

## Section 1. What action is the Welsh Government considering and why?

**Please keep within 1,000 words. The kind of questions you should be looking to answer will include, for example:**

**In narrative form, please describe the issue and the action proposed by the Welsh Government. How have you applied / will you apply the five ways of working in the Well-being of Future Generations (Wales) Act 2015 to the proposed action, throughout the policy and delivery cycle?**

### **Long term**

- ◆ *What long term trends, challenges and opportunities might affect the proposal?*
- ◆ *How does the proposal prevent / mitigate the bad effects in these trends or facilitate / make the most of the good effects?*

### **Prevention**

- ◆ *How does the proposal support the breaking of negative cycles such as poverty, poor health, environmental damage and loss of biodiversity?*
- ◆ *Does the proposal treat a symptom or the underlying cause? If so how? If it treats a symptom, what can be done about the underlying cause?*
- ◆ *How could the proposal minimise its own negative impacts e.g. minimising waste and resource use, emissions and impact on air quality, negative impact on social / community cohesion?*

### **Integration**

- ◆ *How could this proposal connect and contribute to different public policy agendas and generate multiple benefits e.g. how can a transport project support improvements in health, culture or worklessness?*
- ◆ *What practical steps have you taken to integrate your proposal with the Programme for Government, well-being objectives and plans, as well as those of other public bodies and Public Service Boards, to maximise the proposal's contribution across the seven well-being goals?*

### **Collaboration**

- ◆ *Who are the partners that have a shared interest in this proposal?*

- ◆ *How have those partners been involved in developing the proposal and planning its delivery, and what contribution will they make to it?*

### **Involvement**

- ◆ *How have people affected by the proposal been involved in developing it?*
- ◆ *What matters to the people affected by the proposal and how might they be involved in its delivery?*

*In addition to the five ways of working above, consider the following areas:*

### **Impact**

- ◆ *What are the main arguments for and against the proposal? Please refer to evidence; acknowledge significant gaps in our knowledge and describe any plans to fill them.*
- ◆ *How widely have you explored these arguments through involvement and collaboration?*

Since 2012, the Welsh Government has operated the Community Cohesion Programme across all 22 Local Authorities in Wales which, for the purposes of this programme, are divided into eight cohesion regions: Cardiff & the Vale, Cwm Taf, Gwent East, Gwent West, Mid & West Wales, North-East Wales, North-West Wales, and Western Bay.

The Community Cohesion Programme is currently funded at a total cost of £1,600,000, which is awarded to local authorities to employ eight regional cohesion teams across Wales. Each regional team is allocated £200,000 of grant funding, to fund a Regional Community Cohesion Coordinator and up to three Cohesion Officers per region. The funding also ensures a minimum of £20,000 spent on small grants in each region.

In 2021, the Welsh Government commissioned Diverse Cymru to undertake an independent rapid review of the Programme. The aim of the review was to assess the design and delivery of the programme and identify lessons for how the programme could improve.

Diverse Cymru found that the Community Cohesion Programme ‘was valued by most stakeholders, who felt that it focuses on the right issues and makes an important contribution to progressing Community Cohesion in Wales.’

The review and recommendations were informed by a wide range of views and opinions from a diverse range of organisations, including those with lived experience of working with grassroots communities from across Wales. Having this input into the

development of the work plans of the cohesion teams supports the principle of co-production and helps ensure the programme is addressing the most pertinent issues as raised by communities in Wales via this engagement.

Since the polarisation of the local community in Llanelli, 2023, following plans to house asylum seekers in the Stradey Park Hotel, the Community Cohesion Programme has been adapted to include targeted projects tackling polarisation within the remit. This has included but is not limited to, projects such as the Llanelli Healing the Divide Project and the Ely and Caerau Community Plan.

To help communicate the purpose and methodology behind our cohesion work more effectively, Cohesion Principles are being developed. These principles will explain how we define cohesion and the concepts involved in fostering good relations, advancing equality of opportunity, and tackling victimisation and harassment. The Principles will translate the Well-being of Future Generations '5 ways of working' and the Equality Act 2010 Public Sector Equality Duty into a cohesion context. We will require our Cohesion Programme and other cohesion initiatives to demonstrate compliance with these Principles in their project monitoring.

