

RACE EQUALITY SCHEME

STRATEGY 2010 –2013



Blaenau Gwent County Borough Council

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FOREWORD

Welcome to Blaenau Gwent County Borough Council's third Race Equality Scheme. This scheme aims to build on the good work carried out in the previous schemes.

The Race Relations (Amendment) Act 2000 places a responsibility on every public body to promote race equality in carrying out its functions. The Council is committed to ensuring it eliminates unlawful discrimination, promotes equality of opportunity and good relations between people of different racial groups.

To ensure the Council succeeds it has put in place this Race Equality Scheme that clearly sets out the strategic aims and objectives for 2010-2013 relating to race equality. To ensure appropriate actions are undertaken to realise our aims and objectives, an annual action plan will be developed, implemented and reviewed.

The Council is committed to work towards ensuring that the needs of our Black and Minority Ethnic (BME) population are known and addressed, and that they feel valued and embraced within in our communities.



Robin Morrison

Chief Executive

Blaenau Gwent County Borough Council

BACKGROUND

National Context

In 1976 the Race Relations Act was introduced which made it unlawful to discriminate on the grounds of Race. The findings of the enquiry into the death of Stephen Lawrence and subsequent McPherson report, however, showed that the law as expressed in the 1976 Act had not been fully effective and that organisations could be institutionally racist whilst not attracting prosecution under the 1976 Act. The Race Relations (Amendment) Act 2000 built on the 1976 Act and introduced a general duty on Public Authorities to:

- Promote race equality;
- Eliminate unlawful discrimination;
- Promote equality of opportunity; and
- Promote good relations between people of different racial groups.

The aim of the duty is to make race equality a key part of the way public bodies' work, by putting it at the centre of policy making, service delivery, regulation and enforcement and employment practice. The term 'functions' means the full range of the authority's activities, duties and powers. It includes both existing and future policies.

Local Context

This Race Equality Scheme is essentially a strategy for promoting race equality and outlines how Blaenau Gwent County Borough Council will meet its duties under the Race Relations Act 1976, as amended by the Race Relations (Amendment) Act 2000. The term of this scheme runs for three years from 2010 through until 2013.

Requirements of the Race Equality Scheme

The Scheme sets out the Council's approach to race equality and how it will meet the requirements outlined in the specific duties.

This includes how the Council intends to:

- Assess, consult on, and monitor policies, services and functions for any adverse impact on promoting race equality;
- Publish the results of race equality impact assessments, consultation and ethnic monitoring;
- Ensure that the people of Blaenau Gwent have access to our services; and
- Ensure that we meet our statutory duties on race equality around employment and the training of staff. The Council must collect and publish the following statutory information with reference to our Black and Minority Ethnic (BME) employees:
 - Recruitment and retention;
 - Employee promotions;
 - Disciplinary and grievance;
 - Training; and
 - Staff appraisals.

BLAENAU GWENT'S BLACK AND MINORITY ETHNIC POPULATION

Overview

The 2001 Census statistics indicated a total population of 70,064 and a BME population of just under 600, less than 1% of the total population compared with Welsh average of 2%.

It should be noted that due to the use of colour coded ethnic categories, the 2001 Census failed to capture the true size and diversity of Blaenau Gwent's BME population. For example, there is no statistic on Gypsies and Traveller's in the 2001 Census data.

The 2001 Census statistics also show that about 99.2% of the Blaenau Gwent population were born in the UK (92% of whom were born in Wales), compared to a Welsh average of 97.9%.

New Communities

The expansion of the European Union in May 2004 extended freedom of movement to 10 new member countries. Currently, there is no single data source that provides comprehensive information on migration at national, regional and local levels. Inadequacies in data sources have been recognised by Government and the Office for National Statistics is working towards improvements in the timeliness and robustness of migration and population statistics.

Even so, we know that Blaenau Gwent has a number of people from the Accession (A8) Countries as a consequence of information collected on the number of pupils enrolled into Blaenau Gwent schools. In September 2009, Blaenau Gwent had approximately 50 children from the A8 countries, of which the majority were Polish (75%).

