



## Report to Safer and Stronger Scrutiny & Policy Development Committee 24<sup>th</sup> October 2019

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**Report of:** Dawn Shaw, Director of Libraries, Learning, Skills and Communities

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**Subject:** Cohesion work in Sheffield

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**Summary:**

This report explains the Councils and partners work on Community cohesion in the city. This includes the work of Sheffield City Council on their Cohesion Charter and other cohesion work, the work of Cohesion Sheffield and the work of the Cohesion Advisory Group (CAG). It is being presented at the request of Scrutiny who wanted to know more about the city's work in this area.

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**Type of item:** The report author should tick the appropriate box

Reviewing of existing policy	
Informing the development of new policy	
Statutory consultation	
Performance / budget monitoring report	
Cabinet request for scrutiny	
Full Council request for scrutiny	
Call-in of Cabinet decision	
Briefing paper for the Scrutiny Committee	Y
Other	

**The Scrutiny Committee is being asked to:**

The Committee is asked to read the report and provide' views, comments and recommendations for future areas of work

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**Background Papers:**

Sheffield's Cohesion Charter

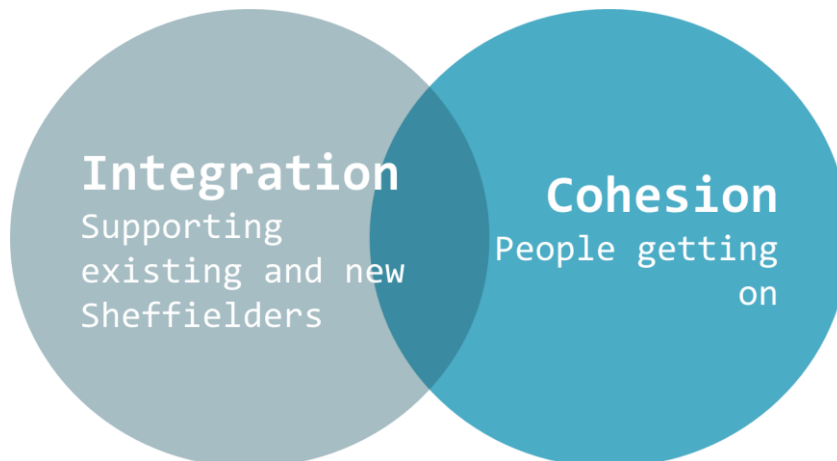
**Category of Report:** OPEN

# **Report of the Director of Libraries, Learning, Skills and Communities**

## **Cohesion Work in Sheffield**

### **1. Introduction/Context**

- 1.1 This report explains the Councils and partners work on building and maintaining community cohesion in the city.
- 1.2 Community Cohesion can be defined as people getting on with each other. It is about people getting on together; living and working with respect and consideration for each other. Community cohesion requires building and maintaining good relationships with neighbours and colleagues across the city in neighbourhoods, working in, working with and supporting communities.
- 1.3 Cohesion can be measured by how well people get on or don't with each other, and improving it involves working with individuals and groups to find common ground and tolerance in a constantly changing city.
- 1.4 Integration is a word often used in cohesion work, this can be defined as a managed process with intended and planned actions of support that brings different communities together over a stated period of time. Cohesion is more fluid and constantly changing and more around personal relationships.



### **2. Cohesion Work in Sheffield**

#### **2.1 The Strategy: The Sheffield Cohesion Framework**

In 2015, partners in the city came together to discuss the need for a new Cohesion Strategy for Sheffield. It was felt the first one published in 2008 was outdated and that Sheffield and the country had changed a lot since then.

It was agreed that a co-production method would be the most effective way of combining resources and expertise in the city. Sheffield City Council worked with a range of partners to develop a new Framework.

The new Community Cohesion strategy for the city is known as Sheffield Together: The Sheffield Cohesion Strategic Framework for Action, and is at Appendix C.

