

Report on the Rapid Health Impact Assessment of the Draft Community Cohesion Strategy

For

Wrexham County Borough Council

August 2008

Further information

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Contents

	Page
Key Recommendations	4
Introduction	5
Developing the Draft Strategy and Evidence	6
Health Impact Assessment - Health and Well-being Determinants	9
• Lifestyles	10
• Social and Community Influences on Health	13
• Living & Environmental Conditions affecting Health	15
• Economic and Environmental	16
• Access and Quality of Services	17
• Macro-economic, environmental and sustainability factors	19
Conclusion	20
Appendix 1 – Summary of draft Community Cohesion Strategy	22
Appendix 2 – Evaluation of HIA workshop, May 2008	26
Appendix 3 – HIA toolkit	28
Appendix 4 – About the Welsh Health Impact Assessment Support Unit	30

Key Recommendations

	Community Cohesion Strategy	Lead
1	Further HIA's to be undertaken in the future on individual operational activities in the Strategy	Lead organisation for individual operational activities
2	Need to identify community champions and support and link with them	WCBC Economic Development Department
3	Need to identify and collect baseline data and agreed outcomes which can be used to measure success	WCBC Economic Development Department / Community Cohesion Co-ordination Group
4	Emphasis to be placed on mainstreaming cohesion thorough raising awareness of cohesion issues	Community Cohesion Co-ordination Group
Partnership working		
5	Cross partnership sign up to strategies and building of community cohesion principles into other strategies using the Wrexham Integration Tool (WIT)	Wrexham County Borough Council
6	Need to establish where Community Cohesion Strategy fits into the wider strategies and policy areas ie the Community Strategy	Community Cohesion and Co-ordination Group
7	Need for future debate on welsh perspective of integration	Community Cohesion Co-ordination Group
Delivery		
8	Link in with Social Inclusion Learning Programme	WCBC Economic Development Department
9	Need to consult and engage with the wider community including faith groups, young people and older members in order to successfully deliver the Community Cohesion Strategy	Community Cohesion Co-ordination Group
10	Language and communication of the CC Strategy needs to be accessible to all and emphasise that Community Cohesion is about the whole community and not just about certain groups of people	WCBC Economic Development Department
11	Frontline staff awareness and training needed in basic communication skills and the key cultural and religious differences of specific groups	WCBC Economic Development Department

Introduction

The draft Community Cohesion Strategy provides a strategic framework for community cohesion for the next three years 2008-2011. It has been developed by Wrexham County Borough Council in conjunction with other public and voluntary sector partners in Wrexham including the 'pilot' Local Service Board (LSB).

We know that in Wrexham there are a significant number of geographical communities and communities of interest e.g. Communities First areas, faith communities, electoral wards, disabled community, and different race and nationality groups. This has led to a complex array of community relationships.

Community cohesion describes the ability of all communities to function and grow in harmony together. It aims to build communities where people feel confident that they belong and are comfortable mixing and interacting with others, particularly with people from different ethnic backgrounds or people of a different faith. Building cohesion within and between communities is an essential step towards improving people's quality of life. Viewed from outside, a cohesive community is one in which people will want to live and invest.

The aim of the Strategy is to focus on what we, the people of Wrexham have in common rather than on difference. It can only be delivered by strengthening community networks based on principles of trust and respect for local diversity, and nurturing a sense of belonging and confidence in local people. The actions WCBC will take will provide an opportunity to establish a clearer understanding of our communities, and to have a more effective dialogue. The Strategy also recognises that community cohesion is a long term process and learning gained through the implementation of the initial Strategy and action plan will be used to develop actions in the future.

The Rapid Health Impact Assessment (HIA) carried out on the draft Strategy is the first of its kind in Wales. The HIA was completed as part of a wider 12 week consultation and engagement process, with invited internal and external stakeholders from the local authority area.

The Rapid HIA was in the form of a participatory half day workshop. It followed the systematic methodology of 'Improving Health and Reducing Inequalities: A Practical Guide to HIA' – the Welsh guide to HIA. (Welsh Assembly Government and Health Challenge Wales, Improving Health and Reducing Inequalities: a practical guide to health impact assessment, 2004).

HIAs can be categorised in two ways. Firstly, "in-depth" HIAs, which are conducted over a matter of weeks or months, and secondly "rapid" HIAs, which are completed in hours or days. This second approach was considered suitable for the draft Community Cohesion Strategy because the actions arising from the Strategy will be subject to individual impact assessments as they are taken forward.

