

Manchester City Council Report for Information

Report to: Communities and Equalities Scrutiny Committee – 19 July 2018

Subject: Integration and Community Cohesion - Integrated Communities

Report of: Chief Operating Officer (Neighbourhoods)

Summary

Manchester City Council's response to the government's Integrated Communities green paper published on 4 March 2018 reflected the feedback and views of a range of partners including our communities, the RADEQUAL Community Network (made up of over 200 individuals and voluntary and community groups aimed at tackling prejudice, hate and extremism) and the outcomes of a community round table with colleagues from the Ministry of Housing, Communities and Local Government which took place in Manchester on 21 March 2018.

Manchester welcomes the proposed new Integrated Communities Strategy and its shift in thinking with regards to adopting a strength-based approach and bringing all government departments together to achieve the vision for Integrated Communities. This is very much in line with the city's Our Manchester Strategy and way of working.

Recommendations

The Committee is requested to note the contents of the report.

Wards Affected: All

Alignment to the Our Manchester Strategy Outcomes (if applicable)

Manchester Strategy outcomes	Summary of how this report aligns to the OMS
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	
A highly skilled city: world class and home grown talent sustaining the city's economic success	
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	

A liveable and low carbon city: a destination of choice to live, visit, work	This report highlights how the work across the city on community cohesion contributes towards this Our Manchester Strategy outcome by ensuring that our communities and neighbourhoods are diverse, stable and cohesive and therefore a destination of choice for people to live, visit and work
A connected city: world class infrastructure and connectivity to drive growth	

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Background documents (available for public inspection):

The following documents disclose important facts on which the report is based and have been relied upon in preparing the report. Copies of the background documents are available up to 4 years after the date of the meeting. If you would like a copy please contact one of the contact officers above.

Integrated Communities Green Paper:

<https://www.gov.uk/government/consultations/integrated-communities-strategy-green-paper>

1.0 Introduction

- 1.1 On 4 March 2018, the government launched its Integrated Communities Green Paper for consultation. Manchester City Council submitted a response to the green paper consultation and a copy of the submission can be obtained on request from the contact officers for this report.
- 1.2 The purpose of this report is to provide information about the seven key areas of the Integrated Communities Green Paper, how this work fits into our local framework for strengthening community cohesion and an update on the work taking place in North Manchester on community cohesion. The report also provides an update on the revised publication date for Greater Manchester Commission for Tackling Hateful Extremism and Promoting Social Cohesion report.

2.0 Background

- 2.1 Manchester's work over the last two decades to promote the city as a tolerant and welcoming city, the consistent and visible approach taken by local political leaders demonstrating a public stance against all forms of hate, hateful extremism and other attitudes and behaviours that have the potential to create divisions and all the events that celebrate the city's diversity, but also what brings us all together has contributed to the way the city came together in the days and weeks after the Manchester Arena attack on 22nd May last year. Whilst we experienced increased hate crimes for a short period after the attack, the overwhelming show of unity and shared values really demonstrated the resilience and strong relationships between communities. We have talked for many years about the values that all Mancunians share whatever their individual identities and struggle when challenged to define these - But last year we saw them - there is a trust in public agencies and a sense of place and shared identity which has been built over decades.
- 2.2 Manchester City Council's response to the government's green paper reflected the feedback and views of a range of partners including our communities. Manchester welcomes the proposed new Integrated Communities Strategy and its shift in thinking with regards to adopting a strength-based approach and bringing all government departments together to achieve the vision for Integrated Communities. This is very much in line with the city's Our Manchester Strategy and way of working. Whilst the focus of the strategy is on sensitive and difficult issues, the language used in the draft paper and the recognition that integration is a two way street starts the conversation in the right place.
- 2.3 The vision and definition for building integrated communities and the factors and drivers identified for achieving these in the introductory section of the draft paper are helpful and provide a good framework for engaging on the challenges. A place based approach for co designing local integration strategies and tailored action plans is also helpful and we look forward to learning from the five pilot integration areas (Blackburn with Darwen; Bradford;

Peterborough; Walsall and Waltham Forest) on the approaches and progress they make with their emerging strategies and plans for action.