It was adopted by Cohesion, Migration and Integration Strategic Group (CMISG), chaired by the Chief Executive. This group is the appropriate partnership group and accountable body for the Cohesion Framework and Sheffield City Council Cohesion Charter.

The Framework details two main principles and an 8 point Sheffield Commitment to cohesion in Sheffield.

## **2 key principles:**

**1. The Cohesion lens – that everything we do is a cohesion building opportunity if we look at it that way; else there is a risk of unintentionally undermining cohesion - how we do things being as important as what we do.**

**2. That Cohesion is not threatened by diversity, it is threatened by deprivation.**

This second principle warns us that deprivation and poverty undermines cohesion, especially in times of austerity and the importance of tackling economic and social inequality in our city.

A successful bid for funding to the Paul Hamlyn Foundation ensured that we could continue work on cohesion in the city.

## **2.2 The Delivery Vehicle: Cohesion Sheffield**

Cohesion Sheffield was established in 2017 as an independent organisation to implement the Sheffield Cohesion Strategic Framework. It is there to work with any organisation in the city who wishes to develop a Cohesion Action Plan and understand more about community cohesion in the city and in their daily work.

It is hosted by Voluntary Action Sheffield (VAS) at the Circle and has a part time development officer Panni Loh and a part time administrator Lottie Carter. The project is supported by partners forming a management team including the Council, and has trained up a team of cohesion advisors.

It is overseen by a cross sector Enabling and Learning Group (ELG). Membership includes members and officers from Sheffield City Council, South Yorkshire Police, Learn Sheffield, Sheffield Museums & Galleries, University of Sheffield, Sheffield College, business sector, social enterprises, and a range of voluntary, community and faith sectors.

Cohesion Sheffield has its own website <http://www.cohesionsheffield.co.uk/>

There is also an excellent video on You Tube. <https://youtu.be/gcvi7HYCA6I>

### 2.3 The Action Plan: Sheffield City Council's Cohesion Charter

Sheffield City Council created a Charter to respond to the Cohesion Strategic Framework. Sheffield City Council decided to create a Charter of actions. This was approved by the Cabinet Member for Neighbourhoods and Community Safety in October 2018 and endorsed by the Cohesion, Migration, Integration Strategic Group.

<http://democracy.sheffield.gov.uk/ieDecisionDetails.aspx?Id=2124>

This Charter document details the first set of actions the Council would deliver as an organisation to ensure more cohesion building activities. Additional actions and new partnership projects have since been created with partners to form a set of linked cohesion activity for Sheffield. Below is the list of these actions from the Charter with a quick summary of progress on **three** main actions in the action plan.

#### The Sheffield Charter for Community Cohesion

##### Getting on: Supporting the people of Sheffield in their communities

1. **Bring additional funding into Sheffield:** such as the new £835,000 of government funding to mitigate the pressures on communities and public services from rapid recent migration starting in Feb 18. This includes:
  - **Street Wardens** on the streets afternoons, evenings and weekends
  - **Community workers** in the community listening to residents' concerns and working with them to improve their community.
  - Better coordination of frontline services and partners at the community level
  - A more organised and formal welcome for the newest arrivals

This project is called the Sheffield Community Investment Deal (SCID) and is active in the Fir Vale, Grimesthorpe, Page Hall, Darnall and Tinsley areas. An advisory group is established.

We have successfully bid for additional funding for the City totalling £1.8m for cohesion work.

2. **Listen to people more:** attend more local meetings, new or existing where the public can meet with officers and councillors and workers from other organisations and understand better people's fears, frustrations and concerns for their area.

3. **Increase feedback and improve communication** with local communities on the work we and others are doing in an area, and improve feedback on what we have done on the issues people have raised with us.
4. **Support community groups and residents:** Continue to support existing and new community groups and new community reps so they represent a wide range of voices from the community through our community development work and locality working.
5. **New arrivals work;** undertake a review of our approach to new arrivals in Sheffield to learn from our actions so far.
6. **Support Asylum and refugee work:** continue to support the work of the charities that work with the most vulnerable asylum seekers and refugees newly arrived in Sheffield
7. **Education and Enforcement work:** ensuring people new to Sheffield know and understand their rights and responsibilities and know what we will tolerate and not tolerate in Sheffield.
8. **Training and learning** on migration trends and Sheffield population information for all SCC staff, partners and organisations wanting to learn more about who lives in Sheffield in 2018.