Gypsy and Traveller Communities

The Council recognises and accepts the rights of the Gypsy and Traveller Community's to a nomadic way of life and that people may wish to maintain a 'Gypsy-Travelling' way of life whether because of family tradition, economic necessity, or simply a desire not to be "tied down". The Council seeks to promote a positive environment for good community relations and to prevent incidents of racial harassment. In doing so, the Council is striving to provide a balance between the needs of members of the settled community and Gypsy-Travellers who want to stay on a temporary encampment, and are restricted in where they can legally encamp.

Blaenau Gwent Council has one Gypsy-Traveller site at Cwmcrachen Nantyglo, providing 20 permanent pitches. Due in part to our geographical location we have very few transient travellers settling in illegal encampments. Each year we usually have a small number of Gypsy families that stop for looking for short-term work or for family reasons.

A housing needs assessment has indicated 6 additional permanent pitches are required at the site in the next 5 years to meet the expected demand.

Summary

The reported BME population of Blaenau Gwent makes up a small minority of our overall population, even so we recognise it is in part very settled, growing and quite diverse. Therefore, we need to ensure that we set out our aims and objectives to be able to effectively meet the required need.

LOOKING FORWARD – WHAT ARE WE GOING TO DO

For our Race Equality Scheme we have identified six strategic aims to ensure the Council meet the duties outlined in the Race Relations Amendment Act 2000. The aims are to:

1. Lead the race equality agenda in Blaenau Gwent;
2. Deliver customer focused culturally appropriate services;
3. Create a council workforce that is responsive to the needs of our black and minority ethnic population;
4. Improve our understanding of the needs of our black and minority ethnic population;
5. Engage our black and minority ethnic population in the development and delivery of policy and services; and
6. Eliminate racial discrimination in all its forms and promote good relations and social cohesion between different racial groups.

In this section the intention of each aim is explained, with the key objectives that the Council will look to do set out to ensure that each aim is met. Also, outlined are a number of key actions for each strategic aim, and an indication of what success will look like.

To accompany this strategy, an annual plan will be developed to clearly outline what practical actions and projects will be done to achieve each aim. The Action Plan for the first year of this strategy is set out in Appendix 1.

STRATEGIC AIM 1 – LEAD THE RACE EQUALITY AGENDA IN BLAENAU GWENT

Our aim

This aim reflects the Council's statutory obligations to promote race equality in all its policies, procedures and functions and the Council's intention to lead this agenda by providing support to partners to be able to contribute to race equality.

Our Objectives

- 1: Implement a strategy for race equality with political, professional and community endorsement.
- 2: Ensure that race equality is mainstreamed within key strategic partnerships.
- 3: Ensure that both professional and political leaders develop understanding / expertise and champion the race equality agenda.
- 4: Develop integrated policies and procedures to facilitate strategic leadership.

Selected Key Actions

- Implement the Race Equality Strategy and produce annual action plans during the life of the strategy.
- Engage our strategic partnerships in race equality.
- Identify champions in each division of the Authority who will help lead changes in service provision for ethnic minorities.
- Develop a Single Equality Scheme with race equality as one of the key strands.

What will success look like?

- A clear plan for race equality is in place, and appropriate actions are being taken.
- Race equality is integral to the overall equality agenda.
- Key champions for race equality are in place, and working throughout the Council.
- The Council and its partners are working together to tackle race equality.
- The Council has clear policies, procedures and function that are helping it respond to the needs of the BME population.

STRATEGIC AIM 2 – DELIVER CUSTOMER FOCUSED CULTURALLY APPROPRIATE SERVICES

Our aim

This aim will look to ensure that the Council improves the provision of services for the BME population of Blaenau Gwent.

Our Objectives

1. Continue to use and improve tools such as the Generic Equality Impact Assessments to identify barriers and find solutions.
2. Establish structures that ensure key leaders are involved and contributing to improving services.
3. Further develop the Council's procurement practices to ensure that service providers, suppliers, partners and those receiving grant aid meet race equality aims.
4. Audit key service areas such as schools to identify race equality outcomes and areas for improvement.

Selected Key Actions

- Roll out a programme of Generic Equality Impact Assessments (EQIA) and publish the results of assessments and consultations.
- Carry out an audit of all schools for race equality schemes.
- Develop initiatives that work within schools and colleges to promote racial diversity and challenge hate crime.
- Audit current Language service support capacity in the Council.
- Ensure that race equality measures are effectively integrated into the Council's performance management framework.

What will success look like?

