

Community Cohesion Action Plan

The Commission for Integration and Cohesion made a series of recommendations to councils and local strategic partnerships in its June 2007 report "Our shared future". This part of the Stockton Community Cohesion Strategy action plan sets out how Stockton will respond to these recommendations

Ref	Action	Lead Responsibility	Deadline
CC1	<p>LSP to map the borough's communities and use this map to identify tensions and opportunities</p> <p>Milestones</p> <ul style="list-style-type: none"> • Thorough mapping of the borough's communities complete. • Offensive incidents group to consider mapping and develop appropriate responses 	Safer Stockton Partnership & SBC Diversity Team	<p>December 2008</p> <p>December 2008</p>

CC2	<p>LSP to monitor performance against the new Cohesion Indicator</p> <p>Milestones</p> <ul style="list-style-type: none"> • Renaissance to consider progress against Cohesion Indicator NI1 (<i>Percentage of people who believe people from different backgrounds get on well together in their local area</i>) and approve progress 	Stockton Renaissance	In line with LAA monitoring
CC3	<p>LSP to mainstream community cohesion into their Sustainable Community Strategy, Local Area Agreement, LSP management and wider service delivery, particularly youth provision</p> <p>Milestones</p> <ul style="list-style-type: none"> • Sustainable Community Strategy to address Community Cohesion • New Cohesion indicator embedded within LAA • Renaissance to consider performance against Community Cohesion Strategy and relevant Cohesion indicators • Review of Children and Young People's Plan to consider Community Cohesion. • Community Cohesion reflected in CTB action plans. 	<p>Stockton Renaissance</p> <p>Children Trust Board</p>	<p>March 2008</p> <p>June 2008</p> <p>Ongoing</p> <p>April 2009</p>

CC4	<p>LSP to develop cohesion indicators that are meaningful to Stockton</p> <p>Milestones</p> <ul style="list-style-type: none"> • Community Cohesion Strategy approved • Local Area Agreement approved including cohesion indicator. 	Stockton Renaissance	<p>March 2008</p> <p>June 2008</p>
CC5	<p>Council and other public sector employers to have a workforce strategy that has a clear action plan for targeted recruitment</p> <p>Milestones</p> <ul style="list-style-type: none"> • Workforce Development Strategy and People Strategies complete • Identify current position across public sector • All public sector partners to have appropriate workforce strategies 	<p>SBC</p> <p>LPSB</p> <p>LPSB</p>	<p>June 2008</p> <p>June 2008</p> <p>March 2010</p>
CC6	<p>LSP to develop “welcome packs” for people moving into the borough and “cultural briefings” for immigrants</p> <p>Milestones</p> <ul style="list-style-type: none"> • Welcome packs produced • SSP identifies and provides relevant information • Cultural briefings held 	<p>BME Network</p> <p>Safer Stockton Partnership</p> <p>Arts & Culture Partnership</p>	<p>March 2009</p> <p>March 2009</p> <p>March 2009</p>

CC7	<p>LSP to review public and workplace “English as a Second Language” (ESOL) provision in the borough</p> <p>Milestones</p> <ul style="list-style-type: none"> • Provision reviewed and recommendations made for future developments. 	Stockton Renaissance	December 2008
CC8	<p>Council to review Citizenship ceremonies strengthening the focus on local community issues and the involvement of young people</p> <p>Milestones</p> <ul style="list-style-type: none"> • Citizenship ceremonies reviewed and improvements made where necessary • Identify opportunities to maximise the involvement of young people and incorporate into PIC strategy. 	<p>SBC Diversity Team</p> <p>Children Trust Board</p>	<p>December 2008</p> <p>March 2009</p>
CC9	<p>Formalise mechanisms for faith representation on Stockton Renaissance.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Report produced 	LSP Manager	July 2008