The Cohesion Programme is key to the Welsh Government's implementation of the well-being goal of a Wales of cohesive communities, as well as contributing towards a more equal Wales, a resilient Wales, and a prosperous Wales.

The Programme seeks to implement the five ways of working. It takes a collaborative approach to working within local authorities and alongside police and community safety partners to foster community cohesion, with a strong focus on preventative work to address community tensions.

### **Mechanism**

No legislation is being proposed.

## Section 8. Conclusion

(Please note that this section will be published)

### **8.1 How have people most likely to be affected by the proposal been involved in developing it?**

In 2021, the Welsh Government commissioned an independent rapid review of the Community Cohesion Programme to enhance the positive impact of the programme in future years. The aim of the review was to assess the design and delivery of the programme and identify lessons for how the programme could improve.

The review was informed by a series of surveys, interviews, focus groups and workshops to collect the necessary information, and report on a range of findings. A list of groups of interest were contacted which included the four Police Forces in Wales, Third Sector stakeholders, National and Local Government officials, the Cohesion teams themselves, and individuals from minority backgrounds, and communities who have been recipients of activity from the programme to find out how it is supporting them and if anything needed to change.

The review and recommendations have informed the development of the workplan of the cohesion teams. Having this input into the development of the Programme supports the principle of co-production and helps ensure the programme is addressing the most pertinent issues as raised by communities in Wales via this engagement.

Regional cohesion teams work closely with their community stakeholders to ensure local delivery aligns with needs and priorities. To ensure our national approach continues to align with needs, we will begin an annual process of engaging with community support stakeholders each January/February to inform the following year of Programme delivery.

### **8.2 What are the most significant impacts, positive and negative?**

The Cohesion Programme is contributing towards the fostering of positive, well connected, supportive and cohesive communities, and driving forward compliance with the Public Sector Equality Duty within local authorities and the public bodies. A lack of community cohesion can negatively impact a person's health and well-being in several ways. It can result in an increase of community tensions, hate crime, and extremism, which could eventually lead to acts of terrorism.

A lack of community cohesion has the potential to impact public trust in local government, police, and public bodies, and weaken efforts to address a wide range of social inequalities and issues.

The Programme is strongly linked to the well-being of building a Wales of Cohesive Communities. The Programme will continue to deliver actions toward creating

communities that are attractive, safe, viable and well-connected, through its diverse programme of actions, which link to the five ways of working. Our development of Community Cohesion Principles will help to raise awareness of the purpose and methodology used to help build cohesion, as well as encouraging consistency across Wales.

### Prevention

A key objective of the Programme is to work with police and community safety partners to monitor and mitigate community tensions to avoid an escalation of the issue. This is very much about taking a preventative approach, reassuring communities and listening to their concerns, before these issues potentially result in requiring additional resource to address. Our development of the Community Cohesion Response Framework is supporting Welsh Government to respond in a more timely and appropriate manner to tensions. We are discussing this approach with other Public bodies to see if similar approaches are in place or could be created in other organisations.

### Integration

The Programme works closely with community safety partners, meeting regularly to ensure a joined-up approach to community cohesion. The teams attend and convene multi-agency meetings to address community tensions and improve inclusion. The cohesion teams are seen as the conduits between public bodies and communities – the success of the programme is reliant upon effective integration.

### Collaboration

The Cohesion Programme has an objective to mainstream community cohesion in public bodies and wider community through training and awareness raising, dovetailing with other Welsh Government legislation and policies, including Well-being of Future Generations Act and the Socio-Economic Duty. Cohesion teams help partners to spot connections and the need to engage to ensure equality and cohesion.

### Involvement

The Cohesion Programme will continue to work with community groups, including through the delivery of small grant schemes to allow grassroots communities to identify opportunities to promote cohesion.

### Thinking for the Long-Term

Our long-term approach to funding and strategic delivery of community cohesion work has been noted by the Diverse Cymru independent review of the Programme and cohesion thinktanks as an important part of the success of the Programme. Building cohesion is a long-term endeavour and long-term funding helps to provide stability and expertise, as well as strengthening community relationships and trust.

As of August 2025, the Welsh Government has agreed to fund the Programme for a further three years, with the option to extend for another three years, to maintain the longer-term approach to fostering community cohesion in Wales.

