Tameside & Glossop **Inequalities Reference Group**

Community Cohesion
Report

1.0 Executive summary

1.1 A cohesive community is a diverse society where people from all backgrounds feel that they belong and are valued, enjoy similar life opportunities, and interact with other groups. Community cohesion can bring numerous benefits, whilst a lack of cohesion can have significant negative impacts.

1.2 A number of programmes to promote community cohesion are in place across the UK. Each programme is specific to the locality, but there are many similarities. All focus on encouraging interaction between different groups in a community, breaking down barriers and misconceptions, and building relationships and trust.

1.3 Promoting community cohesion will be particularly important as the longer-term socio-economic impacts of Covid-19 play out, and as the demographic makeup of areas continues to shift.

1.4 A range of work has been undertaken in Tameside to promote community cohesion. However, the most recent Community Cohesion strategy expired in 2020 and there is now a risk of the approach becoming disjointed. A new community cohesion strategy is therefore needed: one that is specific to local context, and the impact of which can be measure through a set of indicators. This may be complemented by a Charter of Belonging that outlines the values of community cohesion in Tameside.

1.5 Therefore, the Inequalities Reference Group makes the following recommendations:

1. **Commit to developing a 5 year Community Cohesion strategy.** The strategy should be specific to local context and issues, fit for purpose, place a focus on the emerging communities in Tameside, and ultimately help the borough to build back better and fairer as it recovers from the Covid-19 pandemic. The strategy will be supported by a set of indicators and ongoing engagement work, as outlined below.

2. **Develop a set of local community cohesion indicators to support the Community Cohesion strategy.** Community cohesion is hard to measure, September 2021 so developing a set of indicators will aid in assessing the impact of the strategy and associated actions.

3. **Ensure that insight and engagement work is conducted on an ongoing basis.** The Community Cohesion Project Officer should gather insight and feedback around community cohesion in the borough through a range of engagement work. This insight will feed into the strategy, supporting indicators, and Charter of Belonging.

4. **Establish and commit to a 'Charter of Belonging' that residents, service users, and local organisations can commit to and adopt.** The Charter will take the form of a set community cohesion values.

5. **Identify full scope of community cohesion work done by the VCSE sector.** The full range of community cohesion work conducted within Tameside is not known, so further work should be done to identify the projects and activities related to community cohesion conducted by the local VCSE sector organisations.

6. **Invest in and continue to develop the pioneering model of Independent Advisory Group (IAG) in Tameside.** The partnership between Tameside Council, Greater Manchester Police and the Community Safety Partnership is well advanced of IAGs in other areas and plays a key role in ensuring that the views and concerns of local communities are heard. This will include continuing to develop the Young Person's IAG.

7. **Ensure that all groups, committees and networks that are led by the range of public sector partner organisations in Tameside are representative of the communities and demographic makeup of Tameside.** This will help to ensure that services provided by the public sector are viewed through the lens of community cohesion.

8. **Use appropriate and consistent language when describing different groups.**
    It will also be important to raise awareness of appropriate use of language in the wider public. The use of appropriate language will take into account the direction set at a national and regional level.

2.0 Introduction

2.1 A cohesive community is a diverse society where people from all backgrounds feel that they belong and are valued, enjoy similar life opportunities, and interact with other groups[1]. A cohesive community is one that has moved beyond an "us" and "them" narrative to one where there is trust and interaction between different groups.

2.2 Community cohesion can bring huge benefits to a local area. Cohesive communities are better able to tackle common problems, provide mutual support and work together for a positive future. Viewed from the outside, a cohesive community is one in which people will want to live and invest[2]. People are likely to feel a greater sense of belonging to their area and place a greater trust in local and national institutions[3].

2.3 On the other hand, a lack of community cohesion can have significant negative effects. This can include increasing distrust of other groups, lack of cooperation, misconceptions about other groups, and hostility between different groups. Over a longer period of time tensions and distrust between groups can build up and may culminate in violence or radicalisation.