Sheffield City Council officers have developed a package of online and taught courses now available to officers and elected members on migration issues, available on the development hub. <https://sheffield.learningpool.com/login/index.php>. This includes a reference module open all the time for using every day so officers can learn more about who lives in Sheffield and who our customers are.

9. Be a national leader on Integration and migration work: **sharing good practice** on how Sheffield integrates its newest arrivals and manages different types of migration.

Sheffield has been a pilot city for the Place Based Approach to New Arrivals, and will be reporting back in Dec 19 after a series of workshops. We are also a national pilot for the Local Authority Asylum Support Liaison Officers (LAASLOs), with 2 dedicated officers to help asylum seekers with a positive decision move on from home office accommodation and restart their lives.

### **Supporting People living together (cohesion in action)**

#### **What we are we going to do:**

1. Support the work of the new **Sheffield Cohesion Hub** as the independent hub of expertise on community cohesion issues
2. Continue with the **£30k cohesion grant fund**, supporting the successful projects across the city and linking them to other work.

The Cohesion Fund was established in summer 2017 and has been able to fund 16 projects in 2017-19, and 13 in 2019/20. We publish the grant awards on the council's

website and these can be found at [www.sheffield.gov.uk/grants](http://www.sheffield.gov.uk/grants) For the purpose of assisting the scrutiny panel, these are listed in the Appendix.

3. Use trained mediators to work with ward members and local officers in our changing communities at the very local level who want to have **honest and difficult conversations** in a safe and controlled environment so everyone can voice their concerns and worries and for us to listen to them better and understand the current dynamics of a community.
4. Increasing the **use of libraries** for engaging with people in the heart of their communities, promoting them as a free and safe space to use and come together with others to learn.
5. Continue to support the **Equality Hubs** as a place to promote cohesion and have regular and open discussion to inform and influence approaches to cohesion policies and work.
6. Promoting and **supporting civic and community events** that promote cohesion and foster good relations.

## 2.4 Other Cohesion work and projects in the city

There are lots of other projects happening in the city that work on and promote cohesion and good community relations, some main ones are listed below.

**Cohesion work in Schools:** our Lifelong Learning and Skills team continue to work closely with schools, parents and faith institutions in the city and with Learn Sheffield. There is a children and young people's cohesion strategy with actions.

**Cohesion Advisory Group:** an independent advisory group, a critical friend of the council and other partners on cohesion and community tension issues.

**Cohesion meetings:** Sheffield City Council manage the 2 tiers of meetings for cohesion and migration meetings:

- The Cohesion, Migration, Integration Strategic Group (CMISG) meets quarterly at the strategic level and is chaired by John Mothersole, Cabinet Members and Executive level officers in attendance.
- The Cohesion and Migration Partnership group meets quarterly and is open to any organisation in the city who is delivering or interested in cohesion or migration projects in the city.

**SPRING:** this is an EU AMIF funded 5 partner project called Sheffield Project for Refugee Integration and Growth (SPRING) based at VAS.

## SPRING Partner Organisations

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**The Sanctuary** provides information, advice and support for refugees and asylum seekers. Different agencies and activities are based here. Visit The Sanctuary at 37 Chapel Walk. Mon-Thurs 10am – 4pm

**Citizens Advice Sheffield** provides one-to-one help with benefits, immigration, housing and money.

<https://citizensadvice.org.uk/get-help/>

**New Beginnings Project** provides opportunities for volunteering, employment and education. Make an appointment by phone: Tel: 0114 253 6655 / Mobile: 07743 924 615, email: [refugee@vas.org.uk](mailto:refugee@vas.org.uk), or by visiting: Volunteer Centre Sheffield, 33 Rockingham Lane, Sheffield S1 4FW