- The Council is offering appropriate services to specific groups such as Gypsy and Traveller Communities.
- Schools in Blaenau Gwent are meeting the needs of BME children.
- The Council is able to offer alternative language support.
- The Council is effectively managing its performance with regards race equality.
- The Council is equality impact assesses its policies, procedures and functions, and publishing the results.

STRATEGIC AIM 3 – CREATE A COUNCIL WORKFORCE THAT IS RESPONSIVE TO THE NEEDS OF OUR BLACK AND MINORITY ETHNIC POPULATION

Our aim

This aim will ensure that the Council develops its employment and training opportunities to promote diversity within the workplace

Our Objectives

1. Ensure that every Council employee understands their duty to deliver the aims of the race equality scheme.
- 2 Identify key areas of workforce practice improvement and set realistic and appropriate targets.
- 3 Deliver a programme of race equality training for staff.

Selected Key Actions

- Carry out an employee analysis on recruitment, retention, and promotion based on race and ethnicity.
- Develop a race equality training and development programme for front line staff and managers.
- Every employee's Personal Development Review features the contributions that they can make to deliver on the race equality scheme.
- Develop and implement a programme of race equality training for key staff on equality impact assessments.

What will success look like?

- The Council has a representative proportion of BME employees.
- The Council is operating an effective race awareness training programme for staff to have an understanding of race equality.
- Staff realise the difference their role makes to race equality via their Personal Development Review.
- Appropriate staff and councillors have the skills and support to integrate the principles of race equality in equality impact assessments.

STRATEGIC AIM 4 – IMPROVE OUR UNDERSTANDING OF THE NEEDS OF OUR BLACK AND MINORITY ETHNIC POPULATION

Our aim

This aim looks to ensure that the Council improves understanding of the BME population in Blaenau Gwent to ensure that it can fully meet its requirements on race equality.

Our Objectives

1. Develop and implement a programme of work to identify the cultural and language needs of the ethnic minority population.
2. Ensure there is a clear focus on reasons for collecting data relating to the BME Population.
3. Communicate information to service providers to give them the ability to meet the needs of the BME Population.
4. Develop a language support provision for our BME Population.

Selected Key Actions

- Contribute to and support the implementation of the community cohesion data audit.
- Gather relevant secondary statistics, information and research relating to race (national, regional and local).
- Audit Council's use of alternative language support services.
- Work with Managers to improve monitoring of service users by ethnic origin and help to identify race equality outcomes.
- Improving our communication of data and information to service providers.

What will success look like?

- The Council has built an accurate picture of the BME population.
- The Council understands the additional language requirements from the BME population and provides appropriate support.
- The Council is collecting monitoring information that identifies service users by ethnic origin and helps to identify race equality outcomes.
- The Council is able to identify new and emerging patterns relating to race in Blaenau Gwent.
- The Council is effectively sharing information with appropriate partners and communities.

STRATEGIC AIM 5 - ENGAGE OUR BLACK AND MINORITY ETHNIC POPULATION IN THE DEVELOPMENT AND DELIVERY OF POLICY AND SERVICES

Our aim

This aim will be key to making this Scheme a success as it sets out the intention to work with different BME people and communities to ensure that the work we do and the services we provide are appropriate and accessible to them.

Our Objectives

1. To establish protocols to engage effectively with the BME Population.
2. To support the development of tools and initiatives that improve how BME people can be engaged in the development of policies and services that affect them.
3. To implement and review appropriate structures to allow the Council to effectively communicate and build partnerships with BME communities.

Selected Key Actions

- Work with minority ethnic groups to find out how they would like to be engaged.
- Carry out focused outreach activities to encourage BME communities to be involved in the development of policies and services.
- Strive to get representation from the BME population on existing engagement initiatives such as Connect 2 Listen, Connect 2 Business, and PACT.
- Assess the potential of establishing a Race Equality Forum to act as a 'critical friend' to the Council and support race equality aims.

What will success look like:

- The Council is communicating effectively with the BME population.
- People from the BME population are actively involved in Council engagement initiatives such as Connect 2 Listen, Connect 2 Business, and PACT.
- The Council is operating an effective Race Equality Forum with representation from the BME population.