2.4 Working to promote community cohesion will become important as the longer-term impacts of Covid-19 play out. Although the pandemic has generally increased positive sentiment towards local communities, the pandemic has had diverse impacts upon different communities in the UK – for example, certain groups have been subject to increased levels of hate crime and abuse. As the socio-economic impacts of Covid-19 are felt in future years, there may be an increase in tension between communities. It is therefore timely to focus on promoting and improving community cohesion in Tameside.

2.5 This report represents a desktop review of community cohesion, bringing together local, regional and national research on the subject. It provides a basis for the development of a community cohesion strategy in Tameside and outlines the need to gather more lived experience of community cohesion issues in the area.

2.6 The report begins by overviewing the concept of community cohesion in the UK, before exploring insight and evidence of community cohesion issues. The projects and work programmes to promote community cohesion are then detailed, before best practice approaches to community cohesion in other local authority areas are covered.

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[1] Professor Ted Cantle, 2021, Community Cohesion and Intercultural Relations, About Community Cohesion
[2] LGA, 2004, Community Cohesion – an Action Guide.
[3] The Belong Network, 2021, Beyond Us and Them

3.0 Defining community cohesion

3.1 There is no single definition of community cohesion – since the term first became widespread a series of definitions have been suggested, each building slightly on the last. However, a common theme throughout these definitions is the need for strong and positive relationships between people from different backgrounds, tackling inequalities, and developing a positive climate of opinion to support diversity. According to the most widely used definition[4], a cohesive community is one where:

- There is a common vision and a sense of belonging for all communities.

- The diversity of people's different backgrounds and circumstances are appreciated and positively valued.

- Those from different backgrounds have similar life opportunities.

- Strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods.

3.2 Community cohesion is not the same as social cohesion. Whilst community cohesion focuses on the problems between identifiable communities and groups – e.g. ethnic, faith, or cultural groups – that often involve a degree of racism or religious intolerance, social cohesion focuses solely on social class, economic, or political divisions. Social cohesion suggests that all societal differences are caused by material inequalities, rather than by the more complex array of causes considered by community cohesion. The community cohesion approach is therefore more appropriate in the increasingly diverse communities across the UK.

[4] Local Government Association, 2002, Guidance on Community Cohesion

4.0 Development of community cohesion in the UK

4.1 The concept of community cohesion was established in the UK in 2001 following a number of riots in towns in Northern England. A report produced in the aftermath of the riots – Community Cohesion: A Report of the Independent Review Team (commonly known as the Cantle Report)[5] – brought community cohesion into mainstream national policy. The concept quickly replaced the previously dominant idea of multiculturalism, which in the UK commonly sought to separate distinct communities to reduce conflict.

4.2 Although community cohesion initially focused on race relations, it rapidly extended to cover many other societal divisions including faith, sexual orientation, disability and age. In the UK, community cohesion projects have largely centred on encouraging interaction and building relationships between distinct communities. This often means building up trust and breaking down stereotypes or misconceptions about 'other' groups.

4.3 From the mid-2000s, numerous community cohesion programmes were funded by the UK Government and in place across the country, with many reporting positive outcomes. Attitudinal surveys showed that the percentage of people who though that their local area was a place where people from different ethnic backgrounds were respected increased from 79% in 2003 to 85% in 2009-101. Despite this apparent success, the UK Government reduced funding for community cohesion in 2010.

4.4 After nearly a decade without a national community cohesion policy, rising concerns about cohesion and community tension led to the publication of the Integrated Communities Strategy[6] in 2018. This strategy outlined a vision for integrated communities where:

- Everyone is confident and proud of their identity and heritage, and able to take advantage of the opportunities that Britain offers.

- People, whatever their background, live, work, learn and socialise together based on shared rights, responsibilities and opportunities.

- Many religions, cultures and opinions are celebrated, underpinned by a shared set of British values that champion tolerance, freedom and equality of opportunity.

- Everyone has a part to play in upholding those values – both those who are already living here and those who want to make it their home.

