

COMMUNITY COHESION ACTION PLAN 2024 -2025

Action	Outcome	Responsibility	Funding required	Quarterly update
<p>Business as usual (BAU) Implement the Proactive Communication Plan to support the dissemination of community messages, positively promote community cohesion and to build community trust and confidence.</p>	To advance equality of opportunity between people who share a protected characteristic and those who do not	All partners	Within current resources	
<p>Proactively work with partners, communities and organisations to promote 'Act Early' and other Prevent campaigns. Support the SG Prevent Board and CTLP with any relevant objectives. To add as standing agenda item to community cohesion action group meetings. BAU</p>	To identify and protect susceptible people from being exploited by extremists.	All partners	Within current resources	
<p>Support the Community Tension process to ensure it is promoted and embedded, and that partner agencies are aware of their responsibilities. Link with emergency communication plan. Data is reviewed at Community Cohesion Action Group meetings. To ensure that Town and Parish Councils are aware of tension monitoring process and hate crime reporting mechanisms and support services. BAU</p>	<p>To foster good relations between people who share a protected characteristic and those who do not.</p> <p>Keep people safe, by encouraging and empowering people to report community tensions</p>	All partners	Within current resources	

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<p>Complete an annual review of the contact details for the Emergency Communication Plan so they are up to date, BAU</p>	<p>To safeguard vulnerable individuals and protect communities. To build a trusted network of community contacts</p>	<p>SGC Debbie Evans, all partners</p>	<p>Within current resources</p>	
<p>Ensure we are building community cohesion within new developments to lower hate crime and community tensions. For example, -See below under training Neighbourhood Watch promotion which links to community tensions, as in Cheswick Village model. Infrastructure for community tensions, Neighbourhood watch, task and finish group. BAU</p>	<p>To reduce risk of hate crime, ASB and community tension spikes in new developments</p>	<p>All partners Task and finish groups</p>	<p>Within current resources</p>	
<p>Seek funding to support a programme of training and activity to enhance the knowledge and skills of professionals and within communities to challenge prejudice and discrimination, aimed at VCSE groups. To include but not exclusive to Equality and Diversity and Unconscious Bias, hate crime (SARI), Prevent and modern slavery. Liaise with VCSE Alliance to work together to assess need and agree resources required. BAU</p>	<p>To safeguard vulnerable individuals and protect communities being drawn into all forms of terrorism across the ideological and political spectrum</p>	<p>All partners, task and finish group</p>	<p>Funding required, although some SARI work funded</p>	
<p>Agree a series of calendar events to support Community conversations and</p>	<p>To advance equality of opportunity between people who</p>	<p>All partners</p>	<p>Within current resources</p>	

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<p>to celebrate diversity – positive campaigning/on-line seminars.</p> <ul style="list-style-type: none"> • Link with the proactive communication plan • Identify and promote events via methods to distribute further <p>BAU</p>	<p>share a protected characteristic and those who do not</p>			
<p>Raise awareness of the nature and extent of hate crime to increase confidence and knowledge of reporting structure within the community.</p> <ul style="list-style-type: none"> • National Hate Crime Awareness week (October) • Other promotional work, for example, news articles • SARI Training and Awareness throughout the year. • Identify which communities aren't coming forward – review SARI and police stats and then do campaign to promote referrals accordingly. • Review Census Data for SG to inform an engagement plan. • Link with SGREN, DEN, LGBTQ+ Network to make sure we support their work and vice versa. • See also above action. Engage with new housing schemes and developments sort meeting with all developers and relevant 	<p>To eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the Act</p>	<p>SARI Debbie Evans, SGC</p>	<p>Within current resources</p>	

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<p>people in SGC e.g. planning/ housing and see what they are doing and how we can support that.</p> <p>BAU</p>				
<p>Consult with communities who are victims of or at high risk of hate or discrimination to ensure we are meeting their needs effectively.</p> <p>Run a victims of hate and discrimination and use findings to inform this plan and other associated work.</p>				
<p>Explore through a task and finish group, belonging, community cohesion. and harassment/ discrimination with local employers and industry locally.</p>				
<p>Link with LGBTQ+ and Race education taskforces to support community cohesion activities taking place across the education system in SG and provide support as appropriate, with children and young people. Measures are bullying incidents reported, teachers feel equipped to speak to pupils about community cohesion, eliminating hate crime.</p> <p>BAU</p>	<p>To advance equality of opportunity between people who share a protected characteristic and those who do not</p>	<p>LGBTQ+ and Race taskforces</p>	<p>Within current resources, SARI work funded</p>	<p>SARI - assemblies, classrooms sessions, staff and governor training and 121 sessions for children and young people which are all aimed at raising awareness about hate crime, prejudice-based incidents and ED&I, promoting respect for difference, preventing hate and prejudice-based incidents and promoting</p>

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				cohesive school communities.
Seek regular updates from education taskforces to ensure that all education establishments embrace diversity through pro-active engagement. BAU	To advance equality of opportunity between people who share a protected characteristic and those who do not	SGC Education and Equalities Lead, Josiah Chudleigh SARI	Funding required for training	Across the academic year
Regular updates on education taskforces for young people. Standing agenda item to ensure updated on all work delivered by equalities related education taskforces and to agree any actions needed to support each other's objectives. BAU	To advance equality of opportunity between people who share a protected characteristic and those who do not	SGC YOT, SARI	Funded	
Support and inform SG Multi Faith Forum to meet objectives of this plan	To foster good relations between people who share a protected/welcomed characteristic and those who do not. To promote understanding and inclusion of people of faith.	Task and finish group	Funded	
Attend and participate in community days of engagement to promote cohesion and inclusivity (i.e. Gloucester Deaf Event, Patchway Community Fair, Patchway Community Day of Engagement), National Hate Crime Awareness Week, see Calendar of Events for others. Hear feedback from events, with outcomes.	To foster good relations between people who share a protected characteristic and those who do not	All partners	Within current resources	

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Work with Resettling Communities Team to ensure that new communities are settling in and staying safe and accessing relevant services in SG, as required. Regular updates at meetings.	To ensure support is given and barriers are overcome with continuous improvements in the measures stated.	Resettling Communities Team, SGC All partners	Within current resources	
Performance measures - Monitor people's sense of belonging from Viewpoint survey (SGC), and community spirit survey (SBCP) by area, and any spikes of hate crime, antisocial behaviour and community tensions. see under hate crime training	To respond and take action on community concerns highlighted in surveys	All partners		

Ensure we contribute to any plans or consultations that are relevant to the objectives of this group.	To advance equality of opportunity between people who share a protected characteristic and those who do not	SBCP, Asma Ahmad SGC, Other members	Funding required	
Promote trust and confidence in statutory services eg police, local authority people feel safe in their communities.				
Link with the Violence Reduction Partnership to support its objectives to reduce serious violence including knife crime.				
Monitor and respond to any local protests and activism that may impact on community cohesion.				
Explore how we can support care experienced people, facing double discrimination to communicating, to reduce barriers - needs scoping and	To ensure care experienced people are included and safe, and can access services	Task and finish group	New actions	

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actions. For example, Virtual School, social workers, personal assistants,				
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