STRATEGIC AIM 6 – ELIMINATE RACIAL DISCRIMINATION IN ALL ITS FORMS AND PROMOTE GOOD RELATIONS AND SOCIAL COHESION BETWEEN DIFFERENT RACIAL GROUPS

Our aim

This aim will ensure that the Council strives to tackle racial harassment, hate crime, anti-social behaviour, and community safety concerns relating to race in Blaenau Gwent.

Our Objectives

1. Work with partner organisations to prevent, tackle and deal with racial harassment and hate crime, and the promotion of good relations and cohesion.
2. Develop a clearer understanding of cohesion outcomes for BME groups.
3. Lead campaigning and awareness raising activities to promote the key message of stamping out racism and racist behaviour.

We Will Achieve This By – Selected Key Actions

- Work closely with Strategic Partnerships such as Safer Blaenau Gwent and the Community Cohesion Forum Case Review Group to review and improve how the Council challenges racial discrimination.
- Support partners to improve the collection and sharing of race hate crime statistics.
- Develop a programme of cohesion initiatives aimed at ethnic minority groups that are aligned with existing work on cohesion.

What will success look like:

- The Council is actively promoting citizens to report any incidences of racial discrimination.
- The Council with its partners is challenging racial discrimination.
- The Council provides the appropriate support to challenge race hate crime.
- The Council has hosted multi cultural events to promote cultural understanding and acceptance between and within different groups.

COMPLAINTS ON RACIAL DISCRIMINATION

If anybody feels they have been subjected to discrimination on the grounds of race in their dealings with the Council they can contact the Council in writing, by telephone or via email, (contact numbers etc for service areas are outlined in the Council's document "Your Voice Counts").

The Corporate Complaints procedure developed by the Council sets out where and how complaints and comments may be raised, the assistance available to the complainant, and a timetable for response. Any complaints regarding the Race Equality Scheme should be made in this way.

If your complaint is not dealt with to your satisfaction you can ask for the case to be referred to the Local Government Ombudsman or you can contact the Equality and Human Rights Commission (EHRC) to discuss your case.



Blaenau Gwent County Borough Council

Race Equality Scheme 2010 –2013

The Race Equality Scheme is available on the Council's website www.blaenau-gwent.gov.uk and in local libraries/leisure centres.

This document is available on email, in large print, Braille, on audiotape, British Sign Language (BSL) or disk if required.

Please contact:

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RACE EQUALITY SCHEME 2010-13

Looking forward – What we are going to do?



ACTION PLAN 2010 – 2011

BLAENAU GWENT COUNTY BOROUGH COUNCIL

STRATEGIC AIM 1 - LEAD THE RACE EQUALITY AGENDA IN BLAENAU GWENT

OBJECTIVE 1.1: *Implement a strategy for race equality with political, professional and community endorsement.*

What We Are Going to Do?	How will we know we are progressing	What difference will it make?	Who is responsible for delivering
Implement the Race Equality Strategy and related action plan for 2010 – 2013.	Reports to CMT and Executive for approval, Regular reports to FIP Scrutiny on progress, and Annual report to CMT /Executive	The formal approval of the Scheme and a strategically led race equality agenda	All Service Directors
Distribute Scheme to Directorates, Elected Members and the public.	Scheme delivered by e-mail or in hard copy and distributed across Leisure Centres and Libraries.	Increased awareness and mainstreaming of race equality agenda in Blaenau Gwent	Governance Directorate
Establish a Virtual Policy Network to support implementation of Strategy.	Network established with membership from each Directorate.	Corporate buy in to race equality agenda and actions determined for each division	Governance Directorate

OBJECTIVE 1.2: *Ensure that race equality is mainstreamed within key strategic partnerships.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Race equality scheme presented to Strategic Partnerships.	Evidence of collaborative action taken by Strategic Partnerships	Increased awareness and mainstreaming of race equality agenda in Blaenau Gwent	All Directorates

OBJECTIVE 1.3: *Ensure that both professional and political leaders develop expertise in race equality.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Develop a programme to promote awareness and understanding of race equality agenda for CMT and Executive	Programme developed and awareness raising training sessions delivered	Professional and political leaders develop expertise in race equality.	Governance Directorate

OBJECTIVE 1.4: *Develop integrated policies and procedures to facilitate strategic leadership*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Research best practice on development of single equality scheme.	Research collated, and plan for implementation produced.	Integrated policies and procedures to facilitate strategic leadership	Governance Directorate

