

Neath Port Talbot Community Cohesion Delivery Plan 2016 – 2017

Getting on Together, the Community Cohesion Strategy for Wales was launched in November 2009. The aim of the strategy is to strengthen community cohesion in Wales. To this end it provides local authorities, voluntary and community organisations and other partner agencies with a strategic framework for developing a local approach to community cohesion that identifies and meets local priorities. The strategy spotlights five key themes as central to efforts to build community cohesion in Wales: housing and cohesion, learning and cohesion, communication and community cohesion, promoting equality, social inclusion and community cohesion and preventing violent extremism and strengthening cohesion.

The Programme for Government 2011 renewed the Welsh Government's commitment to *Getting on Together*. Delivery of the strategy was recognised as a key action required to create a fair society free from discrimination, harassment and victimisation and with cohesive and inclusive communities.

Getting on Together, the Community Cohesion Strategy for Wales, recognises that community cohesion is a cross-cutting agenda relevant to all policy areas. There will always be a need to target resources and activities at particular cohesion challenges, but the agenda will only prove sustainable if it is embedded into all local authority policies, programmes and actions.

What is community cohesion?

According to *Getting on Together, the Community Cohesion Strategy for Wales*, community cohesion is what must happen in all communities to enable different groups of people to get on well together.

This vision of a cohesive society is based on three foundations:

- people from different backgrounds having similar life opportunities;
- people knowing their rights and responsibilities;
- people trusting one another and trusting local institutions to act fairly.

and on three ways of living together:

- a shared future vision and sense of belonging;
- a focus on what new and existing communities have in common, alongside a recognition of the value of diversity;
- strong and positive relationships between people from different backgrounds.

This apparently simple definition engages with a complex array of issues, including citizenship rights and responsibilities, perceptions of belonging, fairness and trust, relationships between different groups and the challenges posed by material inequalities. It also overlaps with other key concepts that have influenced policy makers in recent years, including social capital and social exclusion¹.

To help clarify the situation, *Getting on Together* identifies five key principles that should underpin efforts to promote cohesion in Wales:

¹ If you want to explore these links further see Ratcliffe, P. and Newman, I (eds.) (2011) *Promoting Social Cohesion: Implications for Policy and Evaluation*. Bristol: Policy Press; Flint, J. and Robinson, D. (eds.) (2008) *Community Cohesion in Crisis? New Dimensions of Diversity and Difference*. Bristol: Policy Press.

- *the sense of 'shared futures'* - an emphasis on articulating what binds communities together rather than what differences divide them, and prioritising a shared future over divided legacies
- *an emphasis on a new model of responsibilities and rights* - that makes clear both a sense of citizenship at national and local level, and the obligations that go along with membership of a community, both for individuals or groups
- *a new emphasis on civility and mutual respect* - that recognises that alongside the need to strengthen the social bonds within groups, the pace of change across the country reconfigures local communities rapidly - and that means a mutual hospitality within and between groups
- *a commitment to equality* - that sits alongside the need to make social justice visible, to prioritise transparency and fairness, and build trust in the institutions that arbitrate between groups
- *putting a commitment citizens at the heart of service provision* - involving a commitment from public bodies and others working across organisational boundaries

Our Definition of Community Cohesion in Neath Port Talbot

Community Cohesion in Neath Port Talbot means enabling different groups of people to get on well together and respect the differences in our society. Community cohesion is the absence of hate crime and the absence of attitudes of hate and ignorance.

Background

- 1.1 The Neath Port Talbot County Borough Council (NPTCBC) has received Community Cohesion Funding from the Welsh Government (WG) since 2009 for the implementation and support of the overall aims and objectives of its '*Getting on Together – A Community Strategy for Wales*' (i.e. to achieve a fair and just society).
- 1.2 The first phase of the Community Cohesion programme (1st April 2009 – 31st March 2012), funded a number of small projects addressing issues of community cohesion in Neath Port Talbot.
- 1.3 The second phase of Community Cohesion Programme (1st April 2012 – 31st March 2014), worth £500,000 per annum, funds 8 Regional Community Cohesion Co-ordinators across Wales to take forward mainstreaming community cohesion work in their respective region. For this phase, the Welsh Government allocated £62,500 to the Western Bay Region (Neath Port Talbot, Bridgend, and Swansea Local Authorities). This includes funding the post of Regional Coordinator and a small pot to assist in taking forward the mainstreaming community cohesion work within the region. CCS has become the lead body for the Local Authorities of Swansea, Neath Port Talbot and Bridgend.
- 1.4 The current phase of Community Cohesion Programme (1st April 2014 – 31st March 2016) was funded by the Welsh Government for an additional 2 years but at a reduced rate that only covers the salary and some travel costs of the Regional Community Cohesion Coordinator. Very recently, the Welsh Government approved a further year's funding for eight Regional Community Cohesion Co-ordinators, to continue and evolve the National Community Cohesion Delivery Plan in 2016-17. The new Plan builds upon progress made from 2014-16 and focuses upon seven outcome areas around hate crime, modern slavery, inclusion of Gypsies and Travellers, immigration, tackling poverty, mainstreaming cohesion and tension monitoring.

