

BIRMINGHAM CITY COUNCIL

PUBLIC

Report to: **CABINET**

Report of: **Jonathan Tew, Assistant Chief Executive**

Date of Decision: **26 June 2018**

SUBJECT: **BIRMINGHAM COMMUNITY COHESION STRATEGY
GREEN PAPER**

Key Decision: **Yes** **Relevant Forward Plan Ref: 005172/2018**

If not in the Forward Plan: **Chief Executive approved** ☐
(please "X" box) **O&S Chair approved** ☐

**Relevant Cabinet Member(s) or
Relevant Executive Member:** **Cllr Tristan Chatfield, Cabinet Member for Social
Inclusion, Community Safety and Equalities**

Relevant O&S Chair: **Cllr Penny Holbrook , Housing & Neighbourhoods**
Wards affected: **All**

1. Purpose of report:

- 1.1 To seek approval for the draft Birmingham Community Cohesion Strategy, as set out at Appendix 1, to be released for consultation with external partners and communities.

2. Decision(s) recommended:

That Cabinet:

- 2.1 Notes the proposed approach set out in the draft Birmingham Community Cohesion Strategy; and
- 2.2 Approves the commencement of a public consultation to seek partner and community views on the draft Birmingham Community Cohesion Strategy prior to refinement and final publication in autumn 2018.

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3. Consultation:

3.1 Internal

3.1.1 The Strategy was discussed with all members of the Cross Party group for Community Safety and Equalities. All Cabinet Members have been consulted on the contents of the draft Birmingham Community Cohesion Strategy and they support this report.

3.1.2 The Council's Corporate Management Team and directorate Senior Management Teams have been actively consulted and involved in the preparation of the Executive Management Team report.

3.1.3 A number of internal stakeholder meetings and briefings were also carried out during the development of the strategy.

3.2 External

3.2.1 A series of meetings with external partners and a Partnership Summit was held in December 2017, to help shape the City's draft Birmingham Community Cohesion Strategy outcomes of the discussions are attached in appendix 2. Subsequently, all elected members were invited to attend a briefing on the discussions from the Summit and to garner their views on community cohesion in Birmingham. Three elected members attended the briefing and their comments have been included in shaping the draft Birmingham Community Cohesion Strategy. A Youth Summit was held in March 2018, inviting young people from across the City to share their views and understanding of what community cohesion means to them, appendix 3 sets out the outcomes of the discussions that have been included in the draft Birmingham Community Cohesion Strategy.

4. Compliance Issues:

4.1 Are the recommended decisions consistent with the Council's policies, plans and Strategies?

4.1.1 This draft Birmingham Community Cohesion Strategy supports all four of the Council's priority areas consistent with the council's vision and Forward Plan 2017:

- Children – a great place to grow up in: make the best of our diversity and create a safe and secure city for our children and young people to learn and grow. The strategy supports achieving the best outcomes in childhood that lead to good life chances of all children and young people. Furthermore, it promotes the rights and

responsibilities of all children and young people, through the Council's work to utilise the UN Convention on the Rights of the Child to promote equality in schools. Also, to improve employment opportunities through Birmingham's Youth Promise Plus programme.

- Housing – a great place to live in: provide housing in a range of types and tenures to meet the housing needs of all the current and future citizens of Birmingham. The strategy supports access to decent and secure housing as a means to promote community cohesion. Birmingham Homelessness Prevention Strategy 2017+ includes proposals that promote cohesion.
- Health – a great place to grow old in: help people become healthier and more independent with measurable improvement in physical activity and mental wellbeing. The strategy aligns to the Birmingham Health and Wellbeing Strategy, which promotes community cohesion.
- Jobs and Skills – a great place to succeed in: build on our assets, talents, and capacity for enterprise and innovation to shape the market and harness opportunity. The strategy's approach aligns with the Birmingham Skills Investment Plan (BSIP) which sets out how the Council will work with partners to create the right conditions for business, and our workforce that promotes cohesion.

4.1.2 The draft Birmingham Community Cohesion Strategy also supports delivery of a number of current work streams, strategies and partnerships being led by the Council and its partners as described in section 5 of this report such as the:

- The West Midlands Combined Authority's inclusive growth agenda;
- The Birmingham Financial Inclusion Strategy 2017: recognises families who experience financial hardship, exclusion and poverty are vulnerable to social isolation;
- The Birmingham Migration partnership; and
- The Birmingham Health and Wellbeing Board.

4.2 Financial Implications

(How will decisions be carried out within existing finances and Resources?)

4.2.1 £30,000 was allocated for partnership working last year pending a project such as this strategy. This will be invested, in partnership development work regarding community cohesion. This funding will be directed following the refinement of the strategy in autumn 2018.

4.2.2 Through the 'mainstreaming' of cohesion outcomes through the Council's core business, it is proposed that directorates would consider how they can address the themes within this strategy through use of existing resources.

4.3 Legal Implications

- 4.3.1 The recommendations in this report are consistent with the Localism Act 2011. S1 of the Localism Act 2011 contains the Council's general competence power. Under Section 111 of the Local Government Act 1972 the City Council may incur expenditure in relation to anything which is incidental to the discharge of its functions.
- 4.3.2 The draft Birmingham Community Cohesion Strategy contributes to the Council's legal requirement to meet the Public Sector Equality Duty, under the Equality Act 2010.
- 4.3.3 Public Sector Equality Duty (see separate guidance note)
- 4.3.4. An Equality Impact Assessment (EIA) has been completed and is attached at appendix 4. The initial EIA concluded that a full Equality Impact Assessment is not required, as there are no adverse impacts on any protected groups. A further EIA will be carried out prior to the publication of the final Birmingham Community Cohesion Strategy.