4.5 This strategy also identified the need for highly local approaches. Five "integration areas" were selected to pilot the strategy, which – following the subsequently released Integrated Communities Action Plan[7] – focused on strengthening leadership, support to migrants and local communities, educational programmes, boosting English language and new employment opportunities.

4.5 Both the strategy and action plan recognised that local communities are highly distinct and that programmes to improve community cohesion should therefore be tailored to suit the local context. Since the strategy was published, various guidance has urged local authorities to take a leadership role when it comes to promoting community cohesion.

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[5] Community Cohesion Review Team, 2001, Community Cohesion : A report of the independent review team
[6] MHCLG, 2018, Integrated Communities Strategy
[7] MHCLG, 2019, Integrated Communities Action Plan

5.0 Development of community cohesion in Tameside

5.1 Similarly to the national picture, community cohesion in Tameside has been an ever-evolving policy area. This section provides a brief overview of the development of community cohesion in Tameside.

5.2 Tameside had a Community Cohesion strategy that ran from 2010 to 2020, overseen by the Tameside Culture and Community Cohesion Partnership. This strategy focussed on six priorities termed; Supportive Tameside, Learning Tameside, Safe Tameside, Healthy Tameside, Prosperous Tameside, and Attractive Tameside. Since the strategy was produced in 2009 the field of community cohesion has changed significantly, both locally and nationally. The Culture and Community Cohesion Partnership is no longer in place, and the strategy's lifespan has come to an end without a replacement strategy being published.

5.3 Responsibility for community cohesion now sits with the Community Safety and Homelessness service within the Operations & Neighbourhoods directorate. In 2019 a dedicated Community Cohesion Project Officer was appointed by the Council to promote community cohesion in Tameside. Since being appointed, the Officer has facilitated the reinstatement of the Tameside Independent Advisory Group (IAG) which now has an independent chair. The group met weekly during the pandemic and was a successful conduit for wider community safety issues during that time. A Young Persons IAG has also been created and will go live from August 2021. The Project Officer has also led numerous presentations about hate crime and cohesion across the borough and GM, including visits to a number of places of worship and community centres. This strand of work will continue and grow throughout 2021.

5.4 The Project Officer will review the previous strategy and refresh and redraft a document more suitable to the needs of Tameside. It is hoped a 5 year strategy will be created. Work to promote community cohesion in Tameside is continually developing, as does our knowledge and understanding of community cohesion issues in the borough.

6.0 Evidence and Insight

6.1 To promote community cohesion, the local context and experiences of community members must to be understood. This section overviews the range of evidence and insight regarding community cohesion at national, regional and local levels.

National evidence and insight

6.2 **Our Chance to Reconnect report**

The Together Coalition produced the Our Chance to Reconnect[8] report in March 2021 following extensive surveys, focus groups and conversations. The research focused on understanding what unites us and divides us in the UK, and how public attitudes have evolved as the pandemic unfolded. Key findings from the report include:

• 60% of participants thought that society is more united than divided (this peaked in May 2020 and has slightly declined since).

• Increasing economic inequality and poverty was the biggest concern of participants when thinking about community cohesion in the future.

• Many participants felt that the pandemic had increased divisions between rural and urban areas, between London and the rest of the country, and between the North and South.

• 73% of participants said that they would like society to be "closer" in the future.

6.3 **Community, Connection and Cohesion during COVID-19: Beyond Us and Them report**

The Belong Network published the interim Beyond Us and Them[3] report in 2021 that examined the impact of Covid-19 on community cohesion. Through monthly surveys, the researchers explored attitudes within six local authorities in England that had prioritised community cohesion programmes (these included the five integration areas detailed in the Integrated Communities Strategy[6]) and compared these to other areas. Key findings from the research include:

• Areas that had invested in community cohesion prior to the pandemic remained more cohesive than elsewhere.