The Strategy was considered by using the wider determinants of health as a framework and assessed how the health and wellbeing of the population and particular vulnerable groups within that population may be potentially affected by it. The workshop included

representation from a wide range of public, voluntary and community sector organisations.

A number of issues were identified through the HIA process. These together with the recommendations and an evaluation of the workshop process are attached in Appendix 2.

Developing the draft Strategy

Development work on the draft Strategy has been undertaken by the Community Cohesion Co-ordination Group [please see appendix 4 for membership]. A multi agency visioning event was held in May 2007 to identify the key priorities for Wrexham. This was facilitated by the Improvement and Development Agency [IDeA]. Delegates at the event included members of Wrexham's Local Service Board and the Community Cohesion Co-ordination Group.

During the event delegates used their professional knowledge to identify:

- the key community cohesion priorities for the County Borough;
- how these priorities could be turned into actions; and
- the challenges to community cohesion and how partnership working might overcome them.

This enabled delegates to identify the key priorities for action in the short, medium and long term.

Demographic information used to inform the development of the draft Strategy:

Economic growth

Over the last decade Wrexham has been transformed from a traditional industrial base founded on industries such as coal mining and steel production. Evidence of this change can be seen in the number of first class industrial estates and technology parks, an international 4-star hotel, the reinvention of our retail sector and more recently the Eagles Meadow shopping centre development. Wrexham now provides one of the 'top 100' retail experiences in the United Kingdom. There has been multi million pound investment in infrastructure. Rail links to Cardiff have been improved, a new direct train service to London has been introduced and a new bus station has been built. Registered unemployment is 2%. This is below the national average for Wales and the UK of 2.3%.

Population

Over the past 10 years there has been a steady growth in the overall population of Wrexham [approximately 130,000 people] and the local population is more ethnically diverse than ever before. It is recognised that the Census does not accurately reflect the true extent of diversity within Wrexham, and this is an issue at national level which is currently being reviewed.

Up to 2005 there had been a shift in the age structure of the County Borough towards an aging population. Older residents are living longer and there were fewer young people. Potentially this could have a very significant impact on public services particularly regarding how resources are allocated and services developed. In contrast to this there has been a significant inflow of people from the European Union over the last two years. Information through the school roll suggests that young families form a significant proportion of this new migrant community. Research to understand the extent and impact of migration locally is being undertaken by the Welsh Assembly Government and the Council.

There are well established ethnic minority communities in Wrexham with established support mechanisms including the Pilipino and Muslim communities. However, the demographic composition of the County Borough has changed significantly over recent years with growing numbers of migrant people coming here to live and work. These include economic migrants, asylum seekers and people with approved refugee status.

A detailed statistical analysis of the County Borough has been undertaken by WCBC Economic Development Department in 2007. The key headline findings in relation to community cohesion are:

- Over the ten years from 1995 to 2005, Wrexham's population increased by 4.1% (5,100 people). It is acknowledged that there are limitations in the available statistical data particularly in relation to migrant workers.
- National Insurance registrations of workers from the Accession 8 countries (A8 refers to the countries that joined Europe in 2004) stands at 4,230 [2002 – 2007] although anecdotally it is believed that in the region of 8000 migrant workers have come to Wrexham. The Welsh Assembly Government has initiated research in an attempt to better understand this situation. This work should be concluded by summer 2008.
- There are between 40 and 70 people in Wrexham seeking asylum at any one time.
- Wrexham has experienced a decline in the number of people aged 34 and below.
- The greatest population increases occurred in the 50-64-year age group, indicating an ageing of the population.
- Other evidence suggests that new overseas migrants tend to be relatively young – and are therefore helping to offset the decline in numbers of young, non-migrant, working-age people.
- According to the 2001 Census, ethnic minorities accounted for 1.1% of Wrexham's total population. This is lower than the Welsh average of 2.1%, and is recognised as a significant underestimate.