5. Relevant background / chronology of key events:

- 5.1 In September 2016, the Council published a cross party community cohesion statement setting out the Council's vision and commitment towards this agenda. In 2017, the Birmingham Independent Improvement Panel suggested that the Council focus on developing a strategic partnership approach to community and social cohesion. In response to this, the Council convened a series of meetings with partners across the public, faith and community sector to agree a strategic approach to promoting community cohesion.
- 5.2 In December 2017, the Cabinet Member for Social Cohesion, Community Safety and Equalities hosted a Community Cohesion Strategy Summit to discuss and identify how the Council, partners and communities can each play their part to improve and support community cohesion across the City. The Summit brought together academics, policy makers, practitioners, voluntary, community and faith sector and leaders from public and private sectors. This summit kick-started the development of the Birmingham Community Cohesion Strategy. It was agreed at the summit, that the strategy would not be exclusively led and owned by the Council; instead it would be a city partnership strategy with an emphasis on the Council playing a facilitative and convening role.
- 5.3 In March 2018, the Government published an Integrated Communities Green Paper, which sets out its plans to achieve 'integration' through a programme of policy interventions and a long term action plan to tackle the root causes of societal segregation. Five local authority areas were selected to trial approaches including Walsall. Councils are asked to ensure services have a strong focus on integration and take a 'whole council' approach to integration, develop a local vision with partners, businesses, the voluntary and community sector and communities, and mainstreaming

integration objectives across policy and service delivery. Birmingham City Council submitted its response to the Integrated Communities Green Paper, as set out in appendix 5.

- 5.4 The key objectives of the draft Birmingham Community Cohesion Strategy broadly align with the Integrated Communities Strategy and the Cabinet Member for Social Inclusion, Community Safety and Equalities and the Assistant Chief Executive will be leading on the Council's input into the government's strategy, working closely with the Ministry of Housing, Communities and Local Government to share learning and good practice from Birmingham. Equally, our work with Government will identify where additional resource/support can be provided to help Birmingham take forward its strategy.
- 5.5 Birmingham's draft Community Cohesion Strategy sets out a citywide approach to promote community cohesion that benefits everyone who lives, works and visits the City. Promoting Community Cohesion is not a time limited policy initiative, but instead is an ongoing process that responds and adapts to changing needs of communities. Therefore, Birmingham's Community Cohesion Strategy is a living document that sets out the City's longer-term ambition to deliver its shared vision, developed from the views of communities and partners.
- 5.6 In dialogue with partners and community organisations, it was felt that the Commission for Integration and Cohesion's definition of Community Cohesion reflected a joint understanding of what community cohesion means in Birmingham.
- 5.7 The framework for delivering community cohesion focusses on eight guiding principles which were identified from conversations with partners, communities and young people:
1. Mainstream cohesion: making community cohesion everyday business
 2. Connecting and exchanging ideas that promote community cohesion and mobilise social action
 3. Nurturing and supporting aspiration of young people
 4. Promote citizens' rights and responsibilities
 5. Progress equality in all spheres of social and economic life
 6. Promote inclusive economic growth that benefits everyone across Birmingham
 7. Empowered and engaged neighbourhoods
 8. Bringing together people through art, culture and sports
- 5.8 The draft Birmingham Community Cohesion Strategy sets out the key building blocks on how the City will effectively deliver its vision and embed the key principles as outlined

above. To achieve city wide community cohesion, strong balanced leadership from across city partners, the Council and community sector is required.

5.9 Local Councillors in their community leadership role will play an important role to promote community cohesion as an integral part of the Council's approach to Localism. Their role will also be crucial in working with communities and local partner organisations to design place based solutions that are evidence led.

5.10 A central plank to our approach is about building our knowledge and understanding of the dynamic nature of diverse communities. Continual research and analysis of the challenges and opportunities will enable evidence based policy and decision making. The Council will set up a public web portal as repository for case studies of good practice and research in this area.

5.11 The draft Birmingham Community Cohesion Strategy emphasises the importance of working in partnership with our partners and communities to jointly exploit opportunities that will benefit individuals, families and communities.

5.12 As a City, we need to work collaboratively, but also provide leadership in our different spheres of influence to effect real change. We will do this by:

- An annual citywide Community Cohesion Summit, built from local / neighbourhood dialogues, will enable communities, Council and City partners to share learning and exchange ideas; forge new relationships and identify opportunities for joint working; evaluate our learning and identify what works and what doesn't and collectively respond to new opportunities and challenges;
- Where it makes sense for Birmingham, we will strategically align our approach to national and regional policies;
- Co-designing and co-producing local solutions that promote an asset based approach to local problem solving;
- Establishing a city-wide network that will facilitate sharing ideas, information and solutions across a network of neighbourhoods to promote community cohesion;
- Creating safe spaces to generate community conversations on real community concerns and grievances – to help dispel misconceptions and myths; and
- Designing research and evaluation that informs mainstream agency spend and delivery.

5.13 To help deliver community cohesion that responds to our changing and multi-layered ethnicities and identities, we need to test and support new approaches and trial

innovations by reshaping existing resources through mainstreaming community cohesion. In addition, the Council and partners will explore opportunities with West Midlands Combined Authority, Government departments and funders such as Big Lottery.

- 5.14 The public consultation will commence following Cabinet approval, the draft strategy will be publicly launched for wider consultation from 9th July to 20th August 2018. Comments will be captured during a summer of consultation and engagement. The methods for capturing feedback on the Green Paper will include: social media, written submissions and a series of focussed events to ensure that we get the wider feedback the goes beyond the 'usual suspects'. We will work with our partners to deliver consultation events across communities, neighbourhoods and City partnerships. The refined Birmingham Community Cohesion Strategy will be presented to Cabinet on 2nd October. We anticipate holding our first Annual Birmingham Community Cohesion Summit in November 2018, building from a series of community dialogues delivered in conjunction with our partners.

