

# **Cohesion and Integration priorities 2008-2011**

## **Vision for Leeds 2004 - 2020**

Harmonious Communities theme:

'Leeds will be a city of equal opportunity, where everyone has an equal chance and people from all backgrounds take part in community life, creating a society that is varied, vibrant and proud.'

## **Leeds Strategic Plan 2008-2011**

The council and its partners all share the desire 'to bring the benefits of a prosperous, vibrant and attractive city to all the people of Leeds'. Our ambitions for the next three years are to see:

- people happy, healthy, safe, successful and free from poverty;
- our young people equipped to contribute to their own and the city's future well being and prosperity;
- local people engaged in decisions about their neighbourhood and community and helping to shape local services;
- neighbourhoods that are inclusive, varied and vibrant offering housing options and quality facilities and free from harassment and crime;
- an environment that is clean, green, attractive and above all, sustainable; and
- a city-region that is prosperous, innovative and distinctive enabling individuals and businesses to achieve their economic potential.

## **Leeds Equality and Diversity Scheme 2008-2011**

'Leeds City Council is committed to create an environment of true equality and diversity across the city.'

## **Contents**

Foreword	4
Leeds today	6
What do we mean by cohesion and integration?	8
Improving our approach to cohesion and integration	11
Challenges to cohesion and integration	13
Our cohesion and integration priorities	
• Leadership and community empowerment	14
• Sense of belonging and opportunities for all	15
• Preventing the problems of tomorrow	17
• Children and young people	19
• Communication and information	22
• Supporting services to make cohesion and integration part of policies and practices	23
Making it happen	24
Reviewing and revising our cohesion and integration priorities and delivery plan	25

## **Foreword**

Our Cohesion and Integration priorities 2008-2011 set out Leeds City Council's commitment to ensuring that in all communities across our city there is a strong sense of belonging and that the valuable contribution that different individuals and groups have to shaping our city's future is recognised.

This policy document sets out the key improvement and priority outcomes we want to achieve on cohesion and integration for the city. The policy priorities are supported by a delivery plan that sets out our priority actions and the indicators we will use to measure and assess our progress.

This document will help shape and inform future priorities and support the Leeds Strategic Plan 2008 – 2011 and help deliver our Business Plan priorities.

Leeds is a diverse and multicultural city with a proud history of welcoming new communities. The need to ensure cohesion and integration is therefore not a new idea, and has been part of our approach for a number of years.

However, we are aware that our communities are changing. More people are coming to Leeds from other parts of the United Kingdom, Europe and the world to live, work and study. Lots of different languages are spoken in our schools and more and more people are living longer.

In 2007, a government commissioned report on integration and community cohesion 'Our Shared Future' was published. The report included a number of recommendations that would have a positive impact on communities and community relations. This set of Cohesion and Integration priorities and delivery plan set out our policy response to these recommendations.

Cohesion and integration is directly linked to equality and diversity. We must tackle the inequalities within our communities to bring about real change in cohesion. Our Equality and Diversity Scheme 2008-2011 will help to ensure that equality and diversity is embedded throughout our organisation and that there is fair access to our services.

Issues that impact on cohesion and integration across our city are constantly changing. Therefore, this document will be subject to review at frequent intervals to ensure its continuing relevance. This

will ensure that we continue to build on our success as a diverse and thriving city, whilst responding to any new issues or tensions that could damage relations within our communities.

Overall, Leeds is a successful and prosperous city which has not suffered large scale breakdowns in community relations or community cohesion. However, from a cohesion and integration perspective, challenges do remain. We need to ensure that new communities integrate successfully, existing communities embrace the changing make-up of their neighbourhoods and the city and that everyone in Leeds can play a role in shaping the future of our city.

Cllr Richard Brett

Paul Rogerson

## **Leeds today**

Leeds is recognised as one of the United Kingdom's most successful cities. It has transformed itself over the last 20 years from a mainly industrial city into a broadly based commercial centre regarded as the most important financial, legal and business service centre outside of London.

Leeds is a city built on migration from near and far, and has benefited economically, culturally and socially. People from different ethnic, cultural and lifestyle backgrounds make up our city and the places in which we live, work and play. The overt and subtle influence of diverse cultures on food, fashion, music, interior design and architecture are evident right across the city.