### **8.3 In light of the impacts identified, how will the proposal:**

- **maximise contribution to our well-being objectives and the seven well-being goals; and/or,**
- **avoid, reduce or mitigate any negative impacts?**

The Programme is strongly aligned to the well-being goal of a Wales of Cohesive Communities and greatly contributes to working towards this goal. The Programme will take an integrative approach, with activities that work towards more than one well-being goal. For example, work to support communities to get involved in the decision-making processes of public bodies not only helps foster community cohesion but also helps create a more equal and resilient Wales.

The Programme aims to tackle the roots of hate crime and help make communities in Wales feel safer. Hate crime has a wide-reaching negative impact on communities across Wales, including the victims, the families and friends of the victims, the witnesses, and the perpetrators themselves.

### **8.4 How will the impact of the proposal be monitored and evaluated as it progresses and when it concludes?**

**The Cohesion Programme is monitored on a quarterly basis. This will focus on each team's progress in implementing their work plans. All cohesion team leads will meet with Welsh Government officials monthly to share good practice and to discuss and work together to address any issues encountered.**

**We are seeking to develop cohesion metrics within the Cohesion Programme to help measure cohesion over time.**

**The Senedd Equality and Social Justice Committee is expected to publish its review of cohesion work in Wales in October 2025. We will also be able to use this Inquiry report to inform our work in the coming years.**

## A. Children's Rights Impact Assessment

**All** completed Children's Rights Impact Assessments must be sent to the [CRIA@gov.wales](mailto:CRIA@gov.wales) mailbox

The Rights of Children and Young Persons (Wales) Measure 2011 places a duty on the Welsh Ministers to pay due regard to the United Nations Convention on the Rights of the Child (UNCRC) and its Optional Protocols when exercising any of their functions.

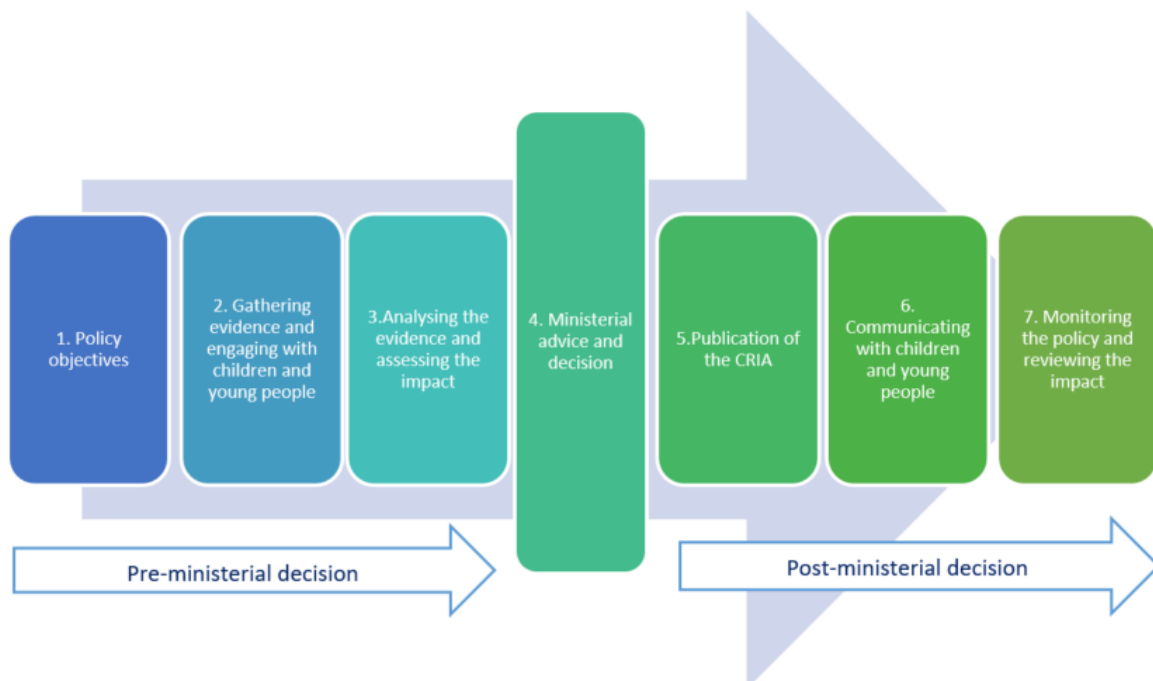
The CRIA process is the agreed mechanism officials should use to support Ministers to meet this duty and ensure they give balanced consideration to children's rights in their decision making. A CRIA should be used to inform ministerial advice and must be completed prior to a ministerial decision being made. Once a decision has been reached,

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*Please note we have an established Children's Rights Advisory Group (CRAG), comprising the Children's Commissioner for Wales's office, UNICEF, the Wales Observatory on Human Rights of Children and Young People, and Children in Wales, who can be used to discuss or test your draft CRIA. Please contact the Children's Branch [CRIA@gov.wales](mailto:CRIA@gov.wales) for further information.*

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your CRIA must also be published.