6. Evaluation of alternative option(s):

- 6.1 It is felt that the Council has no option other than to develop, with partners, a robust and agile community cohesion strategy for the City. Clearly, the points of emphasis and content of the strategy will change and adapt in light of views and feedback.

7. Reasons for Decision(s):

- 7.1 A report will be brought back to Cabinet on 2nd October 2018, which will include the findings of the consultation and will seek approval of the Community Cohesion Strategy for Birmingham.

Signatures

Date

Cllr Tristan Chatfield, Cabinet Member for Social Inclusion, Community Safety and Equalities

..... **Date:**

Jonathan Tew, Assistant Chief Executive, Corporate Policy:

..... **Date:**

List of Background Documents used to compile this Report:

The Government's Integrated Communities Strategy Green Paper

List of Appendices accompanying this Report (if any):

1. Draft Community Cohesion Strategy & Community Cohesion Strategy on a Page
2. Community Cohesion Summit outcomes
3. Youth Summit Outcomes
4. Initial Equality Assessment

5. Council response to Government's Integrated Communities Strategy Green Paper

COMMUNITY COHESION STRATEGY FOR BIRMINGHAM GREEN PAPER

**Forward together to build a fair and inclusive
city for everyone**

May 2018



FOREWORD



Councillor Tristan Chatfield

Cabinet Member for Social Inclusion, Community Safety and Equalities

Birmingham is a city with a strong tradition of social action and civic engagement. The City's voluntary and community groups play a crucial role in fostering meaningful integration and cultivating a sense of belonging. We must draw upon this experience and knowledge, this record of practical action, if we are to meet the challenges that undermine community cohesion. We must also harness opportunities such as HS2, the 2022 Commonwealth Games and the growing economic success of the city.

Birmingham faces a number of difficult social issues that have an impact on cohesion; whilst these are not unique to our city, we cannot assume that national government policy will address them. These are complex challenges and they are also rapidly evolving. Collectively, Birmingham should lead by example in challenging anything that prevents our citizens from reaching their full potential, including discrimination, poverty, segregation or a lack of ambition

We will never know enough about the city and our communities. That is why, we need to work together to take an active role in listening to the real concerns of communities and continually learn about how needs are changing. Promoting community cohesion has to be an ongoing approach that adapts and responds to ever-changing local, national and global challenges and opportunities.

We are not in the business of producing documents for no reason. The Council has a responsibility to work with government, regional bodies and city partners to access opportunities that will benefit all communities and ensure consistency and alignment in our approach. The Council is in a unique position in having a formal approach at this time that supports our strategy.

This strategy will ensure that we are all clear about what community cohesion means in Birmingham. It sets out a collaborative cross-party approach, one in which the city council works alongside residents, local organisations and city partners – marshalling scarce resources, breaking down silos and making more creative use of the assets and skills we have in our city and neighbourhoods. Together we will make a commitment to ensure that Birmingham becomes stronger and more resilient, and is a place where people from different backgrounds can come together to improve things for themselves and their communities.

SECTION 1

INTRODUCTION

Our vision

Community cohesion is about how we all live, work, learn and play together and where there is a shared vision that promotes a sense of belonging and trust in and across our communities. It means breaking down the barriers to social and economic inequality that damages individual and family's lives and cause divisions between communities and neighbourhoods. Promoting community cohesion will enable a shared vision of fairness and greater social integration.

Birmingham is a welcoming city where everyone has an opportunity to contribute and benefit from the success of the city. The City and its neighbourhoods are safe and flourishing places to live, work and grow up in, they are well connected places where people from all backgrounds trust and support each other. People of all backgrounds realising their full potential and exercising their rights and responsibilities.

Birmingham is proud of its diversity of cultures, people and communities with individuals and families from over 200 different countries making it their home. As a City of Sanctuary, Birmingham is committed to creating a culture of hospitality and support to people seeking refuge and asylum. Our dynamic population is rich in its diversity of entrepreneurship, creativity, skills and experiences that contribute to the city's social and economic vitality. The City has a proud history of civic engagement and social action - these are just some of our strengths which we will continue to build on to make Birmingham a great city of opportunity for all.

Birmingham is a growing and increasingly diverse city in its people, places and cultures, our social and economic landscape is also changing as a result of global, national and regional influences. That is why a long-term commitment on community cohesion is required; building on the strengths of our diverse communities and responding to our challenges. This strategy sets out the city's vision and overarching approach to promoting community cohesion. It is a strategy for an ambitious and inclusive city where everyone can contribute and play their part to improve the life chances of individuals and families of all backgrounds; build resilient communities and celebrate our diversity. This is our commitment on how we will work in partnership across the city, together as communities, voluntary and faith sectors, public agencies and businesses.

What do we mean by community cohesion?

The complex nature of community cohesion means it can have different meanings to different people. While there is no universally agreed definition of community cohesion, it's a widely used concept to describe what needs to happen to encourage diverse communities to get on well with each other and foster trust and good relationships. Birmingham's strategy does not narrowly focus on backgrounds based on ethnicity and faith alone, but also includes social class, economic disadvantage, disability, gender and sexual orientation.

For many years, the Council has been proactively championing positive community cohesion. In 2016, a cross party definition and statement on community cohesion was published. Subsequently, the Council in dialogue with partners and community organisations felt the Commission for Integration and Cohesion's definition reflected a joint understanding of what community cohesion means in Birmingham:

- A defined and widely shared sense of the contribution of different individuals and groups to a future local or national vision
- A strong sense of an individual's local rights and responsibilities
- A strong sense that people with different backgrounds should experience similar life opportunities and access to services and treatment
- A strong sense of trust in institutions locally, and trust that they will act fairly when arbitrating between different interests and be subject to public scrutiny
- A strong recognition of the contribution of the newly arrived, and of those who have deep attachments to a particular place – focusing on what people have in common
- Positive relationships between people from different backgrounds in the workplace, schools and other institutions.”