Leeds is a quality place to live, work and raise families and has attracted the largest absolute increase in population in the country, 4.8% since 2001. Our current population is over 750,000 and includes a rich diversity of over 130 different nationalities.

Our communities are ever changing. It has been estimated that by 2030, the black and minority ethnic population in Leeds will increase by 55%. People are getting healthier and living longer with life expectancy for men and women increasing over the last ten years. The percentage of people over 60, currently 20%, is forecast to grow.

Around the world migration has increased due in part to people fleeing political unrest and conflict, and also to others seeking education and employment opportunities. Many migrants come to the United Kingdom for work. During 2006/07, 8,480 non United Kingdom nationals from 69 countries registered for national insurance numbers from addresses in Leeds.

In comparison to other major cities, Leeds has little history of major disturbances and in the 2007 Annual Residents Survey, 72% of residents said they feel they belong to their neighbourhood, 67% of respondents said that people of different backgrounds got on well together and three fifths of residents said that people respected ethnic differences where they lived.

However, people's experiences are not the same across our city. Residents in the south of the city were less likely to say that they felt they belong to their neighbourhood. Young people were less likely than older people to say that people of different backgrounds got on well

together where they lived or that people respected ethnic differences where they lived.

We know that many people in our city still experience inequality in terms of health, education and employment. Children born into the most deprived neighbourhoods can expect to live almost 12 years less than those in areas that enjoy the best health. Too many children and young people still leave school with few or no qualifications, particularly those from low income families, certain black and minority groups and those with special educational needs. There are still large numbers of people unable to work due to illness or injury and many local people are excluded from work or developing their employment opportunities due to a lack of skills.

Evidence from international, national and local research shows that social and economic inequality directly contributes to social division, exclusion and conflict.

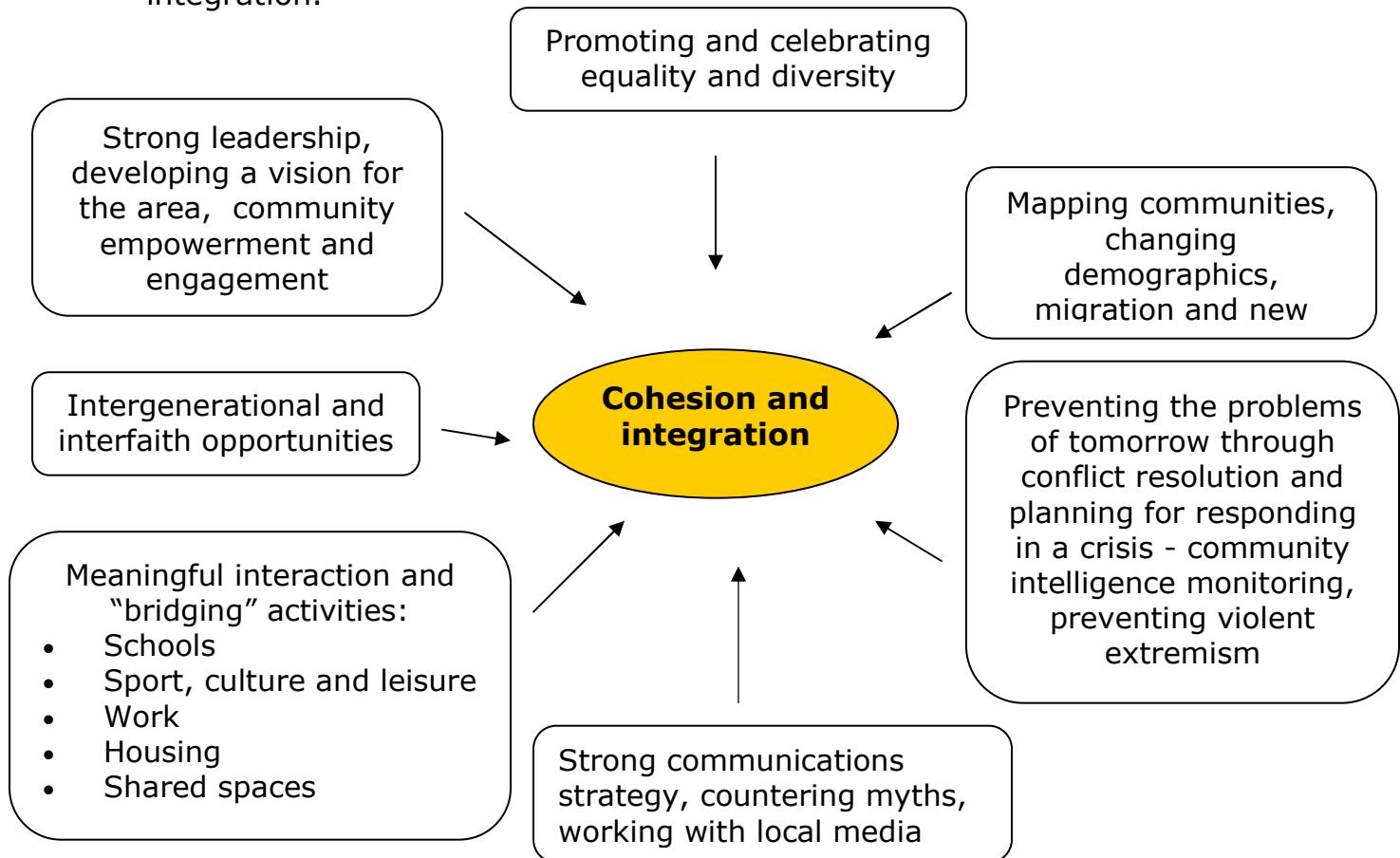
## What do we mean by cohesion and integration?