Academic research used to inform the draft Strategy includes but is not limited to:

'Building a picture of community cohesion – a guide for local authorities and their partners' Home Office Community Cohesion Unit June 2003

'Community cohesion – an action guide' Local Government Association 2004

'Leading cohesive communities' Local Government Association 2004

'Community Cohesion Advice for those designing, developing and delivering Area\ based Initiatives [ABIs]' Home Office 2003

Report of Institute of Community Cohesion [Cantle report] March 2006

'Understanding Our Customers 2006 (The People's Voice Results 2005/2006)' WCBC 2006

'Strong and Prosperous Communities' DCLG 2006

'Improving Opportunity, Strengthening Society' DCLG 2007

'Crossing Borders – responding to the local challenges of migrant workers' audit commission January 2007

'Building Stronger Cohesive Communities' LGC conferences March 2007

'Our Shared Future' – Commission on Integration and Cohesion 2007

'Managing the Impacts of Migration' DCLG June 2008

'Predictors of community cohesion: multi-level modelling of the 2005 Citizenship Survey' DCLG June 2008

Community Cohesion Co-ordination Group membership:

- Wrexham County Borough Council [WCBC]
- Association of Voluntary Organisations in Wrexham [AVOW]
- National Public Health Service [NPHS]
- North East Wales Institute [NEWI]
- North East Wales NHS Trust [NEWT]
- North Wales Fire + Rescue Service
- North Wales Police
- Wrexham Local Health Board [LHB]
- Yale College
- Commission for Racial Equality [Wales]
- Welsh Refugee Council
- Caia Park Partnership
- Job Centre Plus

Health Impact Assessment

Stage One

Pre-workshop, the delegates were sent information on both the draft Strategy and the health impact assessment process. They were asked to read the literature and to consider any evidence that they may have, either quantitative or qualitative, that could be used to inform discussion in the workshop and to bring this with them if they wished to.

Stage Two

After presentations at the start of the workshop on both the draft Strategy and HIA, the delegates were split into three 'break out' groups in order to consider the implications of the draft Strategy on the local population with regard to the wider determinants of health, as defined in Appendix 3, together with any evidence they may have to support their views. The discussions were recorded on flip charts. This information has been collated and is documented below. The original wording has been retained except in instances of clarification.

This information has been used to inform amendments to the draft Community Cohesion Strategy and Strategic Action Plan.

Health and Well-being Determinants for Wrexham Community Cohesion Strategy

Lifestyles

Positives/Opportunities Identified

- migrant communities & overseas students are enthusiastic users of physical activities
- opportunities to increase use of pharmacy services
- opportunities to expand personal mentoring services
- engage with community leaders to address issues
- considering the healthy diet of other nationalities
- gather info from agencies regarding what people want – not guess
- Promoting different lifestyles, free condoms in Hostels / Tai Hafan.
- Shops – local shops stocking more multinational food. Create sense of belonging, multinational food can be cheaper than typically British.

Negatives Identified

- not enough info on opportunities for physical activity
- lifestyle & physical health as barrier to employment – initiatives to overcome: smoking cessation, food co-ops- ENGAGEMENT hard
- fundamental causes of unemployment need to be examined – can be multiple, drug, alcohol, mental health care
- poor literacy skills of gypsy & travellers, long term unemployment
- personal intervention needed to get away from leaflets
- Understanding cultural issues eg. Irish travellers, Muslim women – hard to address sexual activity in a blanket approach.
- Social norms eg. driving, benefits
- Language a barrier in accessing health care and GP's – barrier with appointments because no language line at reception. Staff awareness & training needed
- No money allocated to Asylum Seekers for food and they many not able to get the food (petrol, knowledge, venue, accessibility)
- no access to leisure & physical activities for Asylum Seekers at reduced rates
- no awareness of the sex industry in Wrexham (need to clarify)
- 'Info shop' closed at weekend therefore effecting birth rates (need to clarify).
- English for Speakers of Other Languages essential ESOL) – no funding
- no substitute to their own voice need ESOL

Lifestyle-Gaps:

- Lack of provision of basic skills training and a variety of needs
- need for English as first language and basic skills training
- lack of training for front line health services workers
- Older people?
- fear of crime – disproportionate to reality

Recommendations

		Lead
1	Personal intervention needed in order to get away from leaflets and to build up a person's confidence to use services.	WCBC Economic Development Department
2	Frontline staff awareness & training needed	WCBC Economic Development Department
3	Try to tie in Strategy with training in ESOL	Yale College

Social & Community Influences on Health

Positives/Opportunities Identified

- Can raise awareness of community and voluntary groups i.e. Polish community with Catholic Church but need better awareness of where to signpost
- Groups will trust their community leader / champion and support these advocates.
- opportunities to get foundations right in engagement strategy
- Promotes engagement with groups not previously engaged with.
- Pride in the way we have managed change in Wrexham (more inter relationships / different groups) – managed well!
- 1st community cohesion strategy in Wales- setting an example
- enhance community identity
- tradition of welcoming people to the area – community pride
- publicity around racism
- engaging with families at the school gate and parents evening
- multi faith emphasis – in Yale / NEWI
- Working with churches