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*For further advice and guidance on the CRIA process, please consult the Children's Rights Manual for Staff or contact the Children's Branch [CRIA@gov.wales](mailto:CRIA@gov.wales)*

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## **1. Policy objectives**

The Community Cohesion Programme has recently been extended for a further 3 years until April 2029, with a potential extension for another 3 years, subject to further ministerial advice.

Under the Cohesion Programme, the regional teams deliver a range of objectives, including:

- Monitoring community tensions and working with partners to mitigate them.
- Supporting public bodies and other organisations with the provision of training on equality and inclusion related issues.
- Ensuring community cohesion issues are considered in the development of local authority plans and policies.
- Engaging with minority communities, involving them in developing initiatives to promote community cohesion.
- Fostering good relations by developing events and projects to bring people from across different communities together.

## **2. Gathering evidence and engaging with children and young People**

The 2022 independent review of the Cohesion Programme engaged with 47 public sector organisations and 30 third sector organisations and community groups representing a diverse range of people from across Wales, including children and young people. A number of issues impacting children and young people were raised in the report. It was felt that the Programme should create more opportunities to bring a wide range of diverse people across all characteristics, including intergenerational approaches, together to share their stories and experiences and promote awareness and understanding. A clear recommendation of the review was to continue delivering education and awareness raising activities in schools via the Programme. It was felt that these sessions should focus on celebrating diversity as part of communities, rather than feeding into the narrative of difference. The twinning of schools was also put forward as a method of promoting cohesion amongst children and young people.

These views and recommendations have been factored into the development of the work programme and are reflected in some of the objectives and actions. The aspect of working with schools has been retained following a very clear steer from the report.

Updated work plans contain the action to ‘work with schools to foster inclusivity and a safe learning environment’. This action is aligned to two of the four purposes of the curriculum, which support children and young people to be ethical, informed citizens of Wales and the world, and healthy, confident individuals, ready to lead fulfilling lives as valued members of society.

The Children’s Commissioner for Wales annual report 2024 also included a commendation for Welsh Government to “review their Community Cohesion Strategy, specifically exploring misconceptions around sanctuary seekers and Islamophobia, and ensure that children and young people’s voices are considered as part of this process.” Although the Programme has worked with children and young people in a variety of ways, children’s voices have not previously been heard strongly in the setting of priorities. From 2026, we will aim to introduce a mechanism for hearing these voices and will work with the Children’s Commissioner and others to find the most effective approach.

### 3. Analysing the evidence and assessing the impact

UNCRC Articles or Optional Protocol	Enhances (X)	Challenges (X)	Explanation
<p><i>Article 2 – Non-discrimination</i></p> <p><i>Article 3 – Best interests of the child</i></p> <p><i>Article 12 – Right to be heard</i></p> <p><i>Article 14 – Children have the right to think and believe what they want and to practice their religion.</i></p> <p><i>Article 19 – Protection from violence, abuse and neglect</i></p>	<p>X</p>		<p>The Cohesion Programme is delivering a set of objectives that align with the Public Sector Equality Duty (s149 Equality Act 2010). The Programme’s work is targeted towards advancing equality of opportunity between people who share a protected characteristic and those who don’t and fostering good relations between people who share a protected characteristic and those who don’t.</p> <p>This work will support non-discrimination efforts and inclusion of children from minority groups, such as refugees. This aligns well with Articles 2, 3, 14 and 22.</p>