3.0 National Integrated Communities Green Paper

3.1 The Integrated Communities green paper invited views on the government's vision for building strong integrated communities where people – whatever their background – live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. The green paper sets out an ambitious programme of actions we propose to take across government to deliver this vision at the local and national level. A copy of Manchester's response to the consultation can be obtained on request from the contact officers for this report.

3.2 The green paper sets out detail on seven key themes to challenge segregation and promote integration. The following information provides a summary of these key areas:

3.3 Theme 1 - Strengthening Leadership

All leaders in national and local government and in the faith, voluntary, community and business sectors to work in partnership and have the confidence to champion shared values and tackle segregation through the design and delivery services.

Strategy aims to strengthen the role of government in driving integration through its policy making, deliver integration outcomes through the public sector equality duty, build the capacity of leaders and share learning and expertise

3.4 Theme 2 - Supporting New Migrants and Resident Communities

All of those who come from outside the UK and wish to settle lawfully in this country to play a full part in our society and to make the most of the economic and social opportunities available to them. The government wants migrants to build an understanding of life in the UK, our values and the responsibilities they bring without having to give up their identity and heritage. Local resident communities share a responsibility for the effective integration of recent migrants, by providing the environment and opportunities for them to take part in community life that will enable effective integration.

Strategy aims to understand and tackle the integration issues that fall out of the pace and scale of change from migration along with concentrated migration into local communities that are unprepared for or unused to it and help resident communities to help integration happen – two way.

3.5 Theme 3 - Education and Young People

Children and young people should be taught about fundamental British values and should have the opportunity within school, further education, and beyond the school gates to mix and form lasting relationships with others from different

ethnic, religious or socio-economic groups so they are well equipped for adult life

Strategy aims to tackle challenges associated with the educational outcomes for disadvantaged pupils and their peers, segregated schools, lack of opportunities to mix with people from different backgrounds, children being taught in out of school settings, home education, independent schools and universities.

3.6 *Theme 4 - Boosting English Language Skills*

Everyone living in England should be able to speak and understand English so they can integrate into life in this country by getting a job or improving their prospects at work, accessing and making good use of local services, becoming part of community life and making friendships with people from different backgrounds. With improved levels of English, people will be less vulnerable to isolation and loneliness and can build their confidence to speak up for themselves.

Strategy aims to tackle challenges associated with too many people who do not speak English, and removing the barriers to improving English language skills including matching provision to learner needs, improving English language provision at local level and a network of conversation clubs

3.7 *Theme 5 - Places and Community*

Everyone should feel comfortable living alongside and mixing with people from different backgrounds. We want to see vibrant communities in which everyone plays a part and for people from all backgrounds to have access to, and make use of, community hubs such as libraries, community centres, cultural venues, parks and pubs where they can come together with people from different backgrounds around shared activities.

Strategy aims to explore how housing policies and planning and support for economically disadvantaged areas can provide opportunities to shape residential settlement patterns and create shared community spaces to bring communities together

3.8 *Theme 6- Increasing Economic Opportunity*

The government's Industrial Strategy sets out our vision for a transformed economy that boosts productivity and earning power throughout the UK. This includes promoting good jobs and opportunities for people to reach their full potential. Work and progression in work supports integration by increasing the size and diversity of our networks and brings confidence and a sense of belonging. Everyone, no matter what their background, level of educational attainment, or where they live, should have the opportunity to upskill and reskill into the jobs of the future. Fair recruitment identifies the best talent and investment in the skills of our workforce increases business growth and competitiveness.