Source: Commission for Integration and Cohesion¹ (CIC, 2007)

¹ <http://image.guardian.co.uk/sys-files/Education/documents/2007/06/14/oursharedfuture.pdf>

We believe that Birmingham must not be a city where an individual's postcode or background holds back their ambitions and achievements, nor a barrier to developing social interactions and friendships with people of different socio-economic and ethnic backgrounds.

BIRMINGHAM COMMUNITY HOSTING NETWORK (BIRCH)

Birch was established in 2011 and is a volunteer led charity working to harness the enthusiasm of local people to offer friendship and hospitality to people seeking sanctuary in Birmingham. Birch supports asylum seekers and refugees through three separate projects: a Hosting Network, Family Befriending project and a Meet and Greet project.

The Hosting Network aims to relieve the destitution of asylum seekers whose support and accommodation from the Home Office has been cut off. Over the last seven years, volunteers in Birmingham have welcomed guests into their homes and provided over 9000 nights of accommodation to asylum seekers in need.

The Family Befriending project matches young refugees (aged 16-25) with volunteer families who offer to share a weekly or fortnightly meal with them on a regular basis. The young refugees who benefit from this project have all come to the UK alone without their families. They benefit from being welcomed into a family environment and feel better supported and less isolated.

The Meet and Greet project runs a weekly lunch, play and activity session in central Birmingham for newly arrived asylum seeking families. The majority of the families live in a nearby hostel where conditions are cramped and children are without school places whilst awaiting longer term accommodation. The Meet and Greet has an emphasis on improving well-being and provides families with some respite from the difficulties of day to day life, with around 40 children and adults attending each session.

The work that Birch and its volunteers carries out enables newcomers to our city, who are often in great need of support, to connect with and feel valued by local people.

Website: www.birchnetwork.org

Why is Community Cohesion important?

Globalisation and patterns of migration has brought individuals and families from all over the world to settle in Birmingham resulting in rapid changes in neighbourhood populations. These changes in populations coupled with economic insecurity can spark fears of competition for jobs, services and limited resources – at worst causing community tensions between new and settled communities. Evidence suggests activities that promote community cohesion can help dispel fears and myths of the 'other' by building understanding and trust.

In 2015, The Casey Review² found segregation has reached a 'worrying level' in some areas in Britain with deepening inequalities. In some parts of Birmingham we are seeing neighbourhoods and schools segregated by ethnicity and economic inequality.

As city of many faiths, races, cultures, including a history of migration and settlement across Birmingham, we are seeing increased inter-racial and inter faith relationships, social mixing across cultures and social backgrounds. Identity is no longer confined to race and faith, but also intersecting across social and cultural identities. Community cohesion is an approach that enables us to respond to the wide ranging and kaleidoscope of identities, rather than simply focussing on historical notions of identity.

The increasing use of social media has meant that many people communicate with friends and family locally and across the world via computers and phones. These digital platforms are essential in everyday living and communication, but could mean that some members of the community live more isolated lives and may have lost the time, confidence or opportunity to talk and share thoughts and concerns with others in their neighbourhood. Negative information can easily be shared via social media in a very short space of time, influencing perceptions about issues in communities, which can undermine cohesion.

Our communities have told us that being confident in communicating in English enables them to integrate and engage with wider society; access health services, employment and learning opportunities more easily. Promoting access to improve English language speaking has to be a key priority to enable greater social and economic integration and cohesion.

Individuals and families lack of participation in mainstream economic, social and cultural activities are more likely to become isolated and disconnected from social networks and communities. Over the years we have seen civil society organisations in Birmingham step up to support communities impacted by austerity, welfare reforms and earnings stagnation. It is this grass roots understanding of diverse communities' and individuals needs and vulnerabilities which supports activity that promotes cohesion: providing a warm meal and shelter for homeless people, setting up Places of Welcome for new arrivals, supporting financial resilience and facilitating routes into employment. We know from evidence that an individual's economic prosperity not only contributes to community cohesion but also supports to the economic development and growth of the City.

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https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/575973/The_Casey_Review_Report.pdf

PLACES OF WELCOME

The idea of Places of Welcome was developed in 2012 while thinking about whether Birmingham was a welcoming city. Places of Welcome are run by local community groups who want everyone in their neighbourhood to have a space to go where they feel safe to belong, connect and contribute. Places of Welcome are community spaces that are open to all and take place in different kinds of venues including temples, libraries and community centres.

There are five principles that underpin a Place of Welcome:

- **Place** - An accessible and hospitable building that's open at the same time every week
- **People** - Open to everyone regardless of their circumstances or situation, and staffed by volunteers
- **Presence** - A place where people actively listen to one another and guests are treated as individuals
- **Provision** - Offering free refreshments and basic information about the local area and signposting to key organisations
- **Participation** - Every person will bring talents, experiences and skills that they may be willing to share locally

Birmingham currently has over 50 Places of Welcome around the city and efforts are being made to encourage more groups to participate. The idea is developing across the country, with over 200 places open nationally as people respond to the challenge to make our cities and neighbourhoods more welcoming.

Places of Welcome offer a non-judgemental and unconditional welcome in a relaxed environment and they enable people to come together as equals and to connect to others in their local community.