<p><i>Article 22 – Refugee children</i></p> <p><i>Article 29 – Education should develop each child’s personality and talents to the full. It should encourage children to respect their parents, and their own and other cultures.</i></p>			<p>Through its alignment with the PSED, the Cohesion Programme also has a clear focus on eliminating unlawful behaviour, including discrimination, harassment and victimisation. This aligns well with Articles 2, 3, 19 and 29. This work includes training and engagement within educational settings. The Programme works closely alongside the Welsh Government’s Wales Hate Support Centre on addressing hate and prejudice in schools.</p> <p>We will create a new mechanism to gather the voices of young people from 2026 onwards. This will help us align to Articles 3 and 12.</p>
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*For further information on the UNCRC and its Optional Protocols, please visit the [Children’s Rights Intranet Page](#).*

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#### **4. Ministerial advice and decision**

Ministerial Advice agreed to in August 2025, has confirmed the funding of the Community Cohesion Programme for a further 3 years (2026-2029), with a potential extension for another 3 years, subject to further Ministerial Advice.

#### **5. Publication of the CRIA**

- *Following the ministerial decision, the CRIA should be published on the Welsh Government website.*
  
- *Send sections 1 and 8 of your IIA and the CRIA (Annex A) to your departmental web manager for publishing.*

- **All** completed CRIAs must also be sent to the [CRIA@gov.wales](mailto:CRIA@gov.wales) mailbox.

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For further information and support on this process, please visit the [Children's Rights Intranet Page](#) which contains a range of resources.

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## **6. Communicating with Children and Young People**

The 2022 independent review's recommendations were developed with input from third sector stakeholders who work and represent children and young people. We have ensured that the development of the Cohesion Programme's objectives and work plans are directly linked to the findings and recommendations of the independent review, ensuring that the views and comments of these stakeholders have shaped the actions and priorities of the Programme in a way that promotes the rights of children in Wales.

In February 2025, the Cabinet Secretary for Social Justice met with young people convened by the Children's Commissioner to talk about cohesion issues. From 2026 onwards, we will develop a mechanism to seek views of young people and feedback updates.

## **7. Monitoring and Review**

To help monitor our progress we have forged links with the office of the Children's Commissioner for Wales. The Commissioner attended a meeting with the 8 regional leads in June 2025 as an introduction and an opportunity to make the Commissioner aware of the range of work being implemented in Wales to improve the lives of children. We have agreed to keep the Commissioner informed of our work with children going forward.

## **B. Equality Impact Assessment**

### **1. Describe and explain the impact of the proposal on people with protected characteristics as described in the Equality Act 2010.**

The Public Sector Equality Duty (PSED) requires Welsh Ministers to have due regard:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

The Cohesion Programme clearly works towards compliance with the PSED, in particular to foster good relations between people who share a protected characteristic and those who do not.

The 2022 independent review of the Cohesion Programme was informed by a wide range of views and opinions of third sector organisations with lived experience of working with grassroots communities with protected characteristics. We have used this input to develop the work plans of the cohesion teams, which supports principle of co-production and helps ensure the programme is addressing the most pertinent issues as raised by communities in Wales via this engagement.

**Record of Impacts by protected characteristic:**

<b>Protected characteristic or group</b>	<b>What are the positive or negative impacts of the proposal?</b>	<b>Reasons for your decision (including evidence)</b>	<b>How will you mitigate Impacts?</b>
Age (think about different age groups)	Community programmes will likely bring together intergenerational groups which should strengthen community bonds, foster mutual understanding and reduce stereotypes.	<p>The Cohesion work plan contains an objective to Foster good relations and cohesion between people with and without Protected Characteristics, with a focus on reducing segregation and socio-economic disadvantage. This should include intersectional and intergenerational experiences, involving individuals and communities in a co-productive way.</p> <p>The independent review of the</p>	<p>No negative impacts of this policy work have been identified.</p> <p>Activities delivered through the community cohesion programme will be delivered in a way that is accessible for and mindful of the age of participants.</p>

		<p>Programme identified the importance of sharing intergenerational experiences as part of the work plan.</p>	
<p>Disability (consider the social model of disability<sup>1</sup> and the way in which your proposal could inadvertently cause, or could be used to proactively remove, the barriers that disable people with different types of impairments)</p>	<p>Initiatives involving disabled people should improve community connections and reduce isolation.</p> <p>Intersectional events can also build mutual understanding and reduce stigma.</p> <p>Our work to build safe spaces is an important aspect of how to improve outcomes for disabled community members.</p>	<p>The Programme work plan includes an objective to Advance equality of opportunity between people with and without Protected Characteristics, with an action to encourage public bodies to address identified barriers to equality for minority communities, with specific mention of disabled people. Objectives in the work plan dovetail with other Welsh Government legislation and policies, such as the Disability Rights Action Plan.</p> <p>Involving disabled people in this work should support more positive social</p>	<p>No negative impacts of this policy work have been identified.</p> <p>Activities delivered through the community cohesion programme will be delivered in a way that is accessible for and mindful of the range of ability of participants.</p>