The strategy aims to increase BAME employment by 20% by 2020 by tackling barriers to employment for particular ethnic groups, supporting people through Universal Credit, building capacity in Jobcentres to better support people into work by helping them to identify and overcome particular barriers they face, targeted traineeship programmes and supporting employers in their attraction, recruitment and retention arrangements

3.9 ***Theme 7 - Rights and Freedoms***

The government believes that a society based on shared rights, responsibilities and opportunities in which we respect and promote equal rights, particularly for those in isolated and segregated communities whose voices are too seldom heard. The government will always protect people's legitimate rights – for example, to free speech, to hold traditional views and to practise their religion within the law – but we will not shy away from challenging cultures and practices that are harmful to individuals or restrict their rights and hold them back from making the most of the opportunities of living in modern Britain.

The green paper aims to tackle those who commit hate crime and promote extremism as their actions undermine our shared values and attack the values that underpin our diverse British society, values of acceptance and respect for others. The paper goes further to include tackling the cultural attitudes and behaviours in some communities that hold back women and girls from fully participating in society along with the double discrimination faced by lesbian, gay, bisexual and transgender people who are also from ethnic minority and faith backgrounds. The influences from overseas from the links many immigrant communities have to their countries of origin and the challenges to integration where social or cultural norms overseas differ from British values and influence the way in which people behave here.

3.10 The draft paper also sets out proposals for measuring progress and sharing evidence of what is not working particularly through the five pilot areas across the country. This will be achieved by the government developing a set of relevant and meaningful measures to monitor progress in reaching the paper's outcomes.

3.11 Attached as **Appendix 1** are a full list of all the specific policy proposals against the seven themes above

3.12 Pasha Shah, from the Ministry for Housing, Communities and Local Government will be attending the meeting of the Committee to talk about the national picture and emerging priorities around integration and community cohesion.

4.0 Manchester's Framework for Delivering Community Cohesion

4.1 In Manchester, our work to build community resilience and strengthen community cohesion post the Manchester Arena attack last year puts Manchester in a strong position to consider the themes identified in the green paper through the work and outcomes of the Community Recovery programme.

This identified a programme of activities and work that needed to be developed to respond to the medium and longer term priorities identified locally along with the importance of delivery through our local and neighbourhood teams, relationships and partnership working including with our elected members to act as a vehicle for reviewing, co designing and thinking creatively about how we communicate with one another and deliver. The Integrated Communities Strategy firmly sits at the heart of this work and will continue to do so as we move into mainstreaming the action plan for recovery. We recognise that some of the proposals set out in the draft paper are challenging and will cause concern in some of our communities so we aim to ensure that the consultation process is used to identify these and make sure that people have voice which informs the consultation process and the government.

- 4.2 We also need to acknowledge that Manchester is the most ethnically diverse districts in Greater Manchester. In fact, Manchester is the only local authority outside of London with residents within each of the 90 detailed ethnic groups listed in the Census. Every neighbourhood is different – different sizes, housing, population, demography, facilities and demand on public services. Nor do neighbourhoods stay the same – some rapidly changing in terms of population, both numbers and turnover, or the type living there, some are undergoing transformation with new housing, facilities or infrastructure whilst others are largely staying the same physically and with a stable population.
- 4.3 Manchester has a proud history of welcoming and supporting people from abroad and different communities to make Manchester their home. In recent years, the city has seen the emergence of many new communities, principally only in small numbers as a result of the dispersal of asylum seekers by the Home Office but through international migration to the UK following the enlargement of the European Union, with the largest increase in numbers being from Poland and Romanian Roma, but also continued migration from South Asia and West Africa. In terms of economic migration in 2016 the biggest number of National Insurance Number Registrations to Foreign Workers by country of origin being Italy.
- 4.4 We recognise that we cannot become complacent and must continue to build and strengthen our engagement and partnerships with our communities. The following summarises the learning from delivering community cohesion in Manchester over the last decade and our framework for delivering community cohesion in Manchester:
 - Community cohesion does not happen overnight – it has to be everyone's responsibility (and not just statutory agencies) including schools, residents groups, elected members, public, private and voluntary and community sector groups etc.
 - One size does not fit all – every neighbourhood is different as is the change and churn within each
 - Building collaborative partnerships - neighbourhood based teams working across key agencies such as the council, police, health and

others as well as elected members and voluntary and community sector groups play an important role in establishing an evidence base of what is going on in a neighbourhood and responding through creative ways to deal with the challenges or problems – but not necessarily always about re-inventing the wheel

