

Calderdale Community Cohesion Action Plan 2005 - 2008



‘One Calderdale, many communities’

‘A stable and cohesive society is vital for our future prosperity and quality of life in Calderdale. Breaking down barriers between communities, whilst encouraging mutual understanding and respect, is high on the agenda of the Council and its partners’

The Community Cohesion Action Plan sets out the priority actions that need to be addressed to support community cohesion in the Borough of Calderdale. The action plan supports the Community Cohesion Strategy for Calderdale, which sets out the background and framework to this plan.

The Council has worked closely with key partners and agencies in Calderdale to bring this document together.

The importance of partnership work is recognised throughout the plan, with partners taking the lead agency role in many areas.

The Action Plan is a dynamic document, which will be revisited and adjusted over time with the recognition that our communities are not static and that our priorities may change over time.

Comments about the action plan should be addressed to:

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Objective 1
To develop significantly the opportunities that all residents of Calderdale, particularly young people, have to meet, mix and engage in activities with and across different communities, and to play key roles in their communities

Measure	Targets			Means of Evaluation/Links to other Plans
	2005/06	2006/07	2007/08	
No. of hours children are engaged in structured twinning activities with other schools	25,000	25,000	25,000	Returns from schools CMBC Corporate Plan 2005-2008/LPSA
No. of young people taking part in Young People's Panels	100	200	200	Youth Service data CMBC Corporate Plan/LPSA

Actions	Timescales (& resources)	Lead organisation/partners
Develop a structured and sustainable programme of school twinning activities	2005 onwards (£10,000 LPSA funding in 2005/6)	CMBC Schools & Children's Services Directorate
Investigate the adoption of the Community Cohesion Standards for Schools across Calderdale, including recruiting governors to reflect local communities	2007	CMBC Schools & Children's Services
Engage with Community Forum to build upon existing work with young people and cross-community youth provision so both the statutory and voluntary sectors can help to strengthen community cohesion	Community Forum established by Sept 2005	Community Forum & CMBC Youth Service
Build upon the Youth Parliament to develop ways to encourage more young people to actively participate in their local community	Ongoing	CMBC Youth Service/Calderdale Youth Parliament
Engage with young people from different communities in order to develop sporting & cultural activity programmes and facilities designed to foster cross community contact, e.g. Positive Activities for Young People programme, Midnight League, Young Brilliance	Build on existing initiatives Sept 2005 (Sport relief/CMBC)	CMBC Community Services Square Chapel Centre for the Arts
Develop current and future cultural events to have wider cross-community appeal	Ongoing (CMBC Cultural Grants)	CMBC Libraries, Museums and Arts Service
Further develop cross-community mentoring schemes	Dec 2005 onwards	Pennine Housing 2000
Ensure Calderdale Cares develops its capacity to play a key role in fostering community cohesion through its projects and programmes	Ongoing (CMBC £5,000 p.a.)	CMBC/Calderdale Cares
Use the HO-funded purposeful activity programme to ensure asylum seeker children meet and mix with children from the host communities.	Ongoing	CMBC Asylum Seekers Team

Objective 2				
To develop a shared sense of belonging to Calderdale for all communities, and an active citizenship programme which promotes common values whilst embracing all residents				
Measure	Targets			Means of Evaluation/Links to other Plans
	2005/06	2006/07	2007/08	
% of people surveyed saying they feel they belong to their neighbourhood (and district)	Establish baseline	-	5% increase from 2005	CMBC <i>Talkback</i> Citizen's Panel
Number of volunteers registered with VA-C (and the number from BME communities)	600 (60)	900 (80)	1200 (100)	Voluntary Action Calderdale records Safer & Stronger Communities Fund
% of adults who have been involved with a voluntary or community group, in a voluntary capacity with a statutory agency or who have attended a public meeting or consultative forum in the last 12 months	Establish baseline	-	10% increase from 2005	Safer & Stronger Communities Fund CMBC <i>Talkback</i> Citizen's Panel CMBC Corporate Plan
Actions			Timescales (& resources)	Lead organisation/partners
Introduce a programme of Active Citizenship/Community Harmony awards			September 2006	Calderdale Forward
Work with Voluntary Action Calderdale and Calderdale Cares to encourage volunteering and to develop volunteering opportunities, and to plan a programme of activity linked to Year of the Volunteer 2005			June - Dec 2005	CMBC Community Services/VAC/Calderdale Cares
Develop a 'One Calderdale, many communities' type campaign, including adoption of a 'Community or Calderdale Charter'			Sept 2005 onwards	Pennine Housing/Calderdale Forward/W Y Police
Ensure public areas within key public buildings reflect the diversity of Calderdale			Sept 2005 onwards	CMBC (Community Services and Regeneration & Development)/PH2K/PCT/NHS Trust
Investigate potential for programme of community juries, building upon the Joseph Rowntree funded model taking place in summer 2005			March 2006 onwards	CMBC Community Services & Calderdale Forward Community Engagement Partnership
Further develop citizenship ceremonies			Ongoing	CMBC Law & Administration