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<sup>1</sup> Welsh Government uses the social model of disability. We understand that disabled people are not disabled by their impairments but by barriers that they encounter in society. Ensuring that your proposal removes barriers, rather than creating them, is the best way to improve equality for disabled people. For more information, go to the intranet and search ‘social model’.

		outcomes for individuals and the wider community.	
Gender Reassignment (the act of transitioning and Transgender people)	<p>Involving transgender community members can help improve a sense of community belonging and build trust.</p> <p>Intersectional events can help to reduce stigma and foster good relations.</p> <p>Our work to build safe spaces is an important aspect of how to improve outcomes for transgender community members.</p>	<p>The Programme work plan includes an objective to Advance equality of opportunity between people with and without Protected Characteristics, with an action to deliver equality training which aims to remove or minimise disadvantages and to encourage public bodies to address identified barriers to equality for minority communities, with specific mention of LGBTQ+ communities. Objectives in the work plan dovetail with other Welsh Government legislation and policies, such as the LGBTQ+ Action Plan.</p>	<p>No negative impacts of this policy work have been identified.</p> <p>Activities delivered through the community cohesion programme will be delivered in a way that is accessible for and mindful of transgender and transitioning participants.</p>
Pregnancy and maternity	No material impact identified	<p>The Cohesion Programme does not include any dedicated work around pregnancy and maternity because social attitudes do not tend to cause any tensions around this</p>	No negative impacts of this policy work have been identified.

		characteristic. Should tensions start to develop, we would expect the Programme to adapt to include this area of work.	
Race (include different ethnic minorities, Gypsies and Travellers and Migrants, Asylum seekers and Refugees)	<p>Racism and anti-migrant attitudes are a significant contributor to social tensions, hate crime and declining community cohesion. Our cohesion work aims to have a positive impact on reducing hate and building stronger community ties. This includes both safe and brave spaces to ensure communities can feel safe and able to express opinions in a facilitated manner.</p> <p>Community get together will help to demonstrate shared identity and that community members have more in common.</p>	<p>The Programme work plan includes an objective to Foster good relations and cohesion between people with and without Protected Characteristics. Include a focus on reducing segregation, dovetailing with other Welsh Government legislation and policies, with specific mention of ethnic minority communities and the Anti-Racist Wales Action Plan.</p> <p>There are also actions to support the inclusion of Gypsies and Travellers and to support the settlement and inclusion of migrants into local communities.</p>	No negative impacts of this policy work have been identified.
Religion, belief and non-belief	Projects within the Cohesion Programme will seek to have a positive impact by	The Programme work plan includes an objective to The Programme work plan	No negative impacts of this policy work have been identified.

	<p>recognising commonality and spreading awareness of religious festivals. Joint community events will be encouraged.</p>	<p>includes an objective to Advance equality of opportunity between people with and without Protected Characteristics, with an action to deliver equality training which aims to remove or minimise disadvantages and to encourage public bodies to address identified barriers to equality for minority communities, with specific mention of faith communities. Objectives in the work plan dovetail with other Welsh Government legislation and policies, such as the ARWAP, which includes actions to tackle Islamophobia and Anti-Semitism.</p>	<p>Activities delivered through the community cohesion programme will be delivered in a way that is accessible for and mindful of participants with or without faith.</p>
<p>Sex / Gender</p>	<p>Sex is not specifically mentioned within the Programme work plan but it is likely to be an important intersectional factor in the abuse people may receive (when combined with other characteristics).  We will seek to promote sex equality in the way</p>	<p>There is widespread evidence that abuse and targeting is experienced disproportionately by women and women from many minority backgrounds. By ensuring sex equality in our work we hope to reduce this.</p>	<p>No negative impacts of this policy work have been identified.  Activities delivered through the community cohesion programme will be delivered in a way that is accessible for this community.</p>