- Community engagement (not just when things go wrong - reactive) – Communities need to be engaged in meaningful interaction and through ongoing programmes of activities, which include empowering people to come together and make a difference in their neighbourhoods – community activation
- Shared values and local identity – people have multiple identities and can feel a sense of belonging to different things. Manchester's identity and local sense of belonging are really important to our residents. Our shared values prevent communities from being singled out and give a clear message that regardless of your background Manchester is a place where you will feel welcomed and can benefit from the wealth of opportunities available
- English language - providing sufficient resources for ESOL provision is really important (including pre entry level ESOL). It is needed but needs to be flexible in the way it is delivered – not just about getting people qualifications for employment but also about enabling people to build connections and friendships in their neighbourhood, school or place of work

4.5 In Manchester, we agreed that we did not need a separate community cohesion strategy. The challenge of ensuring that Manchester people live in diverse but stable, integrated and cohesive communities is a core element of our vision for Manchester as a world class City. The Our Manchester Strategy is therefore our strategy for community cohesion.

4.6 We also recognise that integration and cohesion is about more than race. Certainly inward migration and differences in ethnicity and faith have an impact on integration and cohesion but other differences such as the behaviours of residents that are already living in the city and the impact of where people live and differences between generations also play a part.

4.7 Whilst Manchester is proud of and will continue to celebrate its diversity, there is also a need to do more to also celebrate and promote the values that bring us together as a city. The Manchester Day Parade is a good example of this as it provides a space for all communities to come together and share the cultures and backgrounds in a Manchester way. We will also be hosting the Festival for Manchester, which will have its inaugural event in September and will give a further opportunity to celebrate the diversity of our city.

4.8 It was on the basis of this work and learning that the following components were agreed as being the foundations that act as set of principles needing to be in place for integration and community cohesion to happen in Manchester:

- We focus on what we have in common and how we will contribute to Manchester – those who are newly arrived as well as those who have always lived here.
- The diversity of Manchester helps people from different background to get on well with each other – in work, in education institutions, in neighbourhoods and through local community and voluntary groups.
- Manchester people understand the contribution that they as individuals and their communities make to the City and their neighbourhood
- We have mutual respect – Manchester people respect themselves, their neighbours and their neighbourhood, and the communities of Manchester.
- We strive for equality of opportunity – people may come from different backgrounds but they have the same opportunities to benefit from and contribute to the success of Manchester.
- People have trust in local institutions to treat people fairly and openly.

4.9 We recognise that schools play a key role in promoting the spiritual, moral, cultural, mental and physical development of pupils and of society, and prepare pupils at for the opportunities, responsibilities and experiences of later life. This must include addressing issues of 'how we live together and 'dealing with difference' however controversial and difficult they might sometimes seem. Manchester schools have been at the forefront of identifying, responding and managing the impacts of community changes in the city. The integration of Roma families is a key example of this where particular schools were experiencing issues relating to attendance and attainment along with levels of hate. Through the schools, engagement with young people and families not only helped to get Roma children attending school (in particular pre-school and girls completing high school education and both boys and girls being encouraged to progress post 16) but also) but also build interaction between families and the schools and young people attending the schools