• Trust in both local and national politics was higher in the areas that had invested in community cohesion than in other local authority areas (average level of trust in local governments responses to Covid-19 was 10.6% higher in those areas that had invested in community cohesion programmes).

• Average "sense of neighbourliness" was higher in those areas that had invested in community cohesion.

• Pre-pandemic, residents in local authorities that had invested in community cohesion felt more positively about migrants than in other areas. This positive feeling remained high throughout the pandemic. Positive attitudes towards migrants increased in all areas studied – regardless of investment in community cohesion – during the pandemic to reach roughly similar levels.

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[8] Community Cohesion Review Team, 2001, Community Cohesion : A report of the independent review team

6.4 **British Integration Survey**

In 2019, The Challenge – a community cohesion charity – published the British Integration Survey[9], which asked 6,500 UK residents about how they connected with different groups including ethnicity, socio-economic background, age and education. Key findings from the survey include:

- Whilst a majority (53%) of Britons have some contact with people from different ethnic backgrounds in their wider social network, 44% have none.

- Nine out of ten white British people say that all or most of their social contacts are also white.

- There is a correlation between social mixing along the lines of socio-economic background and ethnicity. 72% of people who reported having no close contacts from a different socio-economic background also had no ethnic diversity in their friendship circle.

- Lower levels of contact across different groups was associated with lower levels of positive feeling and sympathy for other groups in society.

Regional evidence and insight

6.5 **GMCA Policing and Community Safety survey**

Greater Manchester Combined Authority run a quarterly Policing and Community Safety[10] survey, which explores the views of Greater Manchester residents regarding community safety. Key results at the Greater Manchester level from the most recent update – where surveys were conducted between January – March 2021 – include:

- 88% of participants felt safe in their local area (no change from Jan-Mar 2021).

- 75% of participants agree or strongly agree that their local area is a place where people from different backgrounds get on well together. This is a slight increase from Jan-Mar 2020, when this figure was 72%.

- 75% of participants agree or strongly agree their local area is a place where people look out for each other. This is an increase from Jan-Mar 2020, when this figure was 70%.

- 73% of participants agree or strongly agree that they feel a strong sense of belonging to their local area. This is a slight increase from Jan-Mar 2020, when this figure was 71%.

Evidence and insight from Tameside

6.6 A range of work has been conducted to gather more evidence and insight about community cohesion, and people's own experiences of it, in Tameside. A separate report that covers the insight gained from people with lived experience is being developed, alongside a plan to further involve those with lived experience. Gathering evidence and insight has proved difficult throughout the pandemic, so it is hoped that face to face engagement can resume in the near future which should enable discussions to be more productive. This section overviews the evidence and insight collected to date.

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[9] The Challenge, 2019, British Integration Survey
[10] GMCA, 2021, Policing and Community Safety survey

6.7 **GMCA Policing and Community Safety survey**

The results from the Policing and Community Safety9 survey detailed previously can be broken down into local authority areas. Survey results appear to show that feelings of community safety and cohesion have increased over the last 12 months. Key results for Tameside include:

- 92% of Tameside participants felt safe in their local area. This is a slight increase from Jan-Mar 2020, when this figure was 89%.

- 75% of Tameside participants agree or strongly agree that their local area is a place where people from different backgrounds get on well together. This is an increase from Jan-Mar 2020, when this figure was 64%.

- September 2021

- 75% of Tameside participants agree or strongly agree their local area is a place where people look out for each other. This is an increase from Jan-Mar 2020, when this figure was 68%.

- 33% of Tameside participants agree or strongly agree that they have a say in their area. 44% of participants disagreed or strongly disagreed. The proportion of people who disagreed has fallen since Jan-Mar 2020, when this figure was 49%.

6.8 **Partnership Engagement Network**

Tameside Council's Community Cohesion Officer led two workshops at the Partnership Engagement Network on 9 March 2021. Participants were encouraged to discuss their experiences of community cohesion in Tameside and what their understanding of community cohesion was. Key outputs from the workshops included:

- Community cohesion isn't just about race – education, housing, age and poverty can all have an effect.