	we undertake cohesion work.		
Sexual orientation (Lesbian, Gay and Bisexual)	<p>Involving lesbian, gay and bisexual community members can help improve a sense of community belonging and build trust.</p> <p>Intersectional events can help to reduce stigma and foster good relations.</p> <p>Our work to build safe spaces is an important aspect of how to improve outcomes for lesbian, gay and bisexual community members.</p>	<p>The Programme work plan includes an objective to Advance equality of opportunity between people with and without Protected Characteristics, with an action to deliver equality training which aims to remove or minimise disadvantages and to encourage public bodies to address identified barriers to equality for minority communities, with specific mention of LGBTQ+ communities. Objectives in the work plan dovetail with other Welsh Government legislation and policies, such as the LGBTQ+ Action Plan.</p>	<p>No negative impacts of this policy work have been identified.</p> <p>Activities delivered through the community cohesion programme will be delivered in a way that is accessible for and mindful of LGBTQ+ participants.</p>
Marriage and civil partnership	No material impact identified	<p>The Cohesion Programme does not include any dedicated work around marriage and civil partnership because social attitudes are broadly in favour of equal marriage and the concept of marriage</p>	No negative impacts of this policy work have been identified.

		<p>itself. Should tensions start to develop, we would expect the Programme to adapt to include this area of work.</p>	
<p>Children and young people up to the age of 18</p>	<p>See children’s rights impact assessment for full detail.</p>	<p>The Cohesion work plan contains an objective to Foster good relations and cohesion between people with and without Protected Characteristics, with a focus on reducing segregation and socio-economic disadvantage. This should include intersectional and intergenerational experiences, involving individuals and communities in a co-productive way.</p>	<p>No negative impacts of this policy work have been identified.</p> <p>Further work will be undertaken with young people in 2026 to ensure our cohesion work fully supports children’s rights.</p>
<p>Low-income households</p>	<p>Our work will seek to reduce barriers to participation, with free or low cost access to community events and initiatives.</p> <p>This approach should help to ensure diversity of thought and opinions in development of our cohesion work.</p>	<p>The Programme work plan includes an objective to foster good relations and cohesion between people with and without Protected Characteristics. Include a focus on reducing segregation and socio-economic disadvantage, dovetailing with other</p>	<p>No negative impacts of this policy work have been identified.</p> <p>Activities delivered through the community cohesion programme will be delivered in a way that is accessible for this low-income households. This is detailed further in the</p>

		Welsh Government legislation and policies, such as the Socio-Economic Duty.	socio-economic impact duty.
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**Human Rights and UN Conventions**

<b>Human Rights</b>	<b>What are the positive or negative impacts of the proposal?</b>	<b>Reasons for your decision (including evidence)</b>	<b>How will you mitigate negative Impacts?</b>
<p>The European Convention on Human Rights.</p> <p>Article 3 – prohibition of torture and cruel, inhuman and degrading treatment</p> <p>Article 8 – Right to respect for private and family life</p> <p>Article 9 – freedom of thought, conscience and religion</p> <p>Article 10 – Freedom of expression</p> <p>Article 11 – Freedom of</p>	<p>The Programme is a driver for positive change. It will provide training opportunities to public sector staff and elected officials around anti-discrimination (Art 14). There is a focus on the autonomy of communities and empowering them to make decisions for themselves, via small grants or assisting them with other funding opportunities, and also involving communities in policy making processes.</p> <p>Our work seeks to build mutual understanding but we recognise that diversity of views is healthy in a democracy. We seek to support exercise of expression, thought or protest so</p>	<p>Relevant equality and human rights networks and stakeholder groups were invited and fed into the development of the review of the Programme, which informed the work plan. There was a request to ensure a human rights approach to the work.</p>	<p>As requested in the review, the Programme takes a human rights approach to fostering community cohesion, and the work plan actions align to clear principles which support equality.</p>

<p>assembly and association</p> <p>Article 14 – prohibition of discrimination</p> <p>The Programme will also support compliance with the UN Conventions and Covenants signed and ratified by the UK State party, which includes the Welsh Government. These include the International Covenant on Civil and Political Rights and Convention on the Elimination of Racial Discrimination.</p>	<p>long as this does not harm others (Arts 8, 9, 10, 11).</p> <p>Our work to eliminate victimisation and hate supports Art 3.</p>		
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