Website: www.placesofwelcome.org.uk

Factors affecting Community Cohesion in Birmingham: Our challenges

Factors that affect community cohesion are complex and multi – layered, varying across different neighbourhoods and communities. Evidence from our analysis in appendix one, shows that an individual's personal characteristics, including social economic status, attitudes and actions coupled with characteristics of the community they live in contribute to community cohesion. Equally, ethnicity, identity, national and local politics, crime, civic participation and social capital and immigration are all factors that impact upon cohesion. As such, a cross sector and cross cutting themed approach is necessary to promote cohesion.

Our diversity and changing identities

As a consequence of changing patterns of migration and labour markets, Birmingham's demographic landscape is becoming increasingly ethnically and socially 'super diverse'. We are seeing neighbourhoods with 'old settled' migrants and communities living alongside 'newly arrived' migrants. And as result, the makeup of our communities and neighbourhoods are becoming more dynamic,

complex and culturally diverse - which means a greater understanding of the changes in cultural norms, identities and social shifts in how we live work and learn is needed.

Social and neighbourhood segregation

The national policy direction on promoting community cohesion and integration has a focus on addressing the 'increasing' levels of segregation. The national language and debate on segregation centres around ethnic minorities living 'parallel lives' and 'self-segregation' of communities. However, the drivers of social and neighbourhood segregation are much more complex than narrowly focussing on ethnicity alone. How we define and respond to social and spatial segregation needs to be understood from a Birmingham context, including the social and economic factors that undermine and those that promote cohesion.

Neighbourhood deprivation

Birmingham is a city of contrast with some neighbourhoods experiencing greater inequality with deep-seated, long term, persistent deprivation as a feature for a number of decades; with this even continuing during periods of economic growth.

Neighbourhoods are local communities of place where cohesion can thrive under the right conditions, including: decent secure homes, economic security, neighbourliness, mutual support and respect, friendly social interactions and high levels of social capital. However, creating these conditions becomes increasingly challenging, due to structural factors such as a shrinking affordable housing sector, accessible healthcare, welfare reforms, educational disparities and rising populations. These are just some of the challenges that undermine cohesion.

Gender inequality

Low pay and skills, poverty, poor health and homelessness are some of the outcomes that disproportionately impact women, as illustrated in appendix one. These outcomes threaten the social stability of individuals, families and communities. Furthermore, gender based violence such as domestic abuse, Female Genital Mutilation, Forced Marriages and other harmful practices are first and foremost, a violation of human rights and illegal; leaving lasting emotional and physical scars that exacerbates the inequality of life chances.

Economic insecurity

Economic insecurity is a key driver that threatens cohesion. An ambition of our strategy must be to find ways to support people into secure and decent jobs that will help them, their families and communities flourish, but also make our economy a success.

BIRMINGHAM CITY COUNCIL'S LIVING WAGE BOOSTS INCOME

The Council is an accredited Living Wage (LW) employer. Contracted suppliers and their subcontractors will pay the Living Wage to employees servicing Council contracts as part of their commitments under the Birmingham Business Charter for Social Responsibility (BBC4SR).

The Council works closely with the LW Foundation to encourage all employers to pay the LW and 96 of those organisations are accredited to the Charter on a voluntary basis (i.e. not contracted by the Council) and pay the LW.

When the Council became LW accredited organisation, over 3000 employees were uplifted to the LW. These are mostly part time cleaners and lunch time assistants at schools.

The council works with the WMCA to raise awareness and promote adoption of the Living Wage and is also working with the Social Value Portal and Social Value + who both promote best practice and support organisations to deliver greater social value.

The LW is not the same as the National Living Wage which is a statutory requirement as a minimum wage for over 25s. The LW is based on the cost of living and is promoted by the Living Wage Foundation. It was uplifted in November 2017 to £8.75 (to be implemented by April 2018).

The evidence base in the city, and the policy trends and factors that undermine cohesion highlighted above and in the data analysis set out in appendix one, places a strong emphasis on the need to create the conditions for social and economic opportunity within Birmingham's vision and strategy to promote cohesion; a city where the diversity of local people and neighbourhoods is valued and where there is a sense of belonging. We want our city to be a place where people of different backgrounds have real opportunities and similar outcomes and, where there are strong and good relationships in the workplace, schools, and neighbourhoods between people of different ethnic and social backgrounds, sexual orientation, age, religion and belief, and disability.

A living strategy: Proactive and adaptive to new challenges and opportunities

The growing and changing population and; national and local policy drivers impacting on the social and economic life of the city mean our approach needs to be resilient and flexible, adapting and responding to new challenges and opportunities.

It's through collaboration that we will address the social and economic inequalities that blight too many lives and undermines the cohesion of our city. Birmingham's strategy will be a living document that will adapt and respond to

new ideas, qualitative and quantitative research and lived examples of cohesion in action. Birmingham will develop a repository of knowledge that will help build our understanding of our people, communities, neighbourhoods and city and measure our progress. Our collective knowledge and understanding will support evidence based policy and practice.

MINDAPPLES – HODGE HILL ARTS FORUM

During 2016, Hodge Hill Arts Forum ran an arts project that was part of a 2 year Connecting Communities through Culture Programme (funded by the Department for Communities and Local Government, Arts Council England, and Birmingham City Council). The project focussed on improving mental wellbeing after people living and working in the area identified depression, isolation and a lack of provision for families as significant issues for them. The project used the Mindapples framework which encourages everyone to take care of their minds in the same way we take care of our bodies.

Hodge Hill Arts sits under No. 11 Arts which is an umbrella organisation created to support Birmingham's network of neighbourhood arts forums. No 11. Arts promotes and facilitates arts activities with communities across the city since research has shown that arts based approaches can help people to stay well and experience a better quality of life.

Mindapples encouraged local citizens in Hodge Hill to take up regular creative activity to relax, meet new people, spend time with loved ones, and be kind to their minds. People were first asked to share their 5 Mindapples and were then invited to take part in a range of free arts activities in their local area across three venues and over several months.