- Issues of community cohesion are caused by misunderstanding or fear.

- Understanding the context is very important. What may be the case in one town could be very different in the next.

- The pandemic has brought neighbours closer together – but a danger that we return to a "collective attitude of apathy" after the pandemic.

- Need to recognise disproportionate effect that the pandemic has had and will have on communities.

6.9 **Insight from Hate Crime Awareness Presentations**

Tameside Council's Community Cohesion Officer has given a series of presentations on hate crime and community cohesion to local groups in Tameside. At time of writing these groups included:

- Tameside & Glossop Covid-19 Community Champions Network
- West African Development
- Tameside Youth Council
- Tameside Independent Advisory Group
- Tameside Young Person's Independent Advisory Group
- Tameside Learning Disability Partnership Board
- Tameside Citizens Advice Bureau
- Tameside Diversity Network
- Tameside Community Safety Partnership
- REACH Network
- Holy Trinity Community Centre
- Tameside Poverty Action Group

Presentations close with a discussion section where participants are invited to talk about their own experiences of community cohesion, or alternatively to complete an online survey.

6.10 **Community Safety Strategy**

Tameside Council conducted a survey from December 2020 to February 2021 to gather views regarding a draft Community Safety Strategy. 60 responses were received in total, with some of these being relevant to community cohesion. These included:

- *"There needs to be a stronger focus on intergenerational work to bring people together to reduce the polarisation of young and old. The stigma around teens needs to be tackled and positive outlets that showcase young people for the good they do, to show older, vulnerable people that the perceptions is often worse than the reality. Breaking down barriers across the ages is vital"*

- *"…agree with the key focus being around building stronger communities and the understanding that with this in place, the other strategies will flow out of this. I think that an important decision will be on looking at strengthening communities across the board in Tameside - not just in the areas which are more clearly identifiable as 'troubled communities'. As we emerge from Covid…I believe that much needs to be done in enabling communities to pull together"*

6.11 **Future evidence and insight activity in Tameside**

There is a need to gather more comprehensive lived experience of community cohesion issues in Tameside. A plan has been developed that outlines how this may be done, with potential engagement activities including:

- Further engagement sessions with various groups (for example; schools and elected members)
- Face to face focus groups and engagement sessions (when regulations allow)

7.1 There is a body of work to promote community cohesion underway in Tameside, in addition to the evidence and insight work described above. This section provides a brief overview of this work:

- **Tameside Council Community Cohesion Officer:** the Community Cohesion Project Officer works to promote community cohesion in Tameside. Since being appointed in 2019, the Officer has facilitate the reinstatement of the Tameside IAG, created the Young Persons IAG, and has given numerous presentations about community cohesion and hate crime in Tameside. This has included visits to a number of places of worship and community centres to engage with the range of communities that are present in the borough.

- **Tameside Independent Advisory Group (IAG):** the IAG meet on a weekly basis to discuss issues such as community cohesion in Tameside and act as independent advisors to the Community Safety Partnership. The IAG in Tameside uses a pioneering model, with a partnership between Tameside Council, GMP and the Community Safety Partnership. The IAG assists in improving services provided by the Community Safety Partnership to all communities, build public confidence in these services and ensure that these services respond sensitively to the needs of communities when incidents occur. The IAG does this by giving constructive, independent advice on strategy and policy to the Partnership, assisting with communicating with communities, and providing support in managing critical incidents.

- **Young People's Independent Advisory Group (IAG):** a Young Person's IAG has been established to enable the voices of young people in Tameside to steer the work of the Community Safety Partnership. An independent chair will be appointed from the Young Person's IAG in the near future.

- **Community Cohesion questionnaire:** an online survey was launched in June 2021 to gather the views of Tameside residents on the community or communities they live or spend time in. The survey includes questions about what community cohesion means to people, and what they think could be done to improve it in Tameside. The questionnaire has been promoted across a number of networks and at various presentations delivered by the Community Cohesion Officer.