Negatives Identified

- too many overlapping, short term projects – need to align
- Knowledge of who and where communities are & how to engage with them.
- understanding needs
- build up relationships with groups rather than one off consultations with no feedback
- Too much focus on minority groups.
- How do we dispel myths & raise awareness in host communities.
- threat to welsh community so a need for shared events
- isolation – race, unemployment, older people so a need for community champions
- Still issues that need to be addressed – myth busting.
- Danger of alienating existing long term residents.
- older people – negative feedback feeding views to family - reflected in voting
- still trying to break down negative perceptions
- divisions between specific communities (eg long term Polish / new arrivals)
- Lack of communication between some communities and the council.
- No natural opportunities to break down social integration.
- no areas to play football – bring communities together – by laws
- need more promotion of good worth
- Local Development Plan – keeping facilities in local areas (reduced rent??)

Gaps:

- It takes time to build up trust –

- hampered by lack of resources
- Engagement strategy for ongoing relationship – use local shops to consult.
- Need for an engagement plan – long term and more concrete recommendations in engagement part of strategy needed.
- promote working with faith leaders (PS26) – make explicit / specific
- Growing communities we haven't identified or connected with. For example; 200 within the Philippine community of Wrexham.

Recommendations

		Lead
1	Need to liaise with other partnerships to align strategies and projects to give consistent community cohesion messages	WCBC Economic Development Department
2	Identification of community champions and map who to engage with and current contacts	WCBC Economic Development Department
3	Need to gather baseline community data	Community Cohesion Co-ordination Group
4	Need to emphasise that the Strategy is about the whole community and not just non-traditional groups	WCBC Economic Development Department
5	Need to specifically include older people within the Strategy	WCBC Economic Development Department
6	Need to develop a specific engagement plan for the whole community	Wrexham Local Service Board

Living & Environmental Conditions affecting Health

Positives/Opportunities Identified

- Ties in with housing hotline – strategic partnership working.
- link with anti race work
- connection between cohesion & planning processes have been made
- ESOL classes in private businesses and WCBC
- economic boom over the last few years has led to changing of the age population due to migration.
- people moving from initial jobs (care sector) to commercial jobs – different skills developed

Negatives Identified

- not enough secure, safe housing – basic needs – wheelchair users
- inconsistent housing allocations policy can lead to causing tensions
- New builds built without consideration - lack of capacity.

Gaps:

- identify short measures and tools to measure engagement and success
- planning – look at 'Secure by Design' initiative of individual and community safety

Recommendations

		Lead
1	Tie in Strategy with Secure by Design initiative in conjunction with North Wales Police	Wrexham Community Safety Partnership
2	Liaise with Housing and Planning to raise awareness of issues	Wrexham Community Safety Partnership

Economic and Environmental Factors

Positives/Opportunities Identified

- Wrexham has a strong base – recognised this
- Migrant workers fill jobs that maybe Wrexham's long standing residents will not take because of low pay, working conditions etc.

Negatives Identified

- perceptions around people 'taking' jobs
- over skilled migrants - skill levels don't match jobs yet there are still training and skills needs
- predominance of low paid jobs
- Recycling is an issue – no space for additional bins and a one size fits all approach to recycling not always appropriate

Economic – Gaps:

- Need to work more with businesses so they understand the implications of their decisions. – support them (make more explicit in strategy)
- Lack of links with occupational health
- utilise links with workforce – way of getting information through (virtually via email, web to improve access to info)

Recommendations

		Lead
1	Ensure Community Cohesion Strategy is integrated across all WCBC strategies, policies and service plans	Community Cohesion Co-ordination Group
2	Need to forge further links with Business Community with awareness raising and education sessions	WCBC Economic Development Department

Access and Quality of Services

Positives/Opportunities Identified Negatives Identified

- | | |
|--|--|
| <ul style="list-style-type: none"> • strategy to influence barriers to access re translation, language line • bringing groups together through raising awareness – need to build on this network • mental health awareness training but resource issues • one off events currently but could map out needs • Can capture best practises for tool kit. • many barriers regarding eg fear of police have been broken down • Adjustments have been made to fit requirements of different groups – change can be a positive thing. • | <ul style="list-style-type: none"> • raise awareness in host community, but equally in migrant groups where one size message not appropriate • lack of multiple agency approach to customize services around individual. • Poor access to transport is a barrier to getting into town centre. • potential for confusion regarding access to healthcare • Issues around access to services eg. muslim women and male GP's • Lack of understanding of schools system • Divisions – equal access / competition for education places. |
|--|--|