**Sheffield City Council Worker** offers help for new refugees in the first 28 days with housing, bank accounts, and benefits. Phone Jude on: 07785 404 354

**SAVTE** offers English group classes, English practice groups, and one-to-one home classes with volunteer teachers.

Register by phone: 0114 253 6644 or email:

[savte@savte.org.uk](mailto:savte@savte.org.uk)

**City of Sanctuary:** Sheffield is the first City of Sanctuary and the organisation co-ordinates a range of activity supporting asylum seekers and refugees. These include the new Sanctuary one stop shop on Chapel Walk, the weekly multi agency drop in at Victoria Hall and the monthly refugee and Migrant Forum meetings.

**Refugee needs Review:** there is a review underway in the city led by the voluntary sector into the needs of refugees, EU Migrants and Asylum seekers in the city. this is due to report back in December 2019.

### 3. What does this mean for the people of Sheffield?

- 3.1 We wish to embed cohesion in the Council's everyday service delivery, and to ensure all Council staff and contractors deliver their work with a cohesion focus and awareness.
- 3.2 Cohesion Sheffield's aim is to work with any organisation in the city who wishes to develop a Cohesion Action Plan and understand more about community cohesion in the city and in their daily work

### 4. Recommendation

- 4.1 The Committee is asked to consider the report and provide views and comments.

## APPENDICES

### **APPENDIX A: COHESION FUND**

#### **Background**

The Cohesion Fund is a new council grant fund, established from the Grant Aid pot in the summer of 2017 to fund small community cohesion building projects.

#### **Fund Purpose**

The purpose of the fund is to help partnerships and community groups in the city with their community cohesion work.

It is for existing successful cohesion building activity to be continued, or for starting new projects in Sheffield. All successful bids must improve community relations by bringing people together and improve or create new opportunities for sharing community concerns, ideas, knowledge, skills and experiences.

#### **The Cohesion Fund Priorities are:**

- 1. Support community infrastructure to enhance community cohesion in the city***
- 2. Support groups who want to look through the cohesion lens (ie thinking of how to bring different people together first before planning an activity) when delivering their activity and services.***
- 3. Promote positive community cohesion stories and activities***

The total amount of funding available was a total of £60,000; £30,000 in year 1 (17/18) and £30,000 in Year 2 (18/19), with offers of up to 18 months agreement. After the success of the first round a further round was agreed/.

In 2019, a new Cohesion Fund was launched totalling £50,000 for the financial year 19/20.

#### **Projects Funded 2017-2019**

<b>Group name</b>	<b>Summary of what the grant is for</b>	<b>Grant awarded</b>
<b>Big grants</b>		
Endeavour	Public art project for young people using rubbish collected from local area	4,500
VAS	Core costs for Cohesion Hub to match fund with Paul Hamlyn Foundation	10,000
FURD	Youth and social action cohesion project in Arbourthorne and Sharrow	8,710
Firvale Community Hub	Core costs to support existing cohesion and integration work	15,000
City of Sanctuary	Integration project bringing refugees face to face with host communities	6,650
Our Mel	Support for Melanin Fest 2018 during black history month	2,000
Pitsmoor Adventure Playground	Core costs to support existing cohesion and integration work	5,000



**Total successful Big grants****51,860****Small grants****Summary of what the grant is for****Grant awarded**

Friends of Burngreave library	Library co-ordinator post and volunteers	2,000
Blend: Cook, Eat, Share CIC	Social cookery events	720
Firth Park Methodist Church	Soft play days	400
The Delphi Trust	Nether Edge/Sharrow Music festival 2018	500
	Good News Stories - magazine publication	
Element Society	celebrating stories of young people	1,000
Burngreave TARA	Monthly cook and eat	1,000
Sunday Assembly Sheffield	Core costs and equipment	360
Opus Independents Ltd	Festival of Debate 2018	1,000
Darnall Forum	Support for isolated BME women	1,000
<b>Total successful Small grants</b>		<b>7,980</b>
<b>total grants</b>		<b>59,840</b>