Where We Are in Neath Port Talbot

The National Delivery Plan sets out the goals and actions that will help to promote cohesion in Neath Port Talbot County Borough Council. It is based on a common vision to help address issues surrounding Community Cohesion within Neath Port Talbot and provide strategic leadership which enables Community Cohesion matters, specific to the local area, to be addressed between key partners on a strategic and all Neath Port Talbot basis. There are already other County Council plans that address some of the factors that impact upon cohesion. The Delivery Plan seeks to compliment these.

Wales of Cohesive Communities is enshrined in the national goals through the Welsh Government "*Wellbeing of Future Generations (Wales) Act 2015*". This will ensure cohesion remains a key strategic priority with long-term thinking to prevent problems and address existing and emerging cohesion challenges. The key principles set out by this new Act such as integration, collaboration

and involvement to ensure policies and services remain responsive to localised need will be followed. The Council's Strategic Equality Plan, where community cohesion is also a strategic objective, will demonstrate that how Neath Port Talbot continuing to foster good relations and tackle deep-rooted inequality.

Governance Structure in Neath Port Talbot

To deliver the Neath Port Talbot Community Cohesion Delivery Plan, NPT has established the Neath Port Talbot Heads of Service Equality and Community Cohesion Group, made up of senior officers from key service areas of the local authority responsible for the delivery of the Community Cohesion Delivery Plan. It is chaired by the Head of Corporate Strategy and Democratic Services.

The Neath Port Talbot Heads of Service Equality and Community Cohesion Group meet on a bi-annual basis to discuss progress around all 7 outcomes. However, they also assist and receive quarterly progress report submitted to the Welsh Government.

Outcome 1, 2 and 7 have been identified as priorities for Neath Port Talbot

Following is the detail of the Outcome Lead Officers for the key Community Cohesion challenges (outcomes).

Community Cohesion Challenges (7 outcomes)	Lead Officers
Outcome 1: Departments, organisations and people understand hate crime, victims make reports and get appropriate support	Sian Morris
Outcome 2: Departments, organisations and people understand modern slavery, victims make reports and get appropriate support	Karen Jones
Outcome 3: Increased awareness and engagement across Gypsy and Traveller communities	Steve Parker
Outcome 4: Increased evidence and awareness on immigration and supporting the inclusion of asylum seekers, refugees and migrants	Claire Jones
Outcome 5: Increased understanding regarding the impacts of poverty on people with Protected Characteristics across key service and policy delivery	Neil Thomas
Outcome 6: Key policies and programmes are supporting and evidencing delivery against the national goal on more cohesive communities through the Wellbeing of Future Generations (Wales) Act 2015	Caryn Furlow
Outcome 7: Policies and services are responsive to community tensions	Sian Morris

- Support officers have been identified to report to the Outcome Leads on implementation of various objectives within the Plan. Each Outcome Lead Officer will collate relevant information to feed into the Quarterly Progress Report for the Welsh Government and the Neath Port Talbot Heads of Service Equality and Community Cohesion Group, thereby assist in the monitoring process.