Cohesion is what must happen in communities to ensure that different groups of people get on well together. Integration is when new and existing residents adapt to one another.

The specific notion of community cohesion emerged following the disturbances in Bradford, Burnley and Oldham in the summer of 2001 and the subsequent publication of the Cantle Report. In this report it was put forward that educational and residential segregation meant that different communities were in effect living 'parallel lives'.

Since then international and national events have meant that community cohesion has been a key priority for all national and local bodies and authorities. Across the country there has been a growth in support for political parties on the far right, increasing concerns around immigration and migrants, high levels of hate crime and specific terrorist attacks such as the London Bombings in July 2005 and the attack on Glasgow Airport in 2007.

The diagram below shows the different dimensions of cohesion and integration.



The government Strong and Prosperous Communities White Paper and the independent Lyons Review on local government have re-affirmed cohesion as a key policy objective. Both documents place a strong emphasis on improving community relations and developing an integrated society which creates a positive sense of local and national identity.

The documents recognised that cohesion and integration need to be tackled at a local level and so need to become core business for local authorities and their partners. Local authorities, as leaders of the community, are best placed to understand the challenges within their area and their local communities and to work with local partners to bring about change.

The Education and Inspection Act 2006 gave schools and governing bodies specific duties to promote community cohesion, and it will be part of the OFSTED inspection framework from September 2008.

The Commission on Integration and Cohesion published their report 'Our Shared Future' in June 2007. The report set out practical proposals for building cohesion and integration at a local level, and contained a number of recommendations for local cohesion work.

In February 2008, the government responded to the recommendations by setting out a commitment to an ongoing programme of work through a National Delivery Framework. The single framework will provide local authorities with advice on cohesion issues and assist them to analyse the issues for cohesion in their area. The framework is expected to be ready by autumn 2008.

In addition the government put forward a new definition of community cohesion, which reflects a greater emphasis on the importance of citizenship and community empowerment and the increasing importance of building integration into the cohesion agenda. This definition has been adopted by Leeds City Council.

## **A definition of cohesion and integration**

Community cohesion is what must happen in all communities to enable different groups of people to get on well together. A key contributor to community cohesion is integration which is what must happen to enable new residents and existing residents to adjust to one another.

Our vision of an integrated and cohesive community is based on three foundations:

- People from different backgrounds have similar life opportunities
- People know their rights and responsibilities
- People trust one another and trust local institutions to act fairly.

And three key ways of living together:

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

## **Improving our approach to cohesion and integration**

As part of developing what cohesion means at a local level for Leeds, we recognise that cohesion is wider than the equality agenda, and needs to include a focus on breaking down tensions and building relationships within and between all communities. It is about dealing with 'perceptions' not just facts; recognising that 'perceptions' and 'myths' fuel tensions between communities. Most importantly it is about people feeling they have an investment in Leeds, they are valued and they are involved: in schools, in work, in the place they live.

Since 2006, we have produced annual action plans and reports that track our progress around cohesion and integration.