Objective 3

To actively challenge stereotypes, and promote awareness, celebration and understanding of all faiths, cultures and backgrounds within Calderdale

Measure	Targets			Means of Evaluation/Links to other Plans
	2005/06	2006/07	2007/08	
The % of people who feel that local ethnic differences are respected in Calderdale *	37.5%	-	50%	CMBC Customer Relations Survey/ <i>Talkback</i> CMBC Corporate Plan
The number of racial incidents recorded by the authority per 100,000 population	107	109	111	CMBC records
The % of racial incidents recorded by the Local Authority that resulted in further action	96%	100%	100%	CMBC Records
Actions			Timescales (& resources)	Lead organisation/partners
Ensure further development and sustainability of Calderdale Interfaith Council (CIC), including capacity to produce information and organise celebration events			Ongoing	CMBC/CIC
Develop equality, diversity and faith awareness training programmes in key public sector organisations, especially CMBC and NHS family			April 2006 onwards	Victim Support Calderdale
Introduce annual programme of cultural celebration events e.g. Black History week, and investigate ways to ensure sustainability of People's Park Festival			From 2006	CMBC Community Services (Libraries, Museums & Arts)
Ensure improved coordination of communication, both proactive and reactive, between key organisations, from both the public and private sectors, in Calderdale, and investigate possibility of a 'media compact'			Action Plan/protocol in place by April 2006	Calderdale Forward Communications Group
Develop resources to facilitate mutual awareness and understanding, e.g. Faith Directory, faith diaries, calendar of religious festivals			Ongoing	Calderdale Interfaith Council

* 'Headline indicator' of community cohesion in Calderdale

Objective 4
To develop pro-active communication and media strategies which seek to dispel myths and misconceptions that are divisive and harmful to good community relations, whether based on race, gender, disability, sexuality or any other prejudice

Measure	Targets			Means of Evaluation/Links to other Plans
	2005/06	2006/07	2007/08	
Number of relevant press releases per annum	6	6	6	CMBC records
Number of factual publications/initiatives designed to dispel myths	1	2	3	CMBC records
Actions			Timescales (& resources)	Lead organisation/partners
Undertake a review of communication strategies in public sector to ensure that they do not unintentionally sustain myths and misconceptions (link to CMBC Race Equality Scheme)			Dec 2005 - April 2006	CMBC Community Services/Chief Executive's Office
Myth busting publications e.g. '15 common myths' - facts regarding benefits and housing allocations for asylum seekers, explanation of resource allocations etc.			Dec 2005 onwards	CMBC Community Services
Develop protocol for joint statements from key community leaders, particularly at times of potentially heightened community tensions			April 2006	Calderdale Forward
Develop Community Cohesion pages on CMBC Web Site (and seek links from other sites)			Within CMS implementation - Autumn 2005	CMBC Community Services
Use Calderdale Call to explain what the Council does and why, and as a vehicle for transparent decision-making - at least one article per edition.			November 2005 onwards	CMBC Chief Executive's Office
Use Year of the Volunteer as an opportunity to engage local media in positive publicity, e.g. asylum seekers and volunteering, and to encourage volunteering and active citizenship (also see objective 2)			Oct 2005 onwards	CMBC/Calderdale Cares
Develop clear protocol for information sharing within CMBC and between partner agencies in order to deal most effectively with potentially divisive issues and incidents			Spring 2006	CMBC Chief Executive's Office/Calderdale Forward

Objective 5

To improve access to learning, training and job opportunities for people living in Calderdale who are isolated or disadvantaged in some way

Measure	Targets			Means of Evaluation/Links to other Plans
	2005/06	2006/07	2007/08	
% of local authority employees from minority ethnic communities	4.40%	4.83%	4.83%	CMBC Organisational Improvement Plan
% of Council employees that meet the DDA disability definition	1.53%	1.56%	1.59%	CMBC Organisational Improvement Plan
% ethnic minority pupils gaining 5 or more GCSE A-C grades	50%	57%	58%	CMBC Corporate Plan
Actions			Timescales (& resources)	Lead organisation/partners
Review job descriptions/personnel specifications as part of wider review of recruitment practices to remove unnecessary/unintentional barriers and ensure that equality issues are meaningfully included within recruitment processes and conditions of employment			April 2006 onwards	Pennine Housing and CMBC
Include positive equality statements within application packs, and encourage other public, private and voluntary agencies to do likewise			April 2006 onwards	Pennine Housing and CMBC
Develop a programme of application skills workshops targeted at groups underrepresented in employment			Dec 2005 onwards	CMBC/Job Centre Plus
Develop family learning programmes/Children's Centres/Extended schools and build upon Sure Start initiatives in Calderdale			Ongoing	CMBC Schools and Children's Services/Children & Young People's Management Group
Ensure Calderdale Learning Plan reflects cohesion priorities			'Cohesion-proof' at next review	Calderdale Learning & Skills Partnership

Objective 6
To make Calderdale's communities as safe as possible, reducing the fear of crime, improving our capacity to prevent and manage conflict situations, and tackling discrimination and hate crime