Access to Services - Gaps:

- resources
- No cultural competency workers as in England
- lots of things we don't necessarily understand about communities / cultures

Recommendations

		Lead
1	Need to educate diverse groups about access and opportunities to services and the different nature of the UK system	WCBC Economic Development Department
2	Need to educate and inform key workers at the forefront of services	WCBC Economic Development Department

3	Educate and inform the wider community of the diverse nature of cultural and religious differences and beliefs	WCBC Economic Development Department
4	Address resource issues with relevant partners and agencies	Wrexham Local Service Board

Macro-economic, Environmental and Sustainability Factors

Positives/Opportunities Identified

- backed up by Welsh Assembly Government (WAG) Community Cohesion strategy

Negatives Identified

- Mainstream policies have an impact: Closure of post offices / schools effecting community cohesion.
- insufficient public transport
- lack of funding for ESOL
- retrospective funding for EMAG
- lack of income and WAG funding
- lack of communication between council / residents

Macro-Gaps:

- WAG – what is the Wales approach??? Need for clarification
- Need a view point around migration –and a plan about how to start debate

Recommendations

		Lead
1	Further health impact assessments to be conducted on action plans and initiatives from the Community Cohesion Strategy	Lead organisation for individual operational activities
2	Need to start a wider discussion and debate over the Welsh viewpoint on migration	Community Cohesion Co-ordination Group
3	Need to discuss how success with engagement can be measured	Wrexham Local Service Board

Conclusion

The workshop considered that the implementation of the final recommendations would have the potential to improve health and well-being and reduce health inequalities within the local community via delivery of the Community Cohesion Strategy. It has already been used as a basis to amend the final draft of the Strategy, which will be published during autumn 2008. The HIA highlighted some key issues to be considered and opportunities to be followed up which tie in with the 4 main themes of the Community Cohesion Strategy, which are: engagement, education and raising awareness, understanding need and integration.

Engagement

+	-
Wrexham has responded positively to demographic change with widespread community engagement with many varied groups	No explicit reference made to engaging with significant population groups such as older people within the Strategy
Emphasis on mainstreaming cohesion activity using impact assessment tools	Lack of data on communities is a significant issue and there is a need to establish baseline data
	Narrow use of language within the Strategy i.e. uses term 'cohesion champions' and 'community champions' may be preferable

Education and Raising Awareness

+	-
Focus on training and awareness raising across all sectors supported by the Local Service Board	Identified need for basic skills and language support for all including in a range of languages
	information on key cultural and religious differences to be made available to all staff in partner agencies
	Need to utilise links with Business community further

Understanding Need

+	-
Visioning event planned with younger people	No such event planned with older members of the community
	Lack of a co-ordinated approach to collating and sharing information

	essential for the success of the Strategy. Information needs to be accessible to all.
Work ongoing to address community tensions in an effective way with North Wales Police	

Integration

+	-
	Lack of understanding of the term 'cohesion' when used in other key strategies in the Borough. Myths need to be dispelled by what is meant exactly
Work successfully being undertaken to support the integration of certain groups such as migrant workers, gypsies and travellers and asylum seekers	Groups and communities were identified who still needed to be targeted so that they are not socially excluded
Use of new community cohesion toolkit will assist communities in understanding how they can encourage new community participation in organisations	Language and the ability to communicate seen as a central plank to successful integration but a reduction in central government funding for schemes such as ESOL has hampered this.

The HIA has raised issues and identified some future areas of work. These include the need to explicitly address health and wellbeing and consider health inequalities within the Community Cohesion Strategy and its subsequent action plans, to strengthen or establish links with other partners, strategies and communities in order to make the process more engaging and inclusive and to ensure that there is a proper awareness of what is meant by community and who the Strategy is aimed at.

The participants in this process have expressed that this was a positive and useful experience. The session has demonstrated that there is a wealth of ideas in relation to this area, and further Health Impact Assessment work could be undertaken in the future. The HIA provided a successful framework to inform both the authors and the decision makers within the Local Authority. The session highlighted issues at a local community and stakeholder level including a lack of data but also identified where some of this could be obtained, facilitated networking and contacts were made for the future.