CC10	<p>LSP to develop a range of inter-generational projects</p> <p>Milestones</p> <ul style="list-style-type: none"> • Delivery of appropriate aspects of Older People Strategy • Evaluation and recordings of projects • Programme of events developed and delivered • Relevant actions incorporated in PIC Strategy 	<p>Health and Wellbeing Partnership BME Network Arts & Culture partnership Children's Trust Board</p>	<p>March 2009</p>
CC11	<p>Develop a Communications Strategy that is targeted at different communities and engages local media in promoting positive messages and myth-busting.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Communication Strategy developed • Success of current myth busting reviewed • New approach developed if required • Roll-out of new approach 	<p>SBC Diversity Team BME Network & Safer Stockton Partnership</p>	<p>March 2009</p>

CC12	<p>LSP to conduct an audit of opportunities for cross cultural and interfaith engagement</p> <p>Milestones</p> <ul style="list-style-type: none"> • Produce a report on key findings 	LSP Manager	July 2008
CC13	<p>Support schools in implementing their Community Cohesion duty</p> <p>Milestones</p> <ul style="list-style-type: none"> • Successful delivery of the appropriate actions within the Children and Young People's Plan 	Children Trust Board & Health and well being Partnership	March 2009
CC14	<p>Council ensure that where buildings are transferred to community ownership it is on condition that it remains a whole community resource</p> <p>Milestones</p> <ul style="list-style-type: none"> • Dependent on success of funding bid, leasing arrangements agreed with third sector partners 	SBC Community Development Team	April 2008
CC15	<p>Council to ensure that community letting plans explicitly consider the dynamics of cohesion and integration</p>	SBC Community Development Team	Ongoing

Local actions

This section outlines the actions that will be taken to deliver the Stockton on Tees Community Cohesion Strategy

Ref	Action	Responsibility	Deadline
EO1	<p>Ensure robust equality impact assessments are in place across the public sector and that the results are published.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Health equality audits on CHD and teenage pregnancy have been conducted. The Joint Strategic Needs Assessment and adult services care plans will have EIAs conducted as well as significant levels of community involvement. • Impact assessments to be undertaken on key strategies approved • Review current arrangements for EIA across all partnership and introduce improvements where necessary. 	<p>Health and well being Partnership</p> <p>Housing and Neighbourhood Partnership</p> <p>Stockton Renaissance</p>	<p>Ongoing</p> <p>Ongoing</p> <p>March 2009</p>

EO2	<p>Ensuring that all public and voluntary sector staff receives appropriate training to enable them to deliver excellent services accessible to all and challenge discrimination.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Increased number staff receiving Customer service training • Increased number of staff receiving Equality and diversity training • Best practice identified and shared with all partners 	<p>Housing and Neighbourhood Partnership</p> <p>Stockton Renaissance</p>	<p>Ongoing</p> <p>March 2009</p>
EO3	<p>Co-ordinate initiatives, based on consultation, engagement and identification of need, to support communities to achieve their full potential.</p>	<p>Stockton Renaissance</p>	<p>Ongoing</p>

EO4	<p>Develop a range of effective consultation and engagement mechanisms targeted at specific communities to better understand their needs.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Facilitated health assessment with the Learning disabilities community to be carried out, in line with JSNA. • Community Safety audit to return 3% of questionnaires from BME residents • Two Face the People sessions held. 	<p>Health and well being Partnership</p> <p>Safer Stockton Partnership</p>	<p>March 2009</p> <p>March 2008</p> <p>March 2009</p>
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EO5	<p>Public sector bodies to deliver statutory equality schemes.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Development of PCT Single Equality Scheme is linked to the Council's Equality and Diversity Team. • All public sector partners to have equalities policies and procedures which are complementary and high quality 	<p>Health and well being Partnership</p> <p>LPSB</p>	<p>March 2009</p> <p>March 2010</p>
EO6	<p>Develop a range of opportunities for people to contribute to the development of their communities, celebrate their identity and understand others.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Improved consultation with community members • Programme of events developed and delivered 	<p>Arts & Culture partnership</p>	<p>March 2009</p>