5.0 North Manchester Community Cohesion Pilot

5.1 Back in September 2017, a detailed report on the work along Moston Lane was provided to Committee. A further update was then provided in February 2018. The North Neighbourhood Team have continued to work with a group of residents in the small neighbourhood adjacent to Moston Lane previously reported as experiencing problems with private landlords, antisocial behaviour and dumped waste. The group is now being formally recognised as Mid Moston Residents Group with constitution, bank account and an elected committee. It continues to provide a forum to engage with local residents and deal proactively with complaints and tensions as they arise. The increased resident engagement has also led to wider community activities being arranged to take place such as a local clean-up, a Jo Cox Memorial/ Great Get Together event

and a resident led Christmas Fayre. There is evidence of the community taking more pride in their area such as volunteers tidying the Peace Gardens on nearby Moston Lane and making/ fixing bird boxes. The area is included within the Integrated Neighbourhood Management area so is the focus for coordinated, multi-agency support on any current issues. It is also a pilot area for the Selective Landlord Licensing Scheme which is anticipated to improve the quality of rented sector property specifically and reduce population transiency in the location. Both INM and selective Licencing will support improvement and cohesion in the community and partners such as GMP, ASBAT, the Selective Licencing team, Compliance, Early Help and BIFFA continue to work with us in prioritising this area as a hotspot.

- 5.2 Local elected members also held a Meet the Councillors day on Saturday 30th June which brought together leading members of the local African community and some of the long established residents. It is hoped that this will lead to meaningful interactions between the different communities living in the area and encourage some new residents to get more involved in the Mid Moston Residents Group.
- 5.3 Further work has now been developing in Moston and Miles Platting and Newton Heath in the north of the city focused on community resilience and cohesion place. The communities living in these two neighbourhoods have changed significantly over a period of several years. As a result, it is recognised that there is need for proactive and intensive work to be delivered so that we are able to effectively promote cohesion and build integration but at the same time empower and enable communities to come together and problem solve. There is a commitment and determination to this work from our partners and communities and an appetite to positively work together and share good practice and learning.
- 5.4 The Miles Platting and Newton Heath ward has a strong community that has also experienced significant change over the past 5 years, becoming more culturally diverse. Over the last 3 years in particular this area has also seen varying degrees of community / cultural tension. Within the ward, the arson attack at the NASFAT Islamic Centre on 16th July 2017 also resulted in a lot of attention and whilst it appears to have been an isolated incident, it was identified and recorded as a Hate Crime. There have also been some anecdotal reports from youth groups regarding young people's adverse views of new residents from different cultures and backgrounds.
- 5.5 Work has been commissioned in response to these issues from The Tim Parry Johnathan Ball Foundation for Peace in May 2018. The intention of this work is to support community leaders, residents and businesses to come together to discuss their feelings, issues and concerns in the neighbourhood and plan activity to ensure that the community remains strong and resilient and that the contributions of all communities are recognised and promoted. This work is being based on the aims of Manchester's RADEQUAL Campaign Principles. Local members have been fully involved in this work and have endorsed the Foundation to start engaging with other local representatives.

- 5.6 Primarily, this work seeks to develop deeper engagement and build relationships with a broad range of community members to understand what they think and feel about local issues, community sentiment etc. so that they can shape and own the resulting actions. The activity currently taking place is seeking insight into the views, concerns and priorities from local representatives across the area involving a diverse mix of ages, ethnicities and organisations. Following this a short report will be presented to local members and stakeholders with suggested priorities for further work and possible training activity with the community. The precise detail on this at this stage of this work is still to be determined based on the engagement and assessment work.
- 5.7 It is expected this is likely to involve activity to increase knowledge, understanding, skills and confidence in engagement, critical thinking and conflict resolution and broadening perspectives with a focus on women, young people and community development training. It will be important to ensure that this work in Newton Heath feeds into the Our Manchester approach and provides learning and opportunities to work with and respond more creatively to some of the challenges going forward with our communities.