This report will be disseminated to key stakeholders and attendees.

Appendix One

One Wrexham **[Draft] Community Cohesion Strategy**

Consultation Summary

11 March – 3 June 2008

Background

Within Wrexham County Borough the most significant recent challenge for our communities has been changes to our population resulting from:-

- economic migration;
- increased numbers of overseas students; and
- Wrexham as a dispersal area for Asylum Seekers.

While these changes have enriched our communities by bringing new skills and talents, they have also provided a challenge to service providers and to community relations.

We do not believe integration and cohesion are the same thing as some argue. Cohesion is principally the process that must happen in all communities to ensure different groups of people get on well together; while integration is principally the process that ensures new residents and existing residents adapt to one another (fine line though?).

Developing the Community Cohesion Strategy

This is Wrexham's first Community Cohesion Strategy providing a framework for community cohesion for the next three years, 2008-2011. It has been developed by Wrexham County Borough Council in conjunction with other public and voluntary sector partners in Wrexham.

Although community cohesion refers to the coming together of all 'communities' in terms of age, gender, faith, race and sexual orientation, language and disability, this first Community Cohesion Strategy will focus mainly on cohesion in relation to race and ethnicity issues.

The Strategy provides an opportunity to establish a clearer understanding of our communities, and to improve communication with them in order to take forward specific cohesion activities. It recognises that community cohesion is a long term process and learning gained through the implementation of this initial Strategy and action plan will be used to develop actions in the future.

Vision

It has been agreed to adopt the national definition of a cohesive community. It describes our aim of shaping a shared future where rights and responsibilities are understood and respect for others is clear.

The Vision for Wrexham is to be a place where:-

- there is a clearly defined and widely shared sense of the contribution of different individuals and different communities to a future vision for Wrexham;
- there is a strong sense of an individual's rights and responsibilities – people know what everyone expects of them, and what they can expect in return;
- those from different backgrounds have similar life opportunities, access to services and treatment;
- there is a strong sense of trust in public services to act fairly in arbitrating between different interests and for their role and justifications to be subject to public scrutiny;
- there is a strong recognition of the contribution of both those who have newly arrived and those who already have deep attachments to Wrexham, with a focus on what they have in common; and
- there are strong and positive relationships between people from different backgrounds in the workplace, in schools and other institutions within neighbourhoods.

Strategic Objectives

We have identified 4 important objectives for our cohesion work:

1. Engagement

'To develop effective engagement with people to ensure involvement and openness in delivering services that meet the needs of the diverse communities in Wrexham.'

Outcomes we want to achieve in relation to engagement:

- Formal and informal community leaders demonstrate a positive approach to communicating community cohesion issues.
- Diverse majority and minority communities across the County Borough are confident that they can influence the decisions that affect them.
- The local media demonstrates a more positive approach to communicating community cohesion issues.

2. Education and Raising Awareness

‘Develop a programme of education and awareness raising activities to build a common vision and understanding across all communities in Wrexham County Borough.’

Outcomes we want to achieve in relation to education and raising awareness:

- Community information needs in relation to community cohesion are met.
- Formal and informal community leaders understand and actively promote community cohesion principles.
- All Local Service Board employees understand and apply community cohesion principles.
- Practitioners across the Local Service Board partner agencies will develop local models of best practice in relation to community cohesion.
- There will be increased recognition and respect for diversity by young people.
- One Wrexham is understood and supported as the overarching theme for community cohesion in Wrexham.
- The business community understand their role in promoting community cohesion.
- There will be an increased awareness of Wrexham’s global links.

3. Understanding Community Needs

‘Develop a co-ordinated approach to collating and sharing information in order to develop a consistent and reliable information base on which to deliver services and target resources.’

Outcomes we want to achieve in relation to understanding community needs:

- Robust data underpins all community cohesion activity.
- Good practice is shared with the Local Service Board and other partners.
- Information about potential changes to local demography informs service developments across all Local Service Board partner organisations.
- Community tensions are recognised as they arise and are robustly addressed.

4. Integration

‘Work in partnership across all sectors, agencies and organisations in identifying and delivering interventions that will facilitate integration between new and existing communities and respond to the needs of minority communities.’

Outcomes we want to achieve in relation to integration:

- Increased ability within the new communities settling in Wrexham County Borough to communicate in English or Welsh.
- Communities are confident to take cohesion forward at a local level.
- There is an increased level of reporting of hate crime in the County Borough.
- Issues in relation to:-
 - Economic migration;
 - Gypsies and Travellers; and
 - Asylum seekers and refugees are better understood and addressed.