Work to gather and track community intelligence and tensions has identified a number of over-arching and re-occurring issues that impact on good community relations within our neighbourhoods. These include youth related anti-social behaviour issues, school related tensions and specific hate crime targeting of black and minority ethnic and other new residents.

As part of the review of the council's Equality and Diversity Strategy 2006-2008, our consultation and involvement activity included an element regarding cohesion and integration considerations. The consultation included involvement from specific communities and the community, voluntary and faith sector.

From what local people and groups told us, the following priorities for action were identified:

- Education and activities for children and young people
- Opportunities for communities to meet and work together
- Political leadership and community empowerment
- Shared vision and respect for each other
- Equal access to services and employment
- Media and communication

In line with the development of a new strategic planning framework for Leeds through the Leeds Strategic Plan 2008-2011 and the Council Business Plan 2008-2011, it was agreed that a cohesion and integration policy framework for Leeds City Council needed to be developed to provide a focus on the cohesion and integration priorities and outcomes for the city.

Our work so far ensures that the wider cohesion and integration agenda is addressed as well as supporting the Harmonious Communities outcome and improvement priorities within the Strategic Plan 2008-2011.

## **Challenges to cohesion and integration**

The cohesion and integration agenda has emerged from concern about a number of challenges to good community relations and public security. These challenges include:

- Tension within, and between, separate but neighbouring white and black, faith and minority ethnic disadvantaged communities.
- The concentration of particular groups of people in some residential areas which result in a lack of contact between communities and cause tensions.
- The persistence of poorer economic and social outcomes for particular communities that can lead to disaffection.
- Discriminatory attitudes ranging from prejudiced misinformation to extreme right-wing political activity and the promotion of race hate.
- Antagonism and alienation within some Muslim communities in response to foreign policy issues.
- The ability of extremist organisations and individuals to exploit perceived alienation particularly amongst young people.
- The increase in inward migration by asylum seekers and more significantly in recent years from the new European Union accession states.
- The tensions that result from the breakdown of relationships and communication between different generations sharing the same spaces and places.

## **Our cohesion and integration priorities and outcomes**

### **Priority one: Leadership and community empowerment**

#### **Priority Outcomes**

- There is recognition of the contribution different individuals and communities make to the future vision for their neighbourhood and the city.
- Local people are empowered to have a greater voice and influence over local decision making and a greater role in public service delivery.

Strong community leadership at all levels is vital to support good community relations across Leeds. As part of their leadership role, our elected members, staff and key members of the community have a responsibility to advocate the necessity for cohesion and integration. Along with local communities, everyone has a responsibility to promote good community relations.

The Strong and Prosperous Communities White Paper and the Commission on Integration and Cohesion both place strong emphasis on giving citizens and communities a bigger say in the services they receive, in the quality of the neighbourhoods in which they live and the development of shared values. The Community Empowerment White Paper strengthens this commitment to giving people more power over their lives and empowerment in areas such as housing, local public services, and promoting work, enterprise and active citizenship.

Active citizenship and community empowerment are crucial to building cohesion and integration – from ensuring that people feel that they have a stake in their local community to developing a common sense of purpose through a shared activity. Community groups, the voluntary sector and faith communities play an important part in working with our communities to realise their potential. They are able to represent the voices of communities, support empowering, user-focused services and bring communities together to effect change.

## **Priority two: Sense of belonging and opportunities for all**

### **Priority Outcomes**

- Integrated communities where there are no barriers to individual progression.
- There is a strong sense of pride, belonging and identity within our neighbourhoods, communities and across Leeds.
- There is a strong recognition of the contribution of people who have newly arrived and those who already have a strong attachment to our city.
- There are strong and positive relationships between people from different backgrounds in the workplace, schools and in the spaces and places that people live their lives.
- People from different backgrounds have similar life opportunities, access to services and treatment.
- There is a strong sense of individual rights and responsibilities, people know what is expected of them and what they can expect in return.
- The quality of life of people is improved through mixed neighbourhoods offering good housing options for all.

The Leeds Strategic Plan, the Children and Young People's Plan and our Equality and Diversity Scheme identify a number of strategic outcomes and improvement priorities that will address inequalities within mainstream service provision.

This priority focuses on outcomes and activities that support and promote the delivery of cohesion and integration whilst minimising the risks of breakdown in integration and cohesion which could undermine the wider equality work.