EO7	<p>Ensure all Council services meet Customer 1st Level 2 criteria and those provided by other agencies meet similar standards.</p> <p>Milestones</p> <ul style="list-style-type: none"> • All SBC services to have achieved Customer 1st level 2. • Increased number of organisations achieving National Customer Service standards or equivalent. • Best practice shared with other thematic partnerships 	<p>SBC</p> <p>Housing and Neighbourhoods Partnership</p>	<p>March 2009</p> <p>Ongoing</p>
EO8	<p>Provide a range of opportunities to promote and celebrate the diverse heritage of the borough.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Programme of events developed and delivered 	<p>Arts & Culture Partnership</p>	<p>March 2009</p>

EO9	<p>Review the Borough's Offensive Incident Reporting mechanisms, promote them and monitor levels of reported offensive behaviour.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Contribute to review of reporting mechanisms. • No. of organisations that are using same reporting systems • New offensive incident group developed and meeting monthly • New offensive incident policy developed. • Improved promotion of the scheme to the community • Update reports presented to SSP on a bi-annual basis. • Increase in numbers of offensive incident reports received. 	<p>Housing and Neighbourhood Partnership</p> <p>Safer Stockton Partnership and SBC Diversity Team</p>	<p>Ongoing</p> <p>March 2008</p> <p>September 2008</p> <p>September 2008</p> <p>September 2008 then biannually</p> <p>Ongoing</p>
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EO10	<p>Tackle both anti-social behaviour and the high levels of resident perception of ASB.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Targets and success measures to be developed in line with Local Area Agreement • Number of Partnership members signed up to Governments Respect Standard for Housing Management. • Reduction in fear of crime (ASB) • Number of empty homes. 	<p>Safer Stockton Partnership</p> <p>Housing and Neighbourhood Partnership</p>	<p>March 2011</p> <p>Ongoing</p>
EO11	<p>Establish what mediation services are available in the Tees Valley and maximise their use as appropriate.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Baseline assessment of current services. • Promotion of services through partnership membership and Community groups. • Increase in number of referrals and access to service 	<p>Housing and Neighbourhood Partnership</p>	<p>Ongoing</p>
EO12	<p>Identify and tackle issues that are affecting people of different ethnic backgrounds getting on.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Survey work undertaken and included in Single Equality Scheme and revised Community Cohesion Action Plan 	<p>SBC</p>	<p>March 2009</p>

EO13	<p>Improve the understanding of politicians and managers of the different communities that make up the borough.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Member diversity training programme developed and delivered • Further develop Elected Member and community representation on Partnerships. 	<p>SBC</p> <p>Health and well being Partnership</p>	<p>March 2009</p> <p>March 2009</p>
EO14	<p>Promote electoral registration, voting and other opportunities to participate in decision making to all sections of the community.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Variety of different registration models available 	<p>SBC</p>	<p>March 2008 and ongoing</p>
EO15	<p>Identify under represented groups in decision making processes and develop positive actions to enable participation and empowerment.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Review membership of groups and to enable participation and empowerment from communities. • IAGs and community groups to consider and implement BME representation on SSP 	<p>Health and well being Partnership</p> <p>Safer Stockton Partnership</p>	<p>March 2009</p> <p>December 2008</p>

EO16	<p>Complete new LSP / VCS Compact</p> <p>Milestones</p> <ul style="list-style-type: none"> • Produce the New Compact 	LSP Manager	March 2008
EO17	<p>Access to good quality affordable housing with appropriate support located within pleasant, safe and sustainable communities.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Sub regional Choice Based Lettings scheme implemented • Implementation of Tees Valley Housing Corporation protocol. • Section 106 agreements maximised • Improvement in supported housing performance measures 	Housing and Neighbourhood Partnership	March 2009