Mindapples provided people with the opportunity to come together with others and participate in arts activities in a safe space and over a sustained period of time, and the outcomes of this project were extremely encouraging with participants showing and referring to great changes in their mental wellbeing. Many participants are still linked into the host groups and venues, now regularly participating in other creative, health and fitness related activities, as well as having access to support groups and other No. 11 Arts projects and activities.

SECTION 2

BIRMINGHAM'S VISION AND APPROACH: CITY, COUNCIL, COMMUNITY & INDIVIDUAL

As a partnership of communities, city and council we want Birmingham to be a fair, caring, welcoming and inclusive city where people with different backgrounds should experience similar life opportunities. This overall aim of the strategy will be achieved through a collaborative approach between city, council and community. Our vision:

Birmingham is a welcoming city where everyone has an opportunity to contribute and benefit from the success of the city. The City and its neighbourhoods are safe and flourishing places to live, work and grow up in, they are well connected places where people from all backgrounds trust and support each other. People of all backgrounds realising their full potential and exercising their rights and responsibilities.

Our bold and challenging vision developed from the views of communities and partners' will set out our longer- term ambition for the City.

Over the years, the council, partners and our diverse communities of place and identity have engaged in structured dialogues about the ever changing challenges we face. As a city we continue to learn and adapt to new challenges and opportunities as illustrated in the case studies throughout this document.

During 2017, the Council convened a number of focussed discussions to agree on a collective understanding and responses to community cohesion in Birmingham. Representatives from the public sector; business community; universities, health, colleges and schools; faith, voluntary and community organisations came together to discuss and identify:

- The challenges facing the city and the opportunities in achieving community cohesion;
- The role organisations can play and our commitment to improving cohesion;
- What the next steps might be to working together towards a shared vision of cohesion.

From our discussions so far, there is a consensus that building strong community cohesion is everybody's business and no single agency alone can combat the

barriers to cohesion. Participants also felt that as a city, our approach should build on the experience and skills of the voluntary sector and local faith networks and celebrate and shine a bright light on the many success stories; agree a shared vision for Birmingham that sets out a collective understanding of what good cohesion looks like in Birmingham. We will continue ongoing dialogues with young people, communities and other stakeholders to ensure our approach is inclusive and relevant. We will exploit the use of new technology and innovative approaches to make engagement more accessible and current.

Birmingham will take a dynamic approach to promoting community cohesion. Adapting and responding effectively to changing global, national and local influences.

SPARKBROOK CLEAN UP

The Sparkbrook Neighbourhood Forum was set up in 2011 and is run by local people who want to make a difference. After speaking to residents, the Forum found that the top priority in the local area was to tackle litter and fly-tipping which affected them on a daily basis.

The Forum created an on-street campaign, 'Clean Medina', which runs every 3 months and has up to 100 people taking part. Volunteers include parents, children and neighbours from the local church, Mosque and community organisations, as well as councillors and the police. Children participating in the clean-up are rewarded with either a healthy treat bag or activity, such as a visit to the Safari Park, London Science Museum or thrill activities. As the initiative is becoming a constituted body, volunteers can apply for small pots of funding to help pay for these trips, treats and much needed equipment. The Forum has recently bought a community litter pickup truck and Birmingham City Council provides free access to the Council's tip which means volunteers can regularly drive round the area picking up rubbish.

The benefit of working together has not only meant that hundreds of tonnes of rubbish has been collected over the years, but residents have managed to create better relationships with one another and fulfil dreams that may never have happened, such as going horse riding. Clean Medina has meant that residents have become better organised and are now working across different faiths to tackle local issues in the community.

Our strategy

Our Community Cohesion Strategy outlines the city's joint commitment and approach to promoting cohesion. Eight guiding principles, identified from city-wide discussions, will support our vision and underpin the strategy. Community cohesion and integration happens at different levels, including across the city, in neighbourhoods, schools and work places. Therefore, the success of our approach will rely on the city, council and communities embedding the principles in strategic and local approaches that promote cohesion and support communities develop a sense of belonging.

The following set of proposed guiding principles should be integrated in policies, plans and initiatives:

1. Mainstream cohesion: making cohesion everyday business

Mainstreaming community cohesion means becoming part of everyday policy and practice design and delivery - it should not be just a bolt on project or agenda. Instead, all partners will have a collective understanding of community cohesion; it needs to be integral to partnership plans and practices, embedding a joint approach in core services and responsibilities, this will help with early recognition of challenges and prevention of issues escalating.

2. Connecting and exchanging ideas that promote cohesion and mobilise social action

Connecting places, people and communities to share knowledge, exchange ideas and drive local innovation will be critical in building confidence and tackling local challenges.

Support residents to reimagine the possibilities for their neighbourhoods. If agencies are able to co-produce services and develop solutions alongside communities, it will shift the relationship of communities as passive receivers of services to more active participants of change.

3. Nurturing and supporting aspiration of young people

Young people from all social backgrounds should realise their ambitions and hopes for the future and not be held back because of the lack of resources, social and professional connections. They should be able to safely travel around the city to build social connections and access opportunities that enhances their wellbeing. It is vital that young people have safe spaces to play and socialise; access to youth facilities that steers them away from criminal gangs and crime.

4. Promote rights and responsibilities

A city where everyone has a strong sense and understanding of their rights and responsibilities: what is expected of them and what they expect of others. We will tackle issues that exist within and between communities and promote understanding of our diverse communities which requires respectful attitudes and behaviours towards others who may be different than us. Promoting access for all to advice and guidance on rights to decent housing, financial inclusion and good quality education.