Outcome 1: Departments, organisations and people understand hate crime, victims make reports and get appropriate support

What this will look like	How we will achieve this	Performance measure			Local Neath Port Talbot Response for 16/17		
		How much we did?	How well we did it?	Is anyone better off?	Actions	Lead Officer	Timescale
1. Sustainable local / regional structures are working to take forwards 'Tackling Hate Crimes and Incidents: A Framework for Action'	Continued engagement with existing structures to drive leadership and partnership working across key areas including Police, health, housing and social services	Structures are evidencing scrutiny of progress locally/ regionally	Structures can evidence delivery based upon priorities identified and are linked with Community Safety Partnerships/ Public Service Boards	Actions and priorities are being delivered through structures	<ul style="list-style-type: none"> To establish a small Hate Crime Delivery group To develop Neath Port Talbot Hate Crime Action Plan and to ensure that objectives are in lined with the Welsh Government Community Cohesion National Delivery Plan. 	Sian Morris	Achieved
	Use of data, trends and local practice to inform partners of progress	Number of hate crimes reported across Protected Characteristics by Local Authority	% change in the number of reports through Police	Information included in relevant plans and drives service delivery			Sian Morris
2. Departments, organisations and people have clear and accurate information to signpost and increase hate crime reporting	Co-ordinating training opportunities for front line staff to tackle Hate Crime through Victim Support and other providers	Number of front line staff accessing training by department	Training is targeted in the areas identified within the gap and need assessment	Staff have information and support to increase reporting	<ul style="list-style-type: none"> Arrange for Victim Support hate crime awareness session (2 sessions) Increase the uptake of hate crime e-learning resource amongst relevant staff Link with Catherine Griffith, School Liaison Core Programme regarding the delivery of hate crime awareness in Schools Establish close collaboration with regional Safeguarding Board re. tackling the mate crime issue Engage with Health, Social services and RSL to ensure they are represented on the Neath Port Talbot Hate Crime Delivery Group. 	Sian Morris	March 2017
	Preventative work to tackle hate crime is scoped across Local Education Departments and the identification of focussed work with children and young people is supported	Departments are briefed and are aware of local/ regional information and structures	Departments are integrating delivery into core work and providing evidence how policies and practices are inclusive	Work on hate crime is mainstreamed			Sian Morris
	Links are established with Safeguarding Boards (Adult and Children) on work to tackle hate crime, including across Disability Hate Crime and Mate Crime	Work to evidence prevention is identified and supported				Sian Morris	March 2017
	External engagement with Local Health Boards					Sian Morris	Achieved

What this will look like	How we will achieve this	How much we did?	Performance measure		Local Neath Port Talbot Response for 16/17		
			How well we did it?	Is anyone better off?	Actions	Lead Officer	Timescale
	<p>and Housing Associations is evidenced to promote reporting and to provide information and briefing on work locally</p> <p>Work with Victim Support and other organisations to identify and target information across Protected Characteristics and communities to signpost reporting and information</p> <p>Campaigns, activities and communication are co-ordinated during hate crime awareness week to increase understanding and reporting</p>	<p>Number of hate crimes/incidents reported across the protected characteristics, by Local Authority, through third party reporting</p> <p>Partners have been engaged within a regional approach to highlight Hate Crime Awareness Week and activities are supported by Local Authorities</p>	<p>People are able to access enhanced information and support and organisations representing protected characteristics are engaged</p>	<p>People have greater awareness and understanding of hate crime</p>	<ul style="list-style-type: none"> Coordinate the delivery of hate crime campaigns, awareness week to increase understanding and reporting of hate crime 	<p>Sian Morris</p>	<p>Achieved</p>

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Outcome 2: Departments, organisations and people understand modern slavery, victims make reports and get appropriate support