6.0 Greater Manchester Commission to Tackle Hateful Extremism and Promote Social Cohesion

- 6.1 The Committee also requested for an update on the findings and recommendations from the Greater Manchester Commission focused on Tackling Hateful Extremism and Promoting Social Cohesion. Following the terrorist attack at the Manchester Evening News Arena on 22nd May 2017, the Greater Manchester Mayor announced his intention to establish a Commission to tackle hateful extremism and promote social cohesion, which would be led by Councillor Rishi Shori in his capacity as the Mayor's lead for social cohesion and young people.
- 6.2 The Commission's Terms of Reference were developed with Greater Manchester partners and in dialogue with communities, to ensure that the objectives of the Commission align to both existing local work programmes and community concerns. The Commission has four distinct areas of focus which are:
- To consider how Prevent operates in Greater Manchester.
 - To look at the broader determinants of social exclusion and how we can work collectively to address these.
 - To engage in dialogue with our communities and the business sector to consider the development of a Greater Manchester Charter: a set of shared values and commitments which could be used as the foundations upon which the Greater Manchester Strategy work is built (not just principles that are called into action when something goes wrong).
 - To develop a distinctive community led GM approach to challenging radicalisation of all kinds and from wherever it comes.
- 6.3 Membership of the Commission is as follows:
1. Nazir Afzal (Former Head of the CPS in the North West)

2. Darra Singh (Ernst and Young, focus on working with small businesses)
3. Saima Alvi (Co chair of the British Muslim Heritage Centre)
4. Nigel Bromage (Small Steps-Countering Far Right Extremism)
5. Professor Hilary Pilkington-(Academic with an expertise in Radicalisation-University of Manchester) •
6. Shalni Arora-(Philanthropist-Savannah Wisdom)

6.4 The work of the Commission is now complete and a draft report is being finalised. However, at the most recent meeting of the Commission, it was agreed that the publication of the report should be delayed for a month and as such, the planned publication has now been rescheduled from the end of June to the 30th July 2018. By this time, the Commission will have met eight times in total.

6.5 A report on the findings and recommendations of the Commission will be scheduled to be brought to the Committee post report publication on 30 July 2018.

7.0 Conclusion

7.1 Manchester's approach to building integrated and cohesive communities is at the heart of the city's approach to delivering the Our Manchester Strategy. The challenge of ensuring that Manchester people live in diverse but stable, integrated and cohesive communities is a core element of vision for Manchester as a world class city. All our strategies including those aimed at increasing economic opportunity, offering better housing and education, improving health outcomes etc all embed the principles of community cohesion into delivery.

7.2 However, we recognise that we also need to be flexible in our approaches to delivering public services across the city. We recognise that every neighbourhood is different and that community needs will change and evolve. Therefore, community engagement and building confidence and trust in local institutions is really important to make sure that we are able to intervene when there is potential for tensions within and between communities but also we are equipped to have difficult conversations with each other when we know that there are events and incidents which could affect community cohesion in the city. Neighbourhood teams and staff working in communities play a key role in helping us to bring communities together and importantly problem solve and co design solutions to the concerns and priorities that are identified. The RADEQUAL Campaign and the work in North Manchester are good example of these

7.3 The work in North Manchester will provide learning to share across the city and we will work with colleagues and elected members in the North Manchester area to make sure that there are opportunities to share and learn from the approach taken, the challenges and also the outcomes.

7.4 The findings and recommendations from the Greater Manchester Commission's report to be published on 30 July will also provide us with additional considerations for us to consider focusing on tackling hateful extremism and promoting social cohesion.

APPENDIX 1 – KEY POLICY PROPOSALS

The Ministry of Housing, Communities and Local Government will establish a new Innovation Fund to stimulate new thinking, build new partnerships and test innovative approaches so we can build our understanding of what works.