**Cohesion Fund Projects funded in 2019-20**

<b>Name of Group</b>	<b>Grant description requested</b>	<b>amount</b>
City of Sanctuary Sheffield	Core costs to deliver monthly cross-cultural activities at The Sanctuary including community meals, maintain and refresh window display and support cross cultural events	<b>3,000</b>
Cohesion Sheffield (VAS)	Creating the Network for the Media & Communications Platform to provide positive community cohesion stories.	<b>5,000</b>
Mediation Sheffield (MESH)	Co-ordinating the Cohesion Advisory Group and additional activities, organise training events, support neighbourhood groups develop Community Action Plans	<b>5,000</b>
Christ Church Pitsmoor	Core costs for admin hours, feasibility & development hours to support community activities	<b>5,000</b>
Firvale Community Hub	Core costs for FCH to support project Accommodating Difference	<b>6,000</b>
Project Foodhall C.I.C	Core costs for Foodhall to support 5 cohesion activities each week	<b>5,000</b>
Element Society	Create a Social Action Society with a motto "who cares wins", employing social action co-ordinator to deliver activities to develop assets in young people	<b>4,500</b>

Sheffield Local Television Ltd	Support volunteer community media producers to develop new media productions and producing community videos that promote community cohesion, cultural diversity and good community relations	<b>5,000</b>
NUCA trading as Zest	This Community Can' - develop and establish Mum's group, Dad's group, workshops to empower parents and stakeholder group	<b>6,000</b>
Heeley City Farm	Community Cohesion and Local Food Growing: Gardening and growing sessions with new arrivals	<b>2,000</b>
Age UK Sheffield (partnership with Dore & Totley PKW)	Intergenerational singing project	<b>1,000</b>
Student Action for Refugees (Sheffield)	Host community event with food, music and activities	<b>500</b>
Unity Gym Project	Safe Spaces in the City of Sanctuary: Short Film about Unity Gym facilitating community cohesion and raising awareness about national 'Connecting Communities' Award winning work	<b>2,000</b>

## **APPENDIX B: Cohesion Sheffield**



**The Vision:** Making our city a place where everyone feels welcome and valued, in a community where everyone is treated with dignity & respect.

**Aim:** The focus is on learning through collaborative action and review.

**History:** Formed in 2017 following 4 years of partnership working to create an independent expert organisation focusing on community relations and social cohesion building in the city.

**Funding:** A 60k grant from the Paul Hamlin Foundation (under their *Shared Ground: Explore and Test scheme*). We have also received funding from Sheffield City Council £10k and the Police and Crime Commissioner £2k.

**Purpose:** Cohesion Sheffield has been established as an independent organisation to implement the Sheffield Cohesion Strategic Framework (see page 2). It is here to work with any organisation in the city who wishes to develop a Cohesion Action Plan and understand more about community cohesion in the city and in their daily work.

**Where is it?** It is hosted by Voluntary Action Sheffield (VAS) at the Circle and has a part time development officer and a part time administrator. The project is supported by partners forming a management team, and has trained up a team of cohesion advisors. It is overseen by a cross sector Enabling and Learning Group (ELG).

### **Short term outcomes (1-2 years)**

- An increased sense of urgency and concern for a cohesive city
- Support of ongoing initiatives and enabling new ones, through direct support in writing and implementing **Cohesion Action Plans**

**Medium term outcomes (2-4 years):** Co-production across sectors, emergence of young leaders, significant progress in social attitudes towards those marginalised and stigmatised.

**Who is involved?** Members and officers from Sheffield City Council, South Yorkshire Police, Learn Sheffield, Sheffield Museums & Galleries, University of Sheffield, Sheffield College, business sector, social enterprises, and a range of voluntary, community and faith sectors.