What this will look like	How we will achieve this	Performance measure			Local Neath Port Talbot Response for 16/17		
		How much we did	How well we did it	Is anyone better off?	Actions	Lead Officer	Timescale
1. Local structures are sustainable to tackle Modern Slavery	To support the work of Regional Anti-Slavery Groups with the aim to ensure there are sustainable links in place to mainstream tackling modern slavery through Social Service Departments and Safeguarding Boards	Number of National Referral Mechanism referrals by Local Authorities to the National Crime Agency Human Trafficking Centre	Structures are sustainable and evidencing delivery	Actions and priorities through Anti-Slavery Groups are sustainable and are being delivered through structures	• Chair, Neath Port Talbot Community Safety Partnership to meet with National Anti-Slavery Coordinator to review strengths and weaknesses of existing arrangements.	Karen Jones	Achieved
		Number of referrals by Local Authorities and also through First Responder organisations			• Intelligence sharing and operational responses to incidents of modern slavery to be incorporated and integrated with Serious & Organised Crime Partnership (Western BCU Footprint).	Karen Jones	Achieved
					• Modern slavery is a standing agenda item for Safeguarding Board.	Karen Jones	Achieved
					• New governance structure to be designed and implemented.	Karen Jones	Dec '16
2. Training and awareness raising resources are signposted and delivered by partner agencies	Co-ordinate the Anti-Slavery Training Programme for the Regional Anti-Slavery Group Facilitation of national campaigns at local level	Number of front line staff accessing training	Training is targeted with partners across Local Authorities	Agencies have information and support to increase reporting	• Neath Port Talbot Community Safety Partnership to organise a Development Seminar to ensure senior leaders understand the modern slavery agenda.	Sian Morris	Feb '17
		Partners engaged within a regional approach to awareness raising including Wales Anti-Slavery Week and activities are supported by Local Authorities	People are able to access enhanced information and support and organisations across the protected characteristics are engaged	People have greater awareness and understanding of modern slavery	• Review the proposed training programme to ensure it is effectively targeted. ○ First responders ○ Safeguarding leads	Karen Jones	March '16
					• Support the national Anti-slavery campaign at local level	Sian Morris	Achieved
					• Make all Anti-slavery related resources available on the relevant webpage	Sian Morris	Feb '17

Outcome 3: Increased awareness and engagement across Gypsy and Traveller communities

What this will look like	How we will achieve this	How much we did	Performance measure		Local Neath Port Talbot Response for 16/17		
			How well we did it	Is anyone better off?	Actions	Lead Officer	Timescale
1. Social tension is managed through accurate and timely information for all parties	Support the production of clear briefings (in collaboration with Local Authority housing and planning colleagues) about the planning process to manage expectations of Gypsies and Travellers and the wider community	Relevant briefings are produced and communicated in a timely manner	Briefings are clearly understood by Gypsy and Traveller community. Accessible briefings also made available for those who may be worried about the potential of sites in their area	Expectations are managed to maintain relations. Wider population understand the process. Good relations maintained with the Council			
	Work with Communications colleagues to agree a media strategy in relation to the process of identifying new sites	Provide information, including 'myths and facts', to ensure a consistent and accurate message is given	Media stories relating to the process make fewer mistakes, clearly communicate the process, and adopt a balanced tone	Media stories less likely to cause tension due to more balanced reporting			
	Support County and Community and Town Councillors to ensure misinformation is reduced	Councillors are provided with information about their duties and the process	Councillors feel well informed and do not make inaccurate public comments about process	Constituents better understand the process and less potential for tension			
	Co-ordinating training opportunities for officers	Number of training opportunities provided	Officers feel better able to undertake the process	Local authority officers have up to date, accurate information to support site selection			
2. The needs of Gypsy and Traveller people are promoted, including through the Site Selection process and the Health Needs Assessment	Promote the needs of Gypsies and Travellers in site selection processes	Gypsy and Traveller views are promoted within Local Authority site selection process	Gypsies and Travellers feel their views have been taken into account. Site selection process is more likely to be fit-for-purpose	Inclusion of views in site selection process reduces unnecessary tension where identified sites are later deemed inadequate			
	Support Local Health Boards to access Gypsy and Traveller communities in their area	Health Needs Assessment (as required under Travelling to Better Health) includes as many Gypsy and Traveller households as possible	Gypsies and Travellers content to participate	Assessment will be more robust and, therefore, more useful in service planning			

Outcome 4: Increased evidence and awareness on immigration and supporting the inclusion of asylum seekers, refugees and migrants