Increase take up and provision of ESOL training to support non-English speakers understand and exercise their rights; engage with democratic processes, access services and the city's economy opportunities. The all Parliamentary report on cohesion and integrations argues: 'the ability to speak English should be viewed as a right extended to everyone in our society no matter what their background or income level'³.

SMART WOMEN COMMUNITY TRAINING CENTRE

Smart Women Community Training Centre is a grassroots organisation based in Sparkbrook that was set up in 2012. The centre provides a safe and supportive space for women to meet, as well as facilitating a range of activities such as coffee mornings, gym and fitness, sewing, and national and international trips.

The centre supports up to 50 women a day in different ways including offering support to women who are victims of domestic abuse, teaching them about their rights, and supporting them to improve their English. The centre also enables women to come together to identify local issues and possible solutions to these problems.

In 2017, using funding from the Big Lottery, the centre organised a marketplace event that was attended by members of the local community, police officers and councillors. Local women were invited to have a stall for things they wanted to sell, such as dishes or items they'd made themselves.

The centre enables local women to come together as a community whilst also empowering them, reducing social isolation and enabling them to have completely new experiences.

Contact email address: swctc@hotmail.co.uk

5. Progress equality in all spheres of social and economic life

Eliminate all forms of inequality and gender based discrimination and violence in Birmingham. Challenge practices and social norms that hold back individuals from realising their ambitions and participating in the city's social and economic life.

³ <https://the-challenge.org/uploads/documents/APPG-Integration-not-Demonisation-Report.pdf>

6. Promote inclusive economic growth that benefits everyone across Birmingham

Benefits of economic growth should be shared and accessible to everyone. Working with partners at a local, regional and national level will seek to ensure that economic strategies are inclusive and impact locally; addressing the distinctly social, economic and cultural challenges and opportunities within our neighbourhoods. Improve social mobility by promoting routes into employment, career progression in work and create opportunities to boost earning power.

WOMEN'S LEADERSHIP PROGRAMME

The Women's Leadership Programme began in 2017 and was run by Near Neighbours. The two six-month long leadership development programmes supported women from different faith backgrounds who were active locally and had the potential to be regional or national leaders.

The sessions enabled women to develop their skills and confidence, look at habits that damage success, develop self-awareness and build strong, supportive relationships. The first programme included a two day residential in which the participants learnt to use coaching techniques and the courses concluded with a conference on International Women's Day (called Women, Equality and Faith) which looked at issues that marginalise women in the faith and interfaith arena.

During the final session of the last course one woman said, "when I stood in the room, I was myself for the first time – and I was astonished by the impact that has on others". Another said, "I felt more in control at work – and happier about the things I can't control".

After the formal part of the programme ended, the women continue to meet in four local coaching groups offering support and development to others. Near Neighbours intends to continue to offer workshops and conferences to build on the confidence, skills and relationships that have been nurtured over the past year.

Website: www2.cuf.org.uk/thrive-together-birmingham/near-neighbours-birmingham

7. Empowered and engaged neighbourhoods

Citizens to be active participants in the conception and design of solutions that promote community cohesion rather than passive recipients of poorly conceived responses. Promote shared spaces that build social interactions, safely discuss and challenge misconceptions within and across communities and neighbourhoods.

Individuals, families and communities are afforded the opportunity to shape their own futures. Therefore, we will take an asset based approach to promoting cohesion; recognising and building on the strengths within the neighbourhood including: the skills, expertise and experience of local people, community networks and also the buildings and public spaces. And to move

away from only focusing on the problems within the neighbourhood that only serve to stigmatise the area, instead to celebrate the assets.

PUSHING THE BOUNDARIES

Pushing the Boundaries is a project that was set up by brap – a charity that seeks to transform the way people think about and act on equality. Pushing the Boundaries launched in 2017 to support people to have open conversations about integration in a non-judgemental way. Pushing the Boundaries rests on the idea that shutting down negative views can actually cause people to have unanswered questions which, in turn, may lead to divisions between communities. Instead, brap aims to create different ways for people to communicate and listen to one another to enable a range of views to be heard.

As part of the project, brap have been holding a series of discussions across the city using new methods and approaches to help people have more honest conversations about the things that really matter to them, such as immigration, religious diversity and hate crime. By opening up new types of conversations with different communities and facilitating the discussion of sensitive topics and views, Pushing the Boundaries supports the building of an equal and diverse society.

Website: www.brap.org.uk/pushingtheboundaries

8. Unite people and communities through art, culture and sports

Arts, culture and sports to promote health and social benefits; social integration across people of different ethnicities, social class, disabilities and social and economic backgrounds. We will build on our arts and cultural offer to engage widely on a range of social issues, such as local women challenging gender based issues through theatre performance; meaningful social mixing between young people through arts, sports and music. Similarly, the 2022 Commonwealth Games presents an opportunity for the city to unite together to capitalise and build on its rich and diverse sports and cultural offer.

COLOUR ME QUEER

Colour Me Queer was a series of workshops aimed at young LGBTQI people of colour. They were run in 2017 in Balsall Heath by The GAP and UNMUTED and commissioned through Birmingham City Council's Next Generation Arts Activities funding. The GAP is a Birmingham based company that originally has its roots in education and theatre, and now runs as a venue and project space working in drama and other forms of creative and cultural action. UNMUTED is a community led social and peer support network in Birmingham for people of colour who identify as Lesbian, Gay, Bisexual, Transgender, Queer or Intersex (LGBTQI).

Participants were supported by queer artists of colour to create a series of three 'zines' (non-commercial magazines), in a space they could call their own, and to hold a public launch event. Providing dedicated time, space and a public platform for young queer people of colour was a key achievement, and it was apparent in the first few sessions just how much this was needed. The workshops provided the opportunity for young queer people of colour to share their experiences, produce work together and support one another, and the launch event gave the participants a platform from which to share their stories and raise public awareness about issues relating to a minority group.