## **APPENDIX C: The Sheffield Cohesion Framework**

## 1. Key principles of the Strategic Framework

The project focuses on a whole city collaboration, a cohesion strategic framework and action plans to create a more socially cohesive city at a time when there are many threats to cohesion.

There are two key principles:

1. The cohesion lens – that everything we do is a cohesion building opportunity if we look at it that way; else there is a risk of unintentionally undermining cohesion - how we do things being as important as what we do.
2. That “Cohesion is not threatened by diversity, it is threatened by deprivation”.

This principle warns that deprivation undermines cohesion – and therefore the importance of tackling economic and social inequality, especially in times of austerity.

It is not a top down strategy that expects partners to implement according to agreed objectives and priorities, but a framework (based on an underlying theory of change) inviting partners to sign up and find their own ways to apply the framework to existing work.

## 2. Outcomes

This project is part of a wider programme of work designed to achieve the following outcomes:

*'Longer term outcome'* (15 years):

- Making our city a place where everyone feels welcome and valued, in a community where everyone is treated with dignity & respect.

*'Medium term outcomes'* (2-4 years) for participants, organisations and partners:

- Successful coproduction across sectors
- Emergence of 'young leaders' able to take cohesion-minded action into the next stage.
- Significant progress in social attitudes (in some areas) towards marginalised and stigmatised groups.

*'Short term outcomes'* (1-2 years):

- Increased sense of urgency and concern for a cohesive city while keeping alive the vision of a cohesive city.
- Establishment of the Cohesion Hub leading to ongoing initiatives with recognition by stakeholders of the achievements and value of the Cohesion Hub and its activities as making an important contribution to the city.

The project will:

- a) Identify barriers to implementing the strategic framework in each sector, and contribute to the city's understanding of cultural and structural factors;
- b) Develop and test interventions to overcome barriers so that successful interventions can be expanded;
- c) Share learning with partners across all sectors, and seek feedback nationally

**The Sheffield Commitment – the 8 point commitment to cohesion in Sheffield**

1. We recognise that **cohesion building is an end in itself** – supporting people and communities to live in harmony with respect for each other – and is also a means of preventing escalation towards scapegoating vulnerable people, hate crime, and antisocial behaviour.
2. At the heart of the strategic framework is a commitment to **regard all encounters between people (formal and informal) as an opportunity for building cohesion in the city**. This includes encounters between neighbours and between community organisations, and with volunteers; between staff of service provider organisations and their service users (e.g. tenants, the public); between partner organisations; and within organisations, how staff relate to each other, and how managers relate to staff. At every level, and with every opportunity, cohesion or lack of it is being modelled whether we are aware of it or not.
3. Austerity and increasing financial inequalities are undermining cohesion. Many people are poorer and have become fearful. The tendency is to look for ‘who is to blame’. It produces what has been described as ‘siege mentality’; and the stranger, the unknown other, the migrant, and other discriminated against groups, are being scapegoated. **We need to acknowledge scapegoating is happening** and challenges prejudice in a way that engages and informs.
4. The strategic framework links to the work of the Sheffield Fairness Commission and identifies the importance of actions that can **tackle issues of inequality and injustice**.
5. The strategic framework is underpinned by the **Sheffield Commitment: to diversity and inclusion, a welcoming place to be, living and working with respect for each other**. The *Sheffield Commitment* is to be aware of the potential consequences of one's actions – as individuals and as services – and to commit wherever possible to act in ways that build positive relationships and promote cohesion.
6. The *Sheffield Commitment* arises from **values historically important in Sheffield and to Sheffielders** – for example those based on the Universal Declaration of Human Rights. A first step will be to confirm these values and the feeling of welcome and commitment that arises from them.
7. The *Sheffield Commitment* is **supported by leaders from all sectors** in Sheffield.

*FOR GROUPS, ORGANISATIONS and SERVICES*

8. The *Sheffield Commitment* includes a **commitment to co-design and co-production**, between statutory services, and with relevant community organisations in all neighbourhood facing initiatives.

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