- **Hate Crime Awareness Fund:** the fund was created for the first time in 2021, with £10000 being set aside for projects that promoted Hate Crime Awareness. The fund was opened earlier in 2021 to coincide with Hate Crime Awareness Week and allocated awards of £1000 to eight successful projects that promoted Hate Crime Awareness. The selection process was conducted by Tameside Council's Community Safety team, who gave priority to innovative projects that showed an awareness of more than one strand of hate crime and were designed to create a long lasting impact. It is hoped to run such a fund each year.

7.2 There are also a number of local VCSE sector groups that work to promote community cohesion, including:

- **Diversity Matters North West (DMNW)**: DMNW are a Tameside-based charity that promote community cohesion through their work. DMNW run community projects that address the social exclusion of women, particularly from racially diverse backgrounds, for whom English is not their first language, and whose domestic situation may result in isolation.

- **Holy Trinity Community Centre (HTCC):** HTCC, based in Ashton, run and host a variety of activities and projects that promote community cohesion. These projects include English Language courses, community days (such as the annual Hanging Basket Day), Walking Wednesdays and local youth clubs.

- **West African Development Association (WADA):** WADA work to support integration of people from different ethnic backgrounds. They have a particular focus on people from West African ethnic backgrounds, but work with and support people from all ethnic minority backgrounds.

However, the full scope of community cohesion work done by VCSE sector organisations within Tameside is not known. It is recognised that further work is needed to identify these projects and activities. Additionally, measuring the impact of work to promote community cohesion (and measuring community cohesion itself) is very difficult. In order to monitor the impact of these projects and activities, a set of measurable indicators may be developed.

8.0 Current work in Tameside

8.1 Many local authorities and local VSCE organisations run projects that aim to improve community cohesion. This section will explore this work.

8.2 **A Shared Future, Greater Manchester**
In the aftermath of the Manchester Arena bombing in 2017, GMCA set up a commission – the Greater Manchester Preventing Hateful Extremism and Promoting Social Cohesion Commission – to review the state of cohesion in the area. In 2018 the commission published the report *A Shared Future*[11] which set out the steps to build community cohesion and tackle extremism in Greater Manchester.

8.3 **Integration Areas**
Five 'integration areas' were selected as part of the *Integrated Communities Strategy*[6] to pilot community cohesion programmes. As part of the pilot, each area has set up a Local Integration Partnership to bring local partners together, including businesses and the social sector and faith sectors. Through engagement with local people, each Local Integration Partnership has identified its local priorities and the most effective ways to address them before publishing a local integration strategy. All five pilot areas have published their local integration strategies:

- Blackburn with Darwen – Our Community, Our Future
- Bradford – Stronger Communities
- Peterborough – Belonging Together
- Walsall – Walsall for All
- Waltham Forest – Connecting Communities

Each strategy is specifically tailored to the local context, but all have a number of common features including focussing on integrating between diverse communities and increasing economic prosperity and opportunities.

8.4 **Rotherham Council**
Rotherham Council produced a community cohesion strategy – Building Stronger Communities – following the impact on community cohesion of child sexual exploitation cases and ongoing far right marches in the town. The strategy has seen the establishment of a forum that enables community representatives and faith organisations to feed in their views. The forum also creates a safe environment for different community voices and opinions which help pick up any issues and tensions.

In addition, the council has established a grant fund to support community-led action. This is based around individual wards, each of which has a neighbourhood officer and budget of £23,000. Ward councillors are tasked with working with their communities to develop a plan including how to spend this money, and must report back to Full Council. This has led to a diversity of issues being tackled in the community plans and budgets and good engagement from communities.

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[11] Greater Manchester Preventing Hateful Extremism and Promoting Community Cohesion Commission, 2018, A Shared Future

8.5 **<u>Luton Council</u>**

Luton Council regularly surveys more than 1,000 local residents, asking a core set of questions including: "To what extent do you agree or disagree that your local area is a place where people from different backgrounds get on well together?". The council asks the question in two segments, with residents giving a view in relation to their immediate local areas, as well as in relation to Luton as a whole, generating ward level data sets for the question.