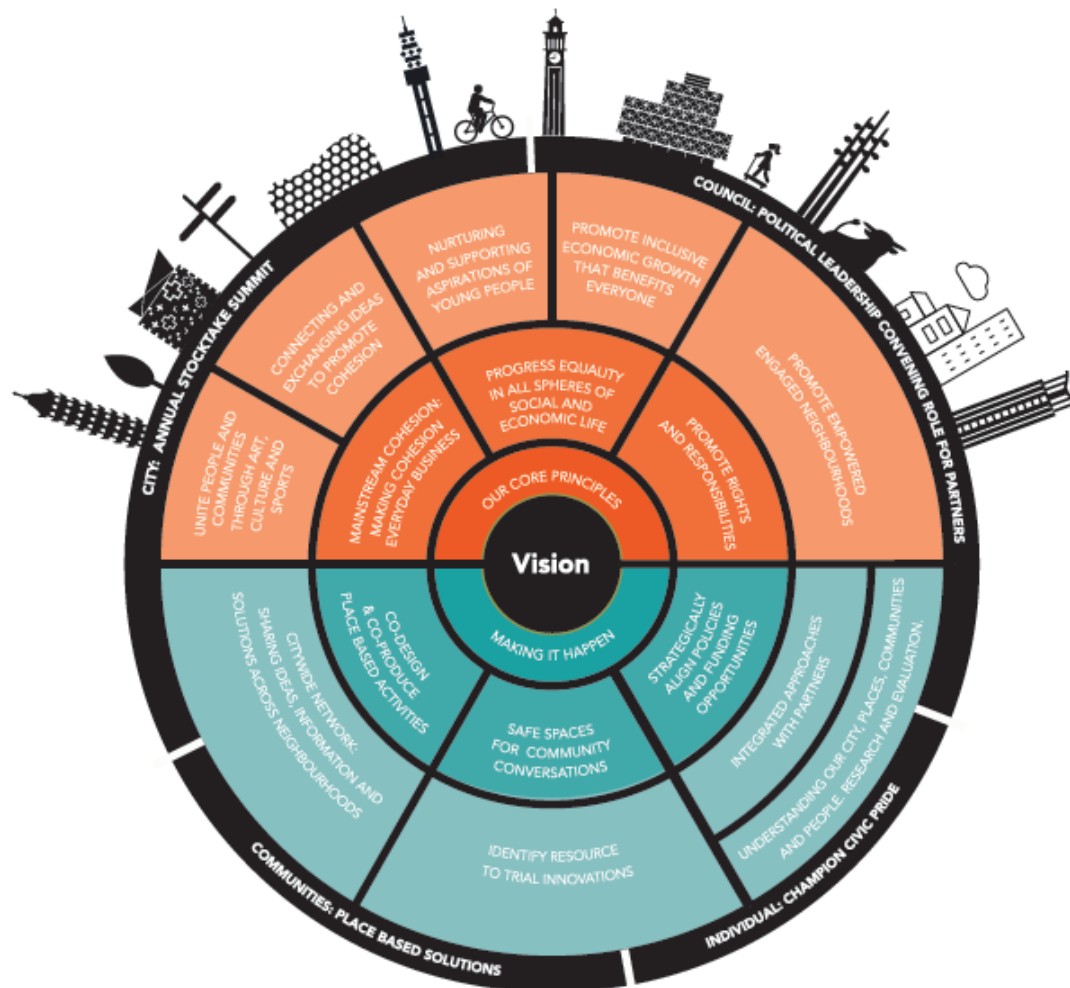
The production of zines that focus on the experiences of young LGBTQI people of colour, written and edited by them, and available to the public, is an important achievement of the project as there is limited literature available on the subject, and certainly barely any produced by these people themselves. This is a source of significant pride for each of the participants and has created a sense of collective identity for the group that continues after the project ended.

Websites: www.thegapartsproject.co.uk
www.unmutedbrum.com

SECTION 3

BUILDING BLOCKS TO MAKING IT HAPPEN

Community cohesion strategy for Birmingham



OUR VISION Birmingham is a welcoming city where everyone has an opportunity to contribute and benefit from the success of the city. The City and its neighbourhoods are safe and flourishing places to live, work and grow up in, they are well connected places where people from all backgrounds trust and support each other. People of all backgrounds realising their full potential and exercising their rights and responsibilities.

Leadership

Strong balanced leadership and a long term commitment is needed from across the city, council, community and individual to deliver the ambitions of our approach.

City: At a city level, our strategic approach will focus on delivering improvements in community cohesion that help improve effectiveness of policies to tackle issues such as crime, anti-social behaviour, low educational attainment, poor health, social care outcomes, all forms of discrimination. To make this happen we will focus on better transport links that connects the city and its people, economic opportunities accessible to all; access to good quality shopping and financial amenities, and safer open places; and ready to respond to any risks that threaten the security and safety of our city; all of which are important to creating better and safe environments, promoting greater economic participation and more cohesive communities, as well as cultivating social capital. There will be moments when strategic partners, at a city-wide level, can celebrate success, confront challenges together and share learning from local initiatives.

Council: The Council will fulfil its democratic mandate from Birmingham communities to provide leadership and accountability on promoting cohesion. Equally, it will provide strong cross-party political leadership, influencing policy at a city region and at a national level; and continuing to work with government on dismantling structural inequalities that undermine cohesion of the city. The Council will also play a convening role for partners that go beyond the 'usual suspects' to share and exchange ideas and champion 'what works'. Similarly, monitor and respond to any local or national influences that threatens cohesion. It will be vital to support a robust evidence base by working with partners and communities to collect and analyse data and local intelligence from national and local