Objective 6: - To involve young people in promoting Community Cohesion and in developing effective leaders for the future				
Effective leaders for the future through engaging with young people	Engage the Children and Young People's Partnership to identify programmes that promote young people and their contribution to community cohesion	•	•	

	Engage with young people through cohesion and cultural activities within schools	•	•	
	Engage with young people through existing fora and networks in the county	•	•	
	Promote the citizenship curriculum in school, with focus on the role of youths in society (working with the schools development and support agency)	•	•	
	Develop leadership courses for youths on citizenship and cohesion	•	•	

Inter-faith Work				
Key Partners:				
Other Stakeholders:				
Outcomes	Actions	Milestones	Responsibilities	Risk
Strategic Objective 7: - To develop a countywide Faith Community Leadership to support Community Cohesion				
Establish overarching faith forum for the county, building on work of existing faith groups to provide distinct faith	Develop a countywide Faith Community Leadership Group	•	•	

community leadership.				
	Develop local faith fora that can promote multi-faith activities and raise the profile of faith communities' contribution to community cohesion	•	•	
	Promote inter-faith dialogue and a strong voice for faith communities	•	•	
	Consultation with faith groups in the county to look at needs, capacity and resources to continue working with community cohesion agenda in the county	•	•	

Partnership Working

Key Partners:

Other Stakeholders:

Strategic Objective 8: - Consultation with LAA boards to understand cross-cutting cohesion themes through each of the LAA2 board work programmes.

Safer and Stronger Communities

See Com Cohesion Delivery Plan agreed		•	•	
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Children and Young People

To be agreed		•	•	
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Healthier Communities and Older People				
To be agreed		•	•	
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		•	•	
		•	•	
Economic Development, Enterprise and Growth				
To be agreed				