What this will look like	How we will achieve this	How much we did	Performance measure		Local Neath Port Talbot Response for 16/17		
			How well we did it	Is anyone better off?	Actions	Lead Officer	Timescale
1. Partners and Departments understand local migration patterns and their implications	Identify and promote key data sources through the Migration Service Contract and relevant sources	Developed information and data about migration and the impacts on community cohesion	Local information is shared	Information shared across policy and service areas which drives delivery.			
	Development of timely briefing on migration patterns and trends for Councillors, partners and communities	Production of timely advice and briefing	Accurate briefing is produced and informs decision making	Briefing informs local decision making and provides accurate information			
	Support of large scale migration projects to assess the impact on local cohesion (where applicable)	Production of timely advice and briefing	Cohesion factors and tensions arising from large scale projects are managed.	Projects incorporate key decisions about community cohesion related issues and tensions			
	Development of information about Roma communities and support of positive community relations (where applicable)	Developed data and information on Roma Communities	Information drives service delivery for local communities	Key service provision is considered to develop appropriate support and information			
	Provide support in dispersal areas and work with Local Authorities at a strategic level to support implementation of the Welsh Government's Refugee and Asylum Seeker Delivery Plan (where applicable)	Developed links with existing Groups and Forums to assist in decision making	Strategic work is supported across Local Authorities and timely information and briefings are provided	Work across service and policy areas are inclusive of asylum seekers and refugees			
2. Support of Local Authorities through implementation of the Syrian Resettlement Programme (SRP) and Afghan Relocation Scheme (where applicable)	Support of early planning with partners and preparatory work for arrivals through the scheme	Developed forums and plans are in place	Planning enables partners to support resettlement	New arrivals are supported to be settled within communities	<ul style="list-style-type: none"> Coordinate the activities of the SRP Operational Delivery group locally and ensure on-going communication Maintain links with the National SRP Coordinator 	Claire Jones	On-going
	Links with the National SRP Co-ordinator (if a post is agreed) to	Collaborative approaches are developed and	Effective mapping, planning and sharing information is supported	Local Authorities effectively plan provision and receive			Claire Jones

What this will look like	How we will achieve this	How much we did	Performance measure How well we did it	Is anyone better off?	Local Neath Port Talbot Response for 16/17		
					Actions	Lead Officer	Timescale
	develop a strategic approach and provide briefing for Councillors and Departments Support communications and community tensions to provide factual and accurate information	information and briefings developed Community tensions are identified and mitigated Effective communication strategies are developed and implemented	regionally Tensions and communications through the SRP are proactively managed and processes are in place to mitigate against any potential negative impacts	information to support refugees Communities and refugees have accurate information to promote positive cohesion	<ul style="list-style-type: none"> Enter into prescribed agreement with the Home Office Ensure that new and existing arrivals are supported through commissioned contract with British Red Cross (BRC) Work with partners to monitor delivery of SRP Media communications will be managed accurately and sensitively through NPT Corporate Communication Team Deliver on the LA's commitment re. Afghan LEC (Translators) Relocation Scheme: <ul style="list-style-type: none"> Enter into prescribed agreement with the Home Office in respect of funding for accommodation, resettlement and integration key deliverables. Secure suitable accommodation for 5 single person households with no complex needs. Contractually engage British Red Cross to provide remainder of key deliverables. 	Claire Jones Claire Jones Claire Jones Claire Jones Gareth Evans Gareth Evans Gareth Evans	On-going On-going On-going On-going Achieved Achieved Achieved

Outcome 5: Increased understanding regarding the impacts of poverty on people with Protected Characteristics across key service and policy delivery

What this will look like	How we will achieve this	How much we did	Performance measure How well we did it	Is anyone better off?	Local Neath Port Talbot Response for 16/17		
					Actions	Lead Officer	Timescale
1. Tackling Poverty Programmes (Communities First, Families First, Flying Start and Supporting People) are considering the	Collected data is scoped on relevant Protected Characteristics across the tackling poverty programmes, in order to assess how those most at risk of living in poverty	Data is scoped to assess the impact of programmes across relevant Protected Characteristics	An holistic picture is gathered across programmes	Clearer impacts on cohesion across Protected Characteristics are understood	<ul style="list-style-type: none"> To work with key programme managers to understand how their programmes impact on those with protected characteristics. 	Angeline Spooner	March 2017

What this will look like	How we will achieve this	How much we did	Performance measure How well we did it	Is anyone better off?	Local Neath Port Talbot Response for 16/17		
					Actions	Lead Officer	Timescale
impacts of the programmes on those with relevant Protected Characteristics, recognising certain groups are more at risk of living in a low income households and of poorer outcomes	are being supported to achieve better outcomes Briefing and information is provided and shared across programmes regarding the impacts of Poverty (including child poverty) on relevant Protected Characteristics, with the view to sharing good practice and identifying further opportunities for those most at risk to be supported to achieve better outcomes	Relevant research and data is gathered and shared	Programmes have information to influence service delivery and to extend the reach across Protected Characteristics	The needs of Protected Characteristics are addressed in service delivery to extend outreach and impact across Protected Characteristics	<ul style="list-style-type: none"> Continue to collect equality monitoring data through C1st programme. Explore how the tackling poverty programmes engage and support those with protected characteristics 	Angeline Spooner Neil Thomas	March 2017 March 2017
2. Staff within tackling poverty programmes receive support on community cohesion priorities	Share intelligence around local and/ or regional community cohesion issues and involve relevant staff in planning (including hate crime, immigration and Gypsies and Travellers)	Share relevant information and provide timely updates, including through relevant Forums and Groups	A range of initiatives for engagement are demonstrated across community cohesion	Enhanced evidence around local and/ or regional community cohesion issues are shared and staff are engaged and working with Co-ordinators	<ul style="list-style-type: none"> Arrange training on community cohesion issues through each of the tackling poverty programmes and ensure this is embedded in future delivery. 	Angeline Spooner	March 2017