How people behave with and to their neighbours, or respond to strangers in their local communities is critical to the how relationships develop locally. The importance of individual actions in building cohesion and integration needs to be understood and recognised.

Our communities have become more diverse. With this comes the need to recognise the different behaviours of different groups within the same communities, and the potential conflict when these collide.

Within our neighbourhoods, communities and across the city we need to ensure that people have a feeling of belonging and that a culture of mutual respect and civility is adopted.

The Commission on Integration and Cohesion found that whilst a large number of people interacted with others in everyday settings such as the workplace, in school or at the shops, these interactions were not translated to meaningful contact. Only 20% of respondents to their MORI poll said that they had daily or weekly contact with people of other ethnic groups outside of work or school.

We need to ensure that people have the confidence and opportunity to interact in a range of ways that help to foster social networks between people of different backgrounds. Interactions can take place in a number of settings such as at school, in the workplace, shared public spaces, and residential areas, and through sports, culture, leisure, intergenerational and interfaith activities.

Lord Goldsmith's report Citizenship – Our Common Bond has made several recommendations in terms of enhancing the bond of citizenship and sense of belonging. Citizenship provides a shared sense of identity, but not an exclusive one. People can feel British as well as a strong sense of attachment to their local community, a faith, another nationality. However, research for the report showed that amongst young people and certain communities these feelings have reduced.

One of the key influences of poor cohesion and integration is continued inequality, deprivation, disadvantage and discrimination faced by some groups within our communities. Prejudice against certain groups still persists. The Equalities Review found that people are least concerned about expressing prejudice against Muslims and gay men and lesbians.

The Equalities Review estimated that at the current rate of progress, it will be 2017 before children of Pakistani origin close the attainment gap in English and Maths and 2053 before children of Black African origin do the same. Unemployment has emerged as a major problem for Pakistani and Bangladeshi groups and Black Caribbean men, with persistent employment disadvantages faced by Bangladeshi and Pakistani women.

The Equalities Review concluded that the concentration of unemployment and worklessness amongst some ethnic minority groups and some new immigrants, coupled with poor living conditions and the limited life chances available in some urban and also rural environments, posed real threats to social cohesion. Work remains the best and fastest route out of poverty. For a community the loss of jobs brings decline, resurgent gender inequality and in some cases fuels racism and cultural tensions.

## **Priority three: Preventing the problems of tomorrow**

### **Priority Outcomes**

- We have a better understanding of our communities and neighbourhoods.
- Resilient communities that are able to identify and deal with tensions.
- There is reduced incidence of hate crime.
- We understand the political, social, economic and other conditions and activities that are likely to lead to people not being welcoming to others who they perceive as different or outsiders.

Any approach to cohesion and integration needs to include a focus on breaking down tensions and building relations within and between all communities. This involves dealing with not just facts but with rumours and perceptions, and recognising that any of these can fuel tensions between groups.

The Commission on Integration and Cohesion highlighted that crime and perceptions of crime have a significant impact on people's perceptions of the cohesiveness of their area. Levels of anti-social behaviour, hate crime, graffiti and rubbish all impact on people's perceptions of feeling safe and belonging to where they live.

The commission also recommended that local authorities should map and monitor community tensions and develop responses to the tensions as part of their community cohesion strategies.

We need to ensure the safety of all our communities by tackling community tensions at an early stage. We need to monitor these tensions in partnership with local communities and other organisations to make sure that we deal effectively with the causes at an early stage and respond to issues that affect good community relations.

Conflicts continue to exist within our communities and between different groups. We need to ensure that there is support and opportunities available for communities to share their grievances and resolve conflicts in an open and productive way. This means creating safe environments where individuals can express themselves freely and are encouraged to listen to each others' views and offer constructive challenge.

Building cohesion and integration is about building better relationships between people from different backgrounds including those from new and settled communities. Violent extremism can emerge from the most cohesive communities, but the extremist messages are less likely to get support in a cohesive environment. Cohesion can help to prevent violent extremism but it is not enough on its own.

To prevent violent extremism, a targeted approach which deals with a specific threat, builds resilience at a community level but also works to counter the global terrorist ideology is needed. A community in which extremism is minimised is likely to be one where people have more confidence to build relationships with one another and so increase community cohesion and racial equality.