To strengthen leadership to drive integration in policy development and service delivery, we will:

- call on public authorities to include an equality objective outlining specific activity to promote integration;
- select a number of priority policies and services to review across government to determine how they might best drive integration;
- call on local government and business, and voluntary and community sector organisations to commit to doing the same;
- support the new Cohesion and Integration Network to enable it to identify best practice on leadership and to share this widely.

To support newly arrived migrants to integrate and improve communities' ability to adapt to migration, we will:

- review the impact of English language requirements on visas, introduced in 2017, and review the potential for further change in the English language requirements in future;
- review the Life in the UK test and whether it could be amended to strengthen its focus on the values and principles of the UK which we expect all people to live by;
- consider providing information to prospective migrants before they arrive in the UK, to give them a clear expectation about life in modern Britain, including our laws, norms and standards;
- provide a package of information for recent migrants in the Integration Areas to test what is most helpful to support them to integrate into their communities and to build an understanding of life in the UK;
- work with civil society and others to increase the integration support available to help refugees overcome the barriers to integration.

To make sure all children and young people are prepared for life in modern Britain and have the opportunity for meaningful social mixing with those from different backgrounds, we will:

- work with local admission authorities in the Integration Areas to help ensure the intake of schools are more representative of the wider area;
- strengthen expectations on integration for new free schools;
- promote mixing and twinning arrangements between schools in areas of high segregation;
- support teachers to promote British values across the curriculum;
- work with Ofsted to ensure that there is strong coverage of schools' promotion of fundamental British values and integration within its new inspection arrangements;

- ensure a high standard of safeguarding in all education settings;
- work with the National Citizen Service to increase young people's mixing in areas of high segregation, and stimulate other innovative approaches to promoting meaningful social mixing.

To boost English language skills – which are fundamental to being able to take advantage of the opportunities of living in modern Britain such as getting a job, mixing with people and playing a full part in community life – we will:

- propose developing a new strategy for English Language in England;
- launch a new community-based English language programme;
- work with local authorities in the Integration Areas to improve the provision of English language learning and establish a new infrastructure fund open to other local authorities;
- facilitate a new network of community-based conversation clubs.

To mitigate residential segregation and support people to build strong and integrated communities, we will:

- take forward a programme of work to determine what changes to housing policy and practice would help in addressing residential segregation;
- challenge libraries and other community hubs to maximise their contribution to building integrated communities;
- issue revised guidance on how community groups can bid to take over the running of valued local assets;
- work with the Parks Action Group on how to enhance the sustainability of parks and green spaces and how they can best promote integration.

To increase economic opportunity, we will:

- provide additional funding to Jobcentre Plus so they can support more people from the most segregated communities into work in the Integration Areas;
- use the opportunity of Universal Credit to engage people who are economically inactive to help them realise their potential through pathways to work;
- support people from ethnic minorities into work in places where there remains a big gap between their employment rates and that of White British people;
- increase take up of apprenticeships and the early years offer by people in isolated communities.

To challenge the practices that can hinder integration and equal rights, we will:

- empower marginalised women, including exploring reform of the law on marriage and religious weddings;
- improve our understanding of the ways in which overseas influences can undermine attitudes to rights and freedoms in the UK;
- expand the Strengthening Faith Institutions programme to help a wider range of faith institutions to strengthen their governance structures, including the participation of women and young people;

- support faith communities and interfaith dialogue as a means of breaking down barriers between communities, building greater trust and understanding, and removing the conditions which can allow intolerance and unequal treatment to flourish;
- support delivery of the Hate Crime Action Plan in the Integration Areas, strengthening local partnerships to identify innovative practices to address hate crime and promote greater reporting of incidents.

To learn what works in building integrated communities and to share that learning, we will:

- undertake a programme of evaluation research in the Integration Areas to generate evidence of what works in different local area settings;
- improve the way knowledge of what works is promoted and shared so that it reaches the people who need it;
- develop a clear set of integration measures at the local and national level so that policy makers and practitioners can monitor and measure progress.