Outcome 6: Key policies and programmes are supporting and evidencing delivery against the national goal on more cohesive communities through the Wellbeing of Future Generations (Wales) Act 2015

What this will look like	How we will achieve this	How much we did	Performance measure How well we did it	Is anyone better off?	Local Neath Port Talbot Response for 16/17		
					Actions	Lead Officer	Timescale
1. Local Authorities are supported to deliver against the national goal of 'more cohesive communities'	Development of work across Departments to align with the more cohesive community national goal and supporting Wellbeing Plans	Scoping of cohesion related work in alignment with work through the Wellbeing of Future Generations (Wales) Act 2015	Local Authorities are able to identify how planning on more cohesive communities is being delivered	Local areas provide sustainable approaches to embed cohesion	<ul style="list-style-type: none"> To contribute to the completion of the Wellbeing Assessment to inform the development of a Wellbeing Plan for Neath Port Talbot Ensure that communities are engaged in the developed of the Wellbeing Assessment and the engagement undertaken is inclusive, accessible and includes those who are hardest to reach. 	Caryn Furlow Caryn Furlow	March 2017 March 2017

What this will look like	How we will achieve this	How much we did	Performance measure How well we did it	Is anyone better off?	Local Neath Port Talbot Response for 16/17		
					Actions	Lead Officer	Timescale
					•		
2. Local and regional Strategic Equality Plans (SEPs) are supported to focus on links between equality and cohesion	Support the implementation of SEPs to reflect local and regional cohesion priorities	SEPs have evidenced consideration of cohesion priorities and align with cohesion goals	SEPs have established clear links and overlaps with cohesion	SEPs are able to demonstrate priorities through the Promoting Good Relations element of the Equality Act 2010	<ul style="list-style-type: none"> Deliver the Equality Objectives and associated actions outlined within the Strategic Equality Plan which link to community cohesion 	Rhian Headon	March 2017

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Outcome 7: Policies and services are responsive to community tensions

What this will look like	How we will achieve this	How much we did	Performance measure		Local Neath Port Talbot Response for 16/17		
			How well we did it	Is anyone better off?	Actions	Lead Officer	Timescale
1. Local Authorities recognise and respond at an early stage to address community tensions	Community tension monitoring processes are responding to local issues	Tension monitoring structures and processes are evidencing processes to problem solve	Number of potential incidents identified through tension monitoring systems	Tension monitoring systems are sustainable and are responsive to emerging tensions when they arise	<ul style="list-style-type: none"> Develop better understanding of Police weekly community tension monitoring Establish a robust Tension Monitoring System that is responsive to emerging tension when they arises and by working with all advice related services in Neath Port Talbot 	Sian Morris	Achieved
2. Support Local Authority Single Point of Contacts (SPoCs) to manage delivery and work through Prevent and emergent legislation and policies	Support Education Departments to understand duties and promote the use of Respect and Resilience Guidance (January 2016)	Education departments receive support and advice to work with schools	Education departments are working proactively with schools	Schools feel confident to manage the implementation of the new duties	<ul style="list-style-type: none"> Identify appropriate NPT staff to undertake Accredited WRAP training to deliver training to front line staff Delivered WRAP training sessions to School staff and Governors 	Sian Morris	Achieved
	Support engagement with communities impacted through Prevent and legislation/policies to understand community feeling and any potential community tensions	Engagement with local communities and groups	A range of groups and communities are engaged	Communities feel engaged, are aware of any changes and have a voice	<ul style="list-style-type: none"> Continue to managed referrals through the Channel Panel Partnership and managed interventions 	Sian Morris	On-going