Your views

If you live in Wrexham County Borough please send us your views on the draft Strategy or complete the Consultation Questionnaire which is available from:

By post: Community Cohesion Co-ordination Group, C/o Gill Grainger, Community Cohesion Co-ordinator, WCBC, Economic Development Department, Lambpit Street, Wrexham. LL11 1AR.

Email: gillian.grainger@wrexham.gov.uk

Internet: www.wrexham.gov.uk

We can also send you copies of the full Strategy and Action plan.

Please note: the consultation period finishes on 3 June 2008

We will be happy to provide the Strategy and Action Plan in a range of accessible formats including large print, Braille, audio-cassette / CD or computer disk and languages other than English and Welsh upon request.

What happens next?

Once the consultation period has ended we will review all the comments received and revise the final strategy as appropriate. We will publish all the comments as part of the consultation in spring 2008.

The final version of the 'One Wrexham - Community Cohesion Strategy' will be presented to Wrexham County Borough Council's Executive Board in September 2008 and to our partners' executive groups in October 2008.

Appendix Two

Evaluation of Community Cohesion Strategy HIA, Wrexham

Date: 12th June 2008

Venue: NEWI, Wrexham

Attendees

Vicky Barlow	Teaching and Learning Advisor (RE)
Sarah Barton	Business Development Manager (WCBC)
Mo Caldecott	Community Cohesion Project Officer (WCBC)
Michael Cantwell	Sustainable Development Officer (WCBC)
Chloe Chadderton	Research Associate, Cardiff University
Gillian Cowan	Health, Social Care & Wellbeing Strategy Manager (WCBC)
Elaine Davies	Equalities Manager, Yale College
Coral Devlin	Administration (WCBC)
Councillor Bob Dutton	Deputy Leader (WCBC)
Paul Firth	Inspector, North Wales Police
John Gallanders	Chief Executive, AVOW
Gill Grainger	Community Cohesion Coordinator (WCBC)
Janet Growcott	Community Safety Unit Manager
Debbie Hawkes	External Relations Manager, Job Centre Plus
Alison Hill	CEO, Caia Park Partnership
Anthea Hogg	Equalities Manager, Clwyd Alyn Housing
Lisa Hilton	Administration Assistant (WCBC)
Peter Jones	Manager, WRASSG
Susan Jones	Manager, WRC
Andrew Lawton	Primary Care Officer (LHB)
Rebecca Lowry	Economic Development Manager (WCBC)
Canon Geoffrey Marshall	St. Giles Parish Church
Ceri Postle	Community Development Officer (WCBC)
Helen Reece	Equality Support Officer (WCBC)
Councillor Aled Roberts	Leader (WCBC)
Rachel Ross	Deputy Chief Executive, AVOW
Fiona Sammut	Community Development Officer (WCBC)
Louise Woodfine	Principal Public Health Officer (NPHS)
Helen Cook	Senior Environmental Health Officer (Public Health)
Bryn Howell	Citizens Advice Bureau

Evaluation feedback

Comments/Ratings (1 =did not meet expectations/poor and 10 = very much met expectations/excellent)

- To get an introduction and overview of HIA (10)
- I expected the workshop to generate debate and for the members to share their experiences (9)

- To learn about the HIA assessments and how they work. To learn more about the Community Cohesion Strategy (9)
- I didn't know what to expect. However, I felt that it was a very positive experience and whilst it was sometimes difficult to apply on a strategic level it nevertheless threw up a number of areas which could (should) be addressed (9)
- To ensure the strategy included a consideration of health and wellbeing. To integrate health issues into the strategy (9)
- It was good to put forward the issues around the Gypsy and Traveller community and to see how the strategy will affect their issues (8)
- To gain a better understanding of how the strategy can fit into the demographic area of Wrexham. To identify gaps and weak points with the existing strategy (8)
- To identify gaps and issues in relation to the Cohesion strategy (8)
- As far as possible a full debate on the HIA together with an appreciation of the difficulties of its implementation. Very useful – input from various interested parties present was good and knowledgeable (7/8)
- Learn how a HIA is done and how it affects strategy/policy development and the connections with EIA (7)
- Unsure of what the workshops aims were – were they to go through the strategy? Not enough 'Users of Services' here to speak for themselves (5)

In Summary

Overall, the HIA workshop was received positively and many found it useful in its participatory nature. Of the 30 attendees, 11 completed evaluation and comments forms with 10 out of 11 or 91% rating the event as significantly fulfilling their expectations (7 or over) and only 1 person believing that it had/hadn't met their expectations with a rating of 5. No response ratings less than a 5 were received.