STRATEGIC AIM 2 - DELIVER CUSTOMER FOCUSED CULTURALLY APPROPRIATE SERVICES

OBJECTIVE 2.1: *Continue to use and improve on tools such as Generic Equality Impact Assessments to identify barriers.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Support Directorates to carry out EQIA's and identification of equality issues to be addressed	Barriers to services identified through impact assessments and evidence of action to be taken to improve access	Improved access to services for BME population	Governance and All Directorates
Publish results of impact assessments and consultations	Publication of assessments on Blaenau Gwent website	Improved services for BME people living in Blaenau Gwent	All Directorates

OBJECTIVE 2.2: *Establish structures that ensure key leaders are involved and contributing to improving services.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Establish a race equality Virtual Policy Network	Network established with members from each Directorate	Key leaders are involved and contributing to improving services	Governance Directorate

OBJECTIVE 2.3: *Further develop the Council's procurement practices to ensure service contractors, suppliers, partners and those receiving grant aid meet race equality aims.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Review procurement practice for race equality impact	Procurement protocols established	Ensure Blaenau Gwent is compliant and improve delivery of services for BME people	Procurement and Governance

OBJECTIVE 2.4: *Audit key service areas such as schools to identify race equality and areas for improvement.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Carry out audit of school race equality schemes	Race equality schemes gathered from all schools, and gaps identified	Collated race equality schemes that indicate schools race equality aims	Education
Improve quality and consistency of data and information about service users by racial group	Information collected	Improved understanding amongst service users	All Directorates

STRATEGIC AIM 3 - CREATE A COUNCIL WORKFORCE THAT IS RESPONSIVE TO THE NEEDS OF BLACK AND MINORITY ETHNIC PEOPLE IN BLAENAU GWENT

OBJECTIVE 3.1 *Ensure that every Council staff member understands their duty to deliver the aims of the race equality scheme.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Carry out an equality and diversity training needs assessment for front line staff	Information collected	Improved understanding amongst service providers of race equality. Improved service provision for BME people.	Governance Directorate
Develop and deliver a race equality training programme for front line staff	Programme developed and awareness raising sessions delivered	As above	Governance Directorate

OBJECTIVE 3.2: *Identify key areas of workforce practice improvement and set realistic and appropriate targets.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Carry out employee analysis on recruitment, retention, and promotion of staff based on race and ethnicity.	Results collated, monitored and published on website	Annual results published	Governance Directorate

OBJECTIVE 3.3: *Deliver a programme of race equality training for staff.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Develop and implement a programme of race equality training for key staff on principles of race equality.	Programme developed and awareness raising training sessions delivered	Key staff trained and able to provide appropriate services	Governance Directorate

STRATEGIC AIM 4: IMPROVE OUR UNDERSTANDING OF THE NEEDS OF OUR BLACK AND MINORITY ETHNIC POPULATION

OBJECTIVE 4.1 *Develop and implement a programme of work to identify the cultural and language needs of the ethnic minority population.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Contribute to and support the community cohesion data audit	Attendance at meetings and evidence of contributions made	A clearer picture of the cultural and language needs of BME population	All Directorates
Audit Council's demand and use of Language Line and other language support services	Information gathered on use of language line by Council	Establish a baseline of level of use and demand	Procurement

OBJECTIVE 4.2 *Ensure there is a clear focus on reasons for collecting data relating to Black and Minority Ethnic Population.*

What are we going to do?	How will we know we are progressing?	What difference will it make?	Who is responsible for delivering?
Work with Managers to improve monitoring of service users by ethnic origin and help to identify race equality issues	Race information is being collected consistently across the Council	A better understanding of BME Population	Governance

OBJECTIVE 4.3: *Communicate information to services providers to enable them to meet the needs of the Black and Minority Ethnic Population*

WHAT ARE WE GOING TO DO?	HOW WILL WE KNOW WE ARE PROGRESSING?	WHAT DIFFERENCE WILL IT MAKE?	WHO IS RESPONSIBLE FOR DELIVERING?
Improve our communication of data and information to service providers on key race equality issues.	Key issues identified with service providers	Services more accessible for the BME population	All Service Directorates

OBJECTIVE 4.4 *Develop a language support provision for our Black and Minority Ethnic Population*