Measure	Targets			Means of Evaluation/Links to other Plans
	2005/06	2006/07	2007/08	
The number of reported racist/homophobic incidents	442	To be determined	To be determined	CMBC Corporate Plan/LPSA
Percentage of repeat victims of racist/homophobic incidents	19%	18%	17%	CMBC Corporate Plan/LPSA
% of residents who feel fairly or very safe in the Calderdale area during the day (and at night)	72% (35%)	To be determined	To be determined	CMBC Corporate Plan/Safer Communities Strategy
Actions			Timescales (& resources)	Lead organisation/partners
Sustain and develop Calderdale Mediation (CALM)			Ongoing	PH2K and Victim Support Calderdale
Investigate possibility of using community sentencing to promote community cohesion			April 2006 onwards	CMBC Youth Offending Team/W Y Probation Service
Ensure the policies and procedures of Multi-Agency Partnership are consistently applied across all partner agencies, and extend involvement to e.g. health sector, housing associations etc.			Sept 2005 onwards	Calderdale Multi-Agency Partnership
Increase number of Hate Crime Reporting Centres			Ongoing	Calderdale Multi Agency Partnership
Reassurance programme based upon facts and evidence to address fear of crime and assumptions about its location and perpetrators			Ongoing 2005 – 08	CMBC Community Services
Develop information sharing protocol between Safer Communities Partnership and Registered Social Landlords			Spring 2006	CMBC/Calderdale Housing Association Liaison Meeting
Extend information and intelligence sharing amongst key agencies, building upon the CMBC/Police Community Impact Assessment Group meetings			Autumn 2005	CMBC Community Services/W Y Police

Objective 7				
To improve the way in which services are delivered in Calderdale to make sure that they are accessible and responsive to the needs of all different communities				
Measure	Targets			Means of Evaluation/Links to other plans
	2005/06	2006/07	2007/08	
% adults who agree that they can influence decisions affecting their local area	30.5%	-	35%	CMBC Customer Relations Survey CMBC Corporate Plan; Calderdale Futures Plan
% citizens satisfied with overall service provided by the local authority	50%	55%	To be determined	CMBC Customer Relations Survey/User Satisfaction Performance Indicators 2006/7 CMBC Corporate Plan
Level of the Equality Standard for Local Government to which the local authority conforms	1	2	2	CMBC Organisational Improvement Plan
Actions			Timescales (& resources)	Lead organisation/partners
Investigate more effective ways to engage with the different communities of Calderdale through the development of a Community Engagement Strategy and the establishment of the Community Engagement Key Partnership			Strategy in place by April 2006	Calderdale Forward Community Engagement Partnership
Ensure CMBC services are developed in a way which reflects the involvement of different communities and increases both customer access and satisfaction			Through annual Service Improvement Plans	CMBC Chief Executive's Office
Undertake an audit of CMBC services to ensure they are 'cohesion proofed' i.e. not unintentionally promoting tension or a feeling of injustice			April 2006 onwards	CMBC Community Services
Monitor and develop provision of Multilingual kiosks			Evaluation winter 2005/06	CMBC Community Services
Ensure the development of the Council's face-to-face and telephone contact centres take account of the needs of, and are accessible and relevant to, Calderdale's diverse communities			June 2005 onwards	CMBC Community Services
Implement and review the CMBC Race Equality Scheme			Ongoing	CMBC Corporate Services
Develop a better understanding of Calderdale's communities through integrated and shared research and consultation programmes			Ongoing	CMBC Chief Executive's Office

Objective 8				
To ensure equality of access to good quality, and affordable, housing in order to promote sustainable neighbourhoods throughout Calderdale				
Measure	Targets			Means of Evaluation/Links to other plans
	2005/06	2006/07	2007/08	
% Registered Social Landlord lettings to applicants from BME communities	5%	6%	7%	Calderdale Housing Strategy 2005 - 2010
% RSL stock included in a Calderdale Choice based lettings scheme	0%	80%	100%	Calderdale Housing Strategy 2005 - 2010
Number of new affordable homes using Social Housing Grant or Section 106 agreements	130	170	230	Calderdale Housing Strategy 2005 - 2010
Actions			Timescales (& resources)	Lead organisation/partners
Review Supplementary Planning Guidance to maximise affordable housing provision within developments			Begin June 2005	CMBC (Housing, Planning and Legal Services)
Investigate the development of a Choice Based Lettings scheme for social housing within Calderdale, initially with Pennine Housing 2000 (PH2K)			Pilot in operation by April 2006	CMBC and PH2K
Encourage Housing Associations/Registered Social Landlords to review their lettings policies and promotional information			Summer 2006 onwards	Calderdale Housing Association Liaison Meeting/CMBC
Investigate future housing requirements within Calderdale, including BME communities and young people and reflect the findings in the Housing Strategy			Nov 2004 - April 2005	CMBC/PH2K
Undertake research into the support requirements of households moving to non-traditional areas and implement recommendations			2007	CMBC/PH2K
Review the allocation of housing renewal resources to ensure community cohesion is promoted rather than hindered			January 2006	CMBC Community Services