Appendix Three

The next two pages show part of a toolkit that was used during the appraisal taken from “Improving Health and Reducing Inequalities – A Practical guide to health impact assessment”

(Welsh Health Impact Assessment Support Unit & Partners, 2004.)

Health and well-being determinants checklist

Please note that this list is a guide and is not exhaustive.

1. Lifestyles	<ul style="list-style-type: none"> • Diet • Physical exercise • Use of alcohol, cigarettes, non-prescribed drugs • Sexual activity • Other risk-taking activity
2. Social and community influences on health	<ul style="list-style-type: none"> • Family organisation and roles • Citizen power and influence • Social support and social networks • Neighbourliness • Sense of belonging • Local pride • Divisions in community • Social isolation • Peer pressure • Community identity • Cultural and spiritual ethos • Racism • Other social exclusion
3. Living/environmental conditions affecting health	<ul style="list-style-type: none"> • Built environment • Neighbourhood design • Housing • Indoor environment • Noise • Air and water quality • Attractiveness of area • Community safety • Smell/odour • Waste disposal • Road hazards • Injury hazards • Quality and safety of play areas
4. Economic conditions affecting health	<ul style="list-style-type: none"> • Unemployment • Income • Economic inactivity • Type of employment • Workplace conditions
5. Access and quality of services	<ul style="list-style-type: none"> • Medical services • Other caring services • Careers advice • Shops and commercial services • Public amenities • Transport • Education and training • Information technology
6. Macro-economic, environmental and sustainability factors	<ul style="list-style-type: none"> • Government policies • Gross Domestic Product • Economic development • Biological diversity • Climate

Vulnerable and/or disadvantaged population groups

The target groups you identify as vulnerable or disadvantaged will depend on the characteristics of the local population and the nature of the proposal itself. The most disadvantaged and/or vulnerable groups are those which will exhibit a number of characteristics, for example children in living poverty. This list is therefore just a guide and you may like to focus on groups that have multiple disadvantages.

1. Age related groups*

- Children and young people
- Older people

2. Income related groups

- People on low income
- Economically inactive
- Unemployed
- People who are unable to work due to ill health

3. Groups who suffer discrimination or other social disadvantage

- People with disabilities
- Refugee groups
- People seeking asylum
- Travellers
- Single parent families
- Lesbian and gay people
- Ethnic minority groups**
- Religious groups**

4. Geographical issues

- People living in areas known to exhibit poor economic and/or health indicators
- People living in isolated areas
- People unable to access services and facilities

You will also want to assess the impact on the general adult population and/or assess the impact separately on men and women.

Please note that this list is a guide and is not exhaustive.

* Could specify age range or target different age groups for special consideration.

** May need to specify.

Appendix Four: About the Welsh Health Impact Assessment Support Unit.

Health Impact Assessment is a process which supports organisations to assess the potential consequences of their decisions on people's health and well-being. The Welsh Assembly Government is committed to developing its use as a key part of its strategy to improve health and reduce inequalities.

Health impact assessment provides a systematic yet flexible and practical framework that can be used to consider the wider effects of local and national policies or initiatives and how they, in turn, may affect people's health. Health impact assessment works best when it involves people and organisations who can contribute different kinds of relevant knowledge and insight. The information is then used to build in measures to maximise opportunities for health and to minimise any risks. It also provides a way of addressing the inequalities in health that continue to persist in Wales.

Welsh Health Impact Assessment Support Unit

WHIASU is based in the Cardiff Institute of Society, Health and Ethics which is part of Cardiff University's School of Social Sciences. It is funded by the Welsh Assembly Government, through the Wales Centre for Health and is resourced to cover both North and South Wales.

The key roles of WHIASU are:

- To support the development and effective use of the health impact assessment approach in Wales through building partnerships and collaborations with key statutory, voluntary, community and private organisations in Wales.
- To provide direct information and advice to those who are in the process of conducting health impact assessments.
- To contribute to the provision of new research, and provide access to existing evidence, that will inform and improve judgements about the potential impacts of policies, programmes and projects.

For more information with regard to HIA or the Welsh Health Impact Assessment Unit please contact:

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