WHAT ARE WE GOING TO DO?	HOW WILL WE KNOW WE ARE PROGRESSING?	WHAT DIFFERENCE WILL IT MAKE?	WHO IS RESPONSIBLE FOR DELIVERING?
Procure cost effective quality language support services	Service in place	BME people able to use language of choice in dealings with the Council	Procurement

STRATEGIC AIM 5 - ENGAGE BLACK AND MINORITY ETHNIC PEOPLE AND COMMUNITIES IN THE DEVELOPMENT AND DELIVERY OF POLICY AND SERVICES

OBJECTIVE 5.1 *To establish effective protocols to engage effectively with the Black and Minority Ethnic Population.*

WHAT ARE WE GOING TO DO?	HOW WILL WE KNOW WE ARE PROGRESSING?	WHAT DIFFERENCE WILL IT MAKE?	WHO IS RESPONSIBLE FOR DELIVERING?
Investigate appropriate methods to engage minority ethnic groups	Collection of appropriate primary and secondary research	More appropriate approach taken by the Council to engage BME population	Governance Directorate

OBJECTIVE 5.2 *To support the development of tools and initiatives that improve how BME people can be engaged in the development of policies and services that affect them.*

WHAT ARE WE GOING TO DO?	HOW WILL WE KNOW WE ARE PROGRESSING?	WHAT DIFFERENCE WILL IT MAKE?	WHO IS RESPONSIBLE FOR DELIVERING?
Assess the potential of establishing a race equality forum to act as a 'critical friend' to the Council and support race equality aims.	A decision made on viability of forum	The Council able to effectively consult with appropriate BME representatives	Governance Directorate

OBJECTIVE 5.3 *To implement and review appropriate structures to allow the Council to effectively communicate and build partnerships with BME communities.*

WHAT ARE WE GOING TO DO?	HOW WILL WE KNOW WE ARE PROGRESSING?	WHAT DIFFERENCE WILL IT MAKE?	WHO IS RESPONSIBLE FOR DELIVERING?
Carry out focused outreach activities to encourage BME communities to be involved in the development of policies and services, such as the Single Equality Scheme.	Clear evidence that people from the BME population are helping shape Council policy and services	Show a commitment to BME population that the Council are listening and acting on their views	Governance Directorate

STRATEGIC AIM 6 - ELIMINATE RACIAL DISCRIMINATION IN ALL ITS FORMS AND PROMOTE GOOD RELATIONS AND SOCIAL COHESION BETWEEN DIFFERENT RACIAL GROUPS

OBJECTIVE 6.1 *Work with partner organisations to prevent, tackle and deal with racial harassment and hate crime, and the promotion of good relations and cohesion*

WHAT ARE WE GOING TO DO?	HOW WILL WE KNOW WE ARE PROGRESSING?	WHAT DIFFERENCE WILL IT MAKE?	WHO IS RESPONSIBLE FOR DELIVERING?
Establish a case review group to support the Community Cohesion Forum	Agreement on protocols and methods for reporting with partners	Race hate crime and harassment dealt with consistently and appropriately by service providers	Council officers sitting on Community Cohesion Forum

OBJECTIVE 6.2 *Develop a clearer understanding of cohesion outcomes for BME groups*

WHAT ARE WE GOING TO DO?	HOW WILL WE KNOW WE ARE PROGRESSING?	WHAT DIFFERENCE WILL IT MAKE?	WHO IS RESPONSIBLE FOR DELIVERING?
Investigate the cohesion issues affecting the people in our BME communities.	Appropriate evidence relating to cohesion and race is collected	Improved understanding of BME issues and how they relate to the cohesion agenda for the BME people of Blaenau Gwent	Community Cohesion Forum

OBJECTIVE 6.3 *Lead campaigning and awareness raising activities to promote the key message of stamping out racism and racist behaviour.*

WHAT ARE WE GOING TO DO?	HOW WILL WE KNOW WE ARE PROGRESSING?	WHAT DIFFERENCE WILL IT MAKE?	WHO IS RESPONSIBLE FOR DELIVERING?
Develop a programme of cohesion initiatives aimed at ethnic minority groups that are aligned with existing work on cohesion	Programme developed	Improved racial harmony and greater understanding of BME communities needs	Community Cohesion Forum