8.6 **<u>Who Is Your Neighbour? project</u>**

Who Is Your Neighbour? is a project run across South Yorkshire that facilitates conversations where people can speak frankly about things like immigration, cultural differences and about people 'who are not like us'. This helps to encourage interaction between different groups and reduce the "us" and "them" narrative. Most conversations are 'intra-community', where people can talk together within their own community. The aim of the sessions is not to change minds to a particular viewpoint, but rather that people will become more interested in others and would like to find out more.

9.0 Future considerations

9.1 Community cohesion is a fluid issue, with communities changing over time and local population demographics shifting. This is true in Tameside, with increasing numbers of asylum seekers – particularly from African countries – moving into the borough in the last few years. Being aware of these changes, and having the evidence available to identify them, will be important when promoting community cohesion.

9.2 Data from Census 2021 will provide a better understanding of the current population demographics of Tameside. Anecdotal evidence indicates that there are a number of emerging communities in Tameside (e.g. people from Eastern European countries) that were not recorded in the 2011 Census. Data from the 2021 Census will provide a more recent – and therefore more accurate – picture of the current Tameside population. Data from EU Settled Status applications will also help to present a clearer picture of the communities within Tameside.

9.3 It will also be important to stay linked in with work being done across Greater Manchester to promote community cohesion. For example, there may be communities that are too small to have a real presence in Tameside, but have a larger presence across the wider region. Being aware of the issues and work that may impact these groups taking place across Greater Manchester will help us to better understand and respond to the needs of these groups within Tameside.

9.4 Regional, national and international developments can also have an influence on the makeup of communities in Tameside. Potential future developments that may impact upon Tameside include the recruitment drive for NHS workers from India, and the "Hong Kong Ready" initiative to welcome people moving from Hong Kong to the UK. Travellers, Gypsies and Roma communities – although relatively insignificant in number – can have a huge impact on community cohesion in an area. This is particularly true in Tameside, where there are no designated sites for these communities. Remaining aware of the way our communities in Tameside are continually changing will be an important part of staying abreast of community issues and in promoting community cohesion.

10.0 Recommendations and next steps

1. **Commit to developing a 5 year Community Cohesion strategy.** The strategy should be specific to local context and issues, fit for purpose, place a focus on the emerging communities in Tameside, and ultimately help the borough to build back better and fairer as it recovers from the Covid-19 pandemic. The strategy will be supported by a set of indicators and ongoing engagement work, as outlined below.

2. **Develop a set of local community cohesion indicators** to support the Community Cohesion strategy. Community cohesion is hard to measure, so developing a set of indicators will aid in assessing the impact of the strategy and associated actions.

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6. **Invest in and continue to develop the pioneering model of Independent Advisory Group (IAG) in Tameside.** The partnership between Tameside Council, Greater Manchester Police and the Community Safety Partnership is well advanced of IAGs in other areas and plays a key role in ensuring that the views and concerns of local communities are heard. This will include continuing to develop the Young Person's IAG.

7. **Ensure that all groups, committees and networks that are led by the range of public sector partner organisations in Tameside are representative** of the communities and demographic makeup of Tameside. This will help to ensure that services provided by the public sector are viewed through the lens of community cohesion.

8. **Use appropriate and consistent language when describing different groups.**
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References

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3. The Belong Network, 2021, Beyond Us and Them

4. Local Government Association, 2002, Guidance on community cohesion

5. Community Cohesion Review Team, 2001, Community Cohesion: A report of the independent review team

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8. talk/Together, 2021, Our Chance to Reconnect

9. The Challenge, 2019, British Integration Survey

10. GMCA, 2021, Policing and Community Safety survey

11. Greater Manchester Preventing Hateful Extremism and Promoting Community Cohesion Commission, 2018, A Shared Future