



Derby City Council

**NEIGHBOURHOODS O&S BOARD**  
**18 November 2014**

Report of the Strategic Director of  
Neighbourhoods

# **ITEM 8**

## **Derby Cohesion and Integration Charter**

### **SUMMARY**

- 1.1 In 2006 the Derby Community Safety Partnership commissioned research that would underpin a Cohesion Strategy, the first for the city. The research clearly showed the tensions that existed in the city and highlighted the difficulties experienced at both community and agency level. Derby confirmed a strong multi-cultural history. It demonstrated a past where people from different backgrounds get along well together. However there was evidence to show that a city wide strategy was necessary to keep the balance. The city had an identified need to plan for the future and the strategy was launched in 2007.

The profile of the city and the tensions identified have moved on since the original work that established the strategy. Derby is a city where the intelligence will show it as 'at risk'. Events have provided hard evidence that cohesion and integration is not an agenda to be ignored by the city. Court trials in relation to 'grooming' and sexual exploitation, extremist activity, gang and serious organised crime, community tensions in relation to migration of new communities from Eastern Europe and pressures on public services all show that a strategic approach to both cohesion and integration is needed now.

The operational response to these issues has always been sound. The previous strategy sought to address the 'softer' long term issues and the challenge now is for Derby to develop a new approach that is robust in its strategic response to the key risks and threats to Cohesion and Integration.

- 1.2 The Community Cohesion Strategy produced in 2007 adopted the Commission on Integration and Cohesion definitions in "Our Shared Futures". The strategy vision is for a city where people from different background can live together and respect each other.

"Our Shared Futures", in simple terms saw, cohesion as what happens locally - in particular, how well people get on together. Integration, however, was seen as what happens nationally - in other words, the need for people to live together as citizens of a common country.

'Creating the Conditions for Integration', the Government's new Integration Strategy has amended this view and considers that integration was a local, regional and national issue and that actions to aid integration should take place at all levels according to needs.

Based on what we know the key focus for integration in Derby needs to be on:

- robust but flexible governance arrangements,
- working together in partnership,
- coordinating activity,
- credible approaches to monitoring and assessing tensions,
- making it easier for new communities to integrate
- ensuring equality of approach

1.3 The revised Cohesion & Integration Charter sets out a vision for “**Working together for the common good.**”

Through discussions with partners and community representatives, it has been agreed that we should move away from traditional cohesion terminology and actions to focus on our values:

- There is a clearly defined and widely **shared** sense of the contribution of different individuals and different communities to a **future vision** for a neighbourhood, city, region or country.
- There is a strong sense of an individual’s **rights and responsibilities** when living in a particular place – people know what everyone expects of them and what they can expect in return.
- Those from different backgrounds have **similar life opportunities**, access to services and treatment.
- There is a **strong sense of trust** in institutions locally to act fairly in arbitrating between different interests and for their role and justifications to be subject to public scrutiny.
- There is a strong recognition of the contribution of both people who have newly arrived and those who already have deep attachments to a particular place, with a **focus on what we have in common**.
- There are **strong and positive relationships** between people from different backgrounds in the workplace, in schools and in other institutions within neighbourhoods.

The proposed Action Plan focuses on seven activities:

1. Create strong and effective leadership of community cohesion at city and community level
2. Engage and support local communities to develop a sense of belonging to their neighbourhood and the city
3. Recognising the importance and role of young people in the city and provide engagement and support
4. Monitor and assess community tensions and hate crime effectively and resolve conflicts
5. Implement actions that prevent extremist activity of any sort
6. Support those who are vulnerable and isolated in our city
7. Deliver a New Communities Strategy focusing on the impacts of migration

## **RECOMMENDATION**

- 2.1 To consider the Cohesion & Integration Charter Aim, Values and Action Plan for recommendation to Council Cabinet

## **REASONS FOR RECOMMENDATION**

- 3.1 In the context of a changed policy environment with an increased focus of integration, expectation of local solutions, changed demography of migration into Derby and a depressed economy it is vital that the Derby Community Cohesion Strategy 2007 is reviewed and an Action Plan be developed to address identified current needs and to plan for anticipated future needs.
- 3.2 At a time of decreasing resources within the public sector, developing a cohesive and integrated society in Derby, now more than ever, is a challenge for everyone and not just the role for statutory public bodies.

## **SUPPORTING INFORMATION**

- 4.1 In Derby, a Community Cohesion Strategy was produced in 2007 which adopted the Commission on Integration and Cohesion definitions in “Our Shared Futures”. The strategy vision is for a city where people from different background can live together and respect each other. The plan set out 8 key objectives:
- The establishment of strong and effective leadership of community cohesion at city and community level.
  - Empowerment of local communities through the implementation of neighbourhood engagement and participation structures.
  - The development of a sense of belonging and shared values across the city.
  - Implementation of a prevention strategy that avoids tomorrow’s problems, and particularly targeted at young people
  - Effective monitoring and assessment of community tensions through the use of high quality data and information.
  - Visible and effective work to tackle inequalities across partnership agencies.
  - The implementation of actions that prevent the growth of extremism within communities.
  - Effective interfaith work.

Information collated on current and anticipated future cohesion and integration issues within Derby provided by public services and the voluntary and community sectors over the last two years indicates that:

1. The vision and aims of the Community Cohesion Strategy 2007 remain relevant but that the objectives have not been achieved in full and needs to be updated.

2. The most important objectives to achieve and maintain cohesion are cited as:
  - Empowering local communities by implementing neighbourhood engagement and participation structures
    - Better community involvement at a street level
    - Holistic community programmes. Going beyond ensuring equal opportunities and fair treatment to meeting and talking to each other through common activities
  - Implementing a prevention strategy that avoids tomorrow's problems and is particularly targeted at young people
    - Visibly and effectively working to tackle inequalities across partnership agencies
    - Community education on values
3. Delivery of the above objectives is seen as the responsibility of:
  - Everyone – local residents and communities,
  - Public sector – particularly the City Council and Police
  - Community and voluntary sector
  - Faith Groups
  - Political leaders

4.2 Integration and European migration are now major policy areas for national government. There exists, at national level, an increasing feeling – and fear – that communities and cultures are in danger of becoming increasingly divided. National research shows that many people have negative thoughts about the current cultural mix, and that they may perceive it as a threat.

The 2011 indicates that approximately 34,600 Derby residents - or 13.9% of the city's population - were born outside of the United Kingdom

Of those Derby residents born outside of the UK:

- 9,393 people were born in EU member states,
- 7,044 people were born in countries joining the EU between 2001 and 2011
- 23,442 were born outside the EU.

4.3 There is a high commitment to tolerance in Britain; “tolerance and politeness to each other” has been shown to be the second most important value for living in Britain, exceeded only by respect for the law.

But this tradition of tolerance is not reflected in the daily experience of too many people. In 2013/14, 449 hate crimes were recorded in Derby. Disabled people are more likely than average to experience sexual and domestic violence, and have above average fear of being the victim of attack. Homophobia remains a concern in many schools, and around a fifth of lesbian and gay people have experienced bullying at work compared with seven per cent of heterosexual people.

Prejudice specifically against Muslims is a developing concern as it can draw on increasingly widespread anti-Muslim sentiment. Over half of Muslims feel they receive unfair media representation and two-thirds feel that Muslims are generally subject to unjustified criticism. Just over half of the overall population agree that Muslims are unjustifiably criticised.

It is difficult to estimate how many people hold intolerant views, but the Searchlight Educational Trust *Fear and Hope* report found a deep resentment to immigration across society, widespread fear of 'other' groups, particularly Muslims, and an appetite for a new non-fascist and non-violent right-wing political party. The vast majority of people reject political violence and view 'English nationalist anti-Muslim extremists' as unacceptable as 'Muslim extremists'.

The number of anti-semitic incidents in the UK is also a concern. The police recorded 488 antisemitic crimes in 2010. In 2009 this figure rose to 929 and although figures fell in 2011, they still recorded more incidents than a decade ago. Recent conflicts in Gaza have raised fresh concerns.

We also need to be aware of the potential links between extremism and public disorder. Although the disturbances in August 2011 were not about race there are groups and individuals who will try to exploit such disorder to drive divisions between communities. In some cases extremism can lead to or provoke disorder, particularly when intolerant and extremist views are voiced publicly, or deliberately seek to inflame tensions between communities.

Prevent is one of four strands of the government's counter-terrorism strategy. Prevent aims to safeguard vulnerable adults and children who may be at risk of being radicalised and, ultimately, being drawn into terrorist activities. It also seeks to work with institutions where radicalisation might occur.

Derby has been identified by the Home Office as one of 28 priority areas for Prevent, based on the current level of risk and historical intelligence.

Because of the very nature of this area there is not a lot of readily accessible data available and data that there is available is only at a city level.

Channel is a key element of the Prevent strategy. It is a multi-agency approach to protect people at risk from radicalisation. Channel uses existing collaboration between local authorities, statutory partners - such as the education and health sectors, social services, children's and youth services and offender management services -, the police and the local community to identify individuals at risk of being drawn into terrorism; assess the nature and extent of that risk; and develop the most appropriate support plan for the individuals concerned. Channel is about safeguarding children and adults from being drawn into committing terrorist-related activity. It is about early intervention to protect and divert people away from the risk they face before illegality occurs. There is also no "victim" and "offender" information as the terminology does not fit with those on the Channel referrals.

The current Strategic Intelligence Assessment for Derby City has identified an:

- Increase in volume of all hate crime
- Increase in volume of racist, homophobic, faith/religious and other hate crime
- Slight increase in number of racially or religiously aggravated crimes.
- 39% of hate crime victims are female
- 31% of victims are aged between 25 years of age and 34.
- 25% of hate victims are White British
- 21% of the hate crime victims were repeat victims.

- 31% of hate crime suspects are female
- 25% of suspects are aged between 16 and 24 and a further 23% between 25 years of age and 34.
- 79% of hate offenders were “British” on their self-defined ethnicity
- High percentage of channel referrals aged under 18 when compared to the city age breakdown.
- Perhaps as would be expected there is a particularly high percentage of BME breakdown of channel referrals when compared to the city breakdown.
- Particularly low percentage of female referrals when compared to the city breakdown.

- 4.4 Integration is made stronger by people taking part in local and national life, and exercising control and influence in their daily lives and in their communities. Taking action on a local issue brings people together and helps to encourage stronger pride in local identity.

Integration problems may be caused if people feel that they have little opportunity to sort out problems or grievances affecting their lives, either themselves or through public bodies, or they think they are being treated unfairly or being discriminated against. This risk is compounded when unplanned separation and segregation occurs. Mainly because of the way houses become available in local areas and the tendency for new migrants to live close to each other, some people live only with others from the same ethnic background. Such segregation can reinforce fear or resentment of other people and cultures and can lead to trapped, fearful and inward-looking communities.

Although many people feel that they cannot influence national government, there is evidence that a larger proportion of white people feel disempowered compared to people from ethnic minority groups. White people are also more likely than any other ethnic group to believe that they would be racially discriminated against by their local authority housing department. Far-right extremists bring such concerns into their rhetoric, to divide people and promote intolerance and fear.

- 4.5 Through Derby City & Neighbourhood Partnerships, a Cohesion & Integration Leadership Group has been established to:

- Establish strong and effective leadership of community cohesion at city and community level
- Prevent the growth of extremism within communities
- Assist the integration of new communities
- Effective interfaith work
- Support those vulnerable in society
- Promote better understanding and cohesion between new and settled communities
- Monitoring and collecting data for patterns of migration and be responsive to emerging needs
- Empowerment of communities through neighbourhood working

Membership of this group comprises:

Cllr Asaf Afzal	Chair, Cabinet Member for Neighbourhoods
Adem Repesa	New Communities Achievement Team - DCC
Alasdair Kay	Director City Mission
Bishop Redfern	Bishop of Derby
Carmel Hethcote	St James's Centre
Dawn Robinson	Head of Prevent, Cohesion and Integration
Dr. Phil Henry	Centre Director - Multi Faith Centre
Gary Parkin	Superintendent Derbyshire Police
Jo Russo	Enthusiasm Trust
Lois Gell	Senior Probation Officer - Derbyshire Probation Trust
Maria Murphy	Director of Housing & Customer Service Derby Homes
Mohammed Sharief	Director - Jobs Education & Training
Paul Rbinson	Strategic Director Neighbourhoods
Phil O'Brien	Head of Democratic Services – DCC
Pop Gill	Neighbourhood Manager Cohesion and Integration
Sarah Short	East Midlands Councils Strategic Migration Partnership
Suanne Lim	Head of Youth Offending Service - DCC
Sue Moore	Senior Inclusion Assessment Team Manager - DCC
Tim Clegg	Director of Streetpride - DCC

## OTHER OPTIONS CONSIDERED

5.1 Do nothing. The current Cohesion Strategy is out dated and requires a refresh.

This report has been approved by the following officers:

<b>Legal officer</b> <b>Financial officer</b> <b>Human Resources officer</b> <b>Estates/Property officer</b> <b>Service Director(s)</b> <b>Other(s)</b>	N/A Tim Clegg
<b>For more information contact:</b> <b>Background papers:</b> <b>List of appendices:</b>	Pop Gill 01332 643044 purjinder.gill@derby.gov.uk None Appendix 1 – Implications Appendix 2 – Draft Derby Cohesion & Integration Charter

<b>IMPLICATIONS</b>
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## **Financial and Value for Money**

- 1.1 The aim of the Charter is working together for the common good.

Value for money will be achieved through better coordination of services with faith groups and the voluntary and community sector, information sharing, improved interventions and provision to reduce demand and dependency on service interventions. The Equality Act 2010 and the subsequent publication 'Equality strategy: building a fairer Britain' highlighted Government aims to devolve power to local communities and promote greater participation and inclusion within a public, political and community context. Underpinning the Government's policies on the Big Society, integration and localism.

With 'religion and belief' included in the Equality Act, there is a drive for councils to work in partnership with voluntary and community sector organisations and faith-based organisations to achieve joint goals, service delivery and social action, in addition to agendas on partnership, community empowerment, hate crime and countering violent extremism.

- 1.2 Actions developed through the Charter, with Faith Based groups will seek to benefit from the Governments Together in Service programme. Together in Service is a programme supported by the Department for Communities and Local Government. Its objectives are:

- to celebrate the practical contribution that faith communities make to society through social action
- to support faith groups in undertaking new multi-faith volunteering projects at local level to celebrate and link up faith-based social action. A Together in Service fund of up to £300,000 over 3 years is available in the form of small grants for multi-faith projects. Up to £1,000 will be on offer to help get local projects off the ground in areas where there may be a lack of confidence or knowledge in undertaking volunteering work in a multi-faith way.

Bids for the final funding round need to be submitted by 01 December 2014

## **Legal**

- 2.1 There are no direct legal implications. The Cohesion and Integration Charter is underpinned by a variety of national legislation and acts, specifically the Equality Act 2010 and

## **Personnel**



- 3.1 There are no issues associated with the recommendation

## **IT**

- 4.1 There are no issues associated with the recommendation

## **Equalities Impact**

- 5.1 A full EIA has not been undertaken at this point. However, the Charter has been informed by input from partners, faith representatives and community and voluntary organisations through the Cohesion & Integration Leadership Group. The Charter will not have a negative impact and all opportunities to promote equality are at it's core. Any potential for discrimination or negative impact on our communities and all opportunities to promote equality will be continuously reviewed via the Cohesion & Integration Leadership Group, Diversity Forums and the Equality and Diversity Task Group..

## **Health and Safety**

- 6.1 There are no issues associated with the recommendation

## **Environmental Sustainability**

- 7.1 There are no issues associated with the recommendation

## **Property and Asset Management**

- 8.1 The Charter complements current activity relating to the use and disposal of city council owned community buildings.

## **Risk Management**

- 9.1 There are no risks associated with the recommendation.

## **Corporate objectives and priorities for change**

- 10.1 The Vision, Values and Actions stated within the Charter support the delivery of the Derby Plan and Council Plan outcomes.