We cannot ignore the presence of extremism in British society. Extremism is based on intolerance, lack of respect and the rejection of cohesive communities. A small number of individuals hold extremist views and they are not restricted to any one community.

Extremism makes cohesion and integration harder to achieve. By putting in place support for cohesive and integrated communities we will substantially reduce the medium and long term risk of individuals and groups being drawn down the path of extremism potentially leading to conflict and violence.

We will assist communities to tackle these issues and work to strengthen partnerships between the council, police and local communities to reduce threats of violent extremism.

## **Priority four: Children and young people**

### **Priority Outcomes**

- All children and young people are supported in their personal and social development.
- All children and young people have positive opportunities.
- All children and young people feel safe in their communities.
- All children and young people have the opportunity to achieve their potential.
- All children and young people are supported by excellent, integrated services that have strong capacity for supporting community cohesion.

In recognition of the importance of children and young people in building cohesive and integrated communities across our city, this section reflects outcomes and activities that support the aspirations within our Children and Young People's Plan. In addition, outcomes and activities within all our other priorities will also have an impact on children and young people.

Within our Children and Young People's Plan our vision is that we want all children and young people in Leeds to be happy, healthy, safe, successful and free from the effects of poverty. Our five outcomes of be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic wellbeing all contribute to achieving cohesive and integrated communities.

The Commission on Integration and Cohesion, throughout their report, highlighted the importance of engaging children and young people in the cohesion agenda. From citizenship curriculum activities in schools, to participation in decision making and intergenerational initiatives to improve mutual respect. The commission stressed the importance of ensuring that young people were engaged in education, training and employment and were empowered to decide for themselves what activities they wanted to be engaged in. The commission also stressed the importance of the role of parents in the design and implementation of activities for young people and the role of adult mentors.

Tensions between young people in communities are often early indicators of wider community unease and need to be tackled to avoid affecting the wider community.

Our schools now have a duty to promote community cohesion. This is one of the key levers in building cohesion and integration. Schools help to build cohesion and integration by promoting equality of opportunity and inclusion of different groups of pupils within a school. Alongside a focus on inequality and a strong respect for diversity, they have a role in promoting shared values and encouraging pupils to engage with each other and understand what they have in common. Schools work across many dimensions of the community – the school community with its pupils, parents, carers, teachers and staff; the community in which the school is located geographically and the people who live in the area; the UK community in terms of citizenship and the global community. Schools' contributions to cohesion and integration can be grouped into the following areas of activity: teaching, learning and curriculum, equity and excellence and engagement and extended services.

Our priorities are to improve outcomes for all children and young people, and also to make sure that we provide extra support for those children, young people and families that are most at risk of poor outcomes, social exclusion and disengagement.

Our first priority is to support the personal and social development of children and young people, both through the school curriculum and also in wider opportunities for volunteering and community work.

The second priority is to make sure all children and young people have positive opportunities – activities that will help them enjoy life, learn and spend time with others. This has been selected because young people tell us that it is their top priority for making their city better, and because we know that young people engaged in positive activities are more likely to succeed and less likely to become disaffected and involved in offending and other anti-social behaviour.

Our third priority is to help make young people feel safe in their communities. Again this is a priority because children and young people tell us this is important to them, particularly bullying in school and feeling safe around their own neighbourhood. We also need to work together with services for adults to reduce the impact of parental substance use on children and young people. The impact of drug and alcohol use on children is very clear – a significant number of children who become looked after are from families where drug use is an issue.

Our fourth priority is to work to make sure all children and young people have the chance to succeed and achieve their potential. This is important because we know that whilst outcomes for most young people are good and improving there is still a significant minority where outcomes are lower and less likely to be improving. These inequalities and low outcomes need to be addressed for the benefit of children and young people but also because they contribute to community tensions, low aspirations and lifelong social exclusion. It is important to note that this priority includes raising outcomes, both for young people from some black and minority ethnic communities but also for those from deprived white communities.

Our last priority is about building capacity across the children's services partnership of statutory, voluntary and private sector organisations. This is a priority because we need to ensure all services in the partnership are as good as the best at fostering community cohesion, and because we need to build shared processes that save duplication and delay across our necessary large and complex partnerships.

## **Priority five: Communication and information**

### **Priority Outcomes**

- There is a consistent approach to communicating with all our residents and communities in a way that best meets their needs.
- Our elected members, key community leaders and staff have an overview of the changing communities, and cohesion and integration activities.
- Our elected members, key community leaders and staff are confident to tackle and dispel myths and rumours.
- Our partners and local media understand and are engaged with our approach to cohesion and integration.

The Commission on Integration and Cohesion recognised the importance of local authorities understanding how their local areas were changing and that factual information and reassurance messages needed to be communicated to such majority communities. Cohesion and integration messages should not just be targeted at immigrants and minorities but at the whole community.

Myths and rumours that circulate in local communities and cause division need to be proactively tackled. Our elected members, staff and key community leaders need the skills to assist with this. We need to understand why these myths arise, and if there is any truth behind them then we need to be able to respond to the issues raised. Our communities need to see that their fears and anxieties are being listened to and that action is being taken to respond to them.

Promoting equality and the diversity of our communities and city is essential to creating a sense of belonging and shared values. But we cannot do this alone and need to work with our partners especially in the media to ensure that we build a cohesive and integrated city.

## **Priority six: The inclusion of cohesion and integration into key council and city based policies and practices**

### **Priority Outcomes**

- Cohesion and integration is an integral part of our policies and practices.
- Cohesion and integration is embedded within the council's services and plans.
- The causes and risks to cohesion are known at a local level.

The Lyons report on the future of local government argued that local authorities should take a place shaping role in building local identity and mainstream the cohesiveness of communities. Local authorities should recognise their important role in providing actions and engagement that lead to integration and cohesion by developing trust and mutual respect, building community identity and pride in place and developing relationships between people in communities.

We are committed to ensuring that wherever possible our policies and services promote cohesion and integration and help to reduce any tension and conflict within our communities and across our city. Some of our services are more directly involved in things like empowering and strengthening our communities and working to reduce tensions. However cohesion and integration is the responsibility of the whole city. From people who write and approve our policies or strategies, to those making decisions about how our services are delivered and how resources are spent, to staff managing or delivering services and everyone who interacts with our communities or partners.

The Commission on Integration and Cohesion recommended that every area should map their communities to understand, for example who lives in each area, the make up of schools and the different religious groups worshipping in their area. This mapping should be linked to monitoring tensions.

Councils should monitor their performance against a range of cohesion indicators. Monitoring people's perceptions is important but it is also crucial to look beneath such perceptions to understand the cause of them. By understanding the cause we will be able to carry out activities to tackle them.

## **Making it happen**

Even though this document is owned by the council, if we are to achieve our cohesion and integration ambitions, it is essential that we ensure we work in partnership with everyone across the city, including public agencies, private businesses and voluntary, community and faith organisations and local communities.

So that we can track and monitor progress against our cohesion and integration priorities and priority outcomes, we need a clear and straightforward way of reporting our progress. This will include having nominated senior colleagues who will lead on specific actions within the delivery plan, and will work within and across the council and our partners to ensure that the actions happen.

For each priority there are sets of indicators and targets to help us assess progress. The Commission on Integration and Cohesion noted that whilst monitoring peoples' perceptions is important it is also vital to look beneath people's perceptions to identify the cause of such perception. The Commission found that no single factor can cause a breakdown in cohesion and integration. Rather a series of problems would have to occur together for cohesion to breakdown. Personal characteristics, attitude and the type of community a person lives in affect perceptions around cohesion and integration. A number of physical issues were also identified as having an impact on how a person feels about cohesion and integration within their community and neighbourhood. Therefore, alongside a number of perception based measures a number of other more tangible measures have been included within the delivery plan.

Information against these indicators and measures will be regularly gathered and reported through the council's officer, political and partnership governance arrangements.

Local people will receive regular updates on performance through the council newspaper 'About Leeds'. In addition, we will continue to produce and publish cohesion and integration annual reports that show our progress against our cohesion and integration priorities.

## **Reviewing and revising our cohesion and integration priorities and delivery plan**

This document underpins the cohesion and integration policy work of the council for the next three years. The document has been produced to ensure that the priority areas and outcomes provide a robust framework to guide cohesion and integration activities.

This document is supported by a delivery plan that outlines our activities over the next two years. In this time we will be carrying out a review of our cohesion and integration activities so a delivery plan can be put into place for 2010 – 2011. This will build on the successes of our approach so far and will seek to address any different cohesion and integration challenges faced by the city.