

# Derby Cohesion & Integration Charter

2014 - 16

**Working together for the common good and supporting those who are vulnerable and isolated in our city**

## Introduction

“Community cohesion is what must happen in all communities to enable different groups of people to get on well together. A key contributor to community cohesion is integration which is what must happen to enable new residents and existing residents to adjust to one another. “

The Commission on Integration and Cohesion - 2007

With a population that is continually diversifying, it is important to work actively to identify changing issues, to maintain Derby’s high levels of cohesion and to respond quickly and effectively when there are tensions to be addressed. We want to create the conditions in Derby for everyone to live and work successfully alongside each other. The national background in relation to Government Policy and migration trends in which the current Derby Cohesion Strategy exists has entered a new phase and in response we are updating our vision for cohesion and integration in the city.

Everyone deserves to live in a strong community, where everyone feels welcomed, where people get along with each other, where no-one feels excluded and where everyone has a chance to play a full part in local life. Our aim to ensure Derby continues to be a city where people have a sense of belonging, contribute to society and get on well together. We will build on what is already happening in the City and identify what more we need to be doing to build stronger and cohesive communities.

Becoming complacent is one of the quickest paths to the breakdown of cohesion, so this Charter focuses on addressing the divisions that do exist – because as strong as Derby’s community is, it is not perfect – and on building upon the excellent work that has already been done by residents, faith groups, community organisations and local public sector organisations. The Charter requires commitment from all partners in the city to deliver the priorities and actions identified, and to work together to make Derby a place where people from different backgrounds get on well together.

This Cohesion and Integration Charter takes the positive community energy and the strength of partnership working in Derby and brings it together in a focused public commitment.

Councillor Ranjit Banwait  
Leader of Derby City Council

Councillor Asaf Afzal  
Cabinet Member Neighbourhoods

# *“Inspiring people, creating opportunities...”*

*The Derby Plan 2013 - 2015*

Within any society there will always be potential for misunderstandings, conflicts and tensions. A diverse society is no different. Cohesion within and between communities does not happen by chance but occurs as a result of good education, positive experiences, tolerance, understanding and providing economic opportunities for everyone to live happy and fulfilled lives. Most of the basic building blocks for this are embedded within the laws that govern our society and the public services that are provided on behalf of the community. However, cohesion and integration cannot be achieved through laws or public service delivery alone. Individuals and communities should have their rights robustly and fairly defended and their needs considered and they themselves should recognise their roles and responsibilities within the wider community of Derby and the UK.

Within Derby, people should be able to see themselves as being part of the wider community and act in a way that contributes positively to society in Derby. Cohesion and integration will not just happen by itself. This Charter is intended to help to identify the key risks and challenges that need to be overcome and provide the foundation for plans to tackle those key risks and challenges

Derby's communities generally get on well and partners are genuinely committed to working together. It's a city generally considered to be cohesive. However, we can't afford to be complacent – our research has identified that there are still some barriers to cohesion and a threat of breakdown. Therefore, Derby needs to make sure that there is a Cohesion & Integration Charter in place.

In the autumn of 2006 the Derby City 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 the spring of 2007.

The city has moved on since the original work that established the strategy, the profile of the city and the tensions identified have also moved on. 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, more than ever. 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.

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.

“Our country is stronger by far when each of us, whatever our background, has a chance to contribute. And our communities are stronger when different people not only treat each other with respect, but contribute together. Integration is achieved when neighbourhoods, families and individuals come together on issues which matter to them, and so we are committed to rebalancing activity from centrally-led to locally-led action and from the public to the voluntary and private sectors. But this also means that we all have a role to play in creating an integrated society.”

Creating the conditions for integration (DCLG, 2012).

In Derby, the Community Cohesion Strategy produced in 2007 adopted the Commission on Integration and Cohesion definitions in “Our Shared Futures”. The strategy vision was for a city where people from different backgrounds can live together and respect each other.

National policy on this has changed so that integration is seen as being necessary at a local level as well as regional and national levels. This change identifies the increased role of the individual and community in achieving integrated communities.

‘Creating the Conditions for Integration’, the Government’s Integration Strategy states that there are five key factors which contribute to integration:

- **Common ground:** A clear sense of shared aspirations and values, which focuses on what we have in common rather than our differences.
- **Responsibility:** A strong sense of our mutual commitments and obligations, which brings personal and social responsibility.
- **Social mobility:** People able to realise their potential to get on in life.
- **Participation and empowerment:** People of all backgrounds have the opportunities to take part, be heard and take decisions in local and national life.
- **Tackling intolerance and extremism:** A robust response to threats, whether discrimination, extremism or disorder, that deepen division and increase tensions.

Improving cohesion in the city will undoubtedly play a vital role in building and maintaining the reputation of Derby. That reputation will impact on the economic viability of the city, together with its ability to attract investment, tourism and regeneration funding. Furthermore, creating cohesive communities will impact greatly

on the feeling of well-being and self-confidence in and around the city. Confident residents are more likely to participate fully in the life of the city and in their local neighbourhood.

Derby's long-term prospects are therefore linked to the successful implementation of this Charter. Derby has a successful past and it aims to build a successful future.

This Cohesion Charter will help deliver that success.

## The Charter

### Our Vision

*“Working together for the common good.”*

### 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.

## **Our Action Plan**

The Cohesion & Integration Leadership Group will drive this Charter and Actions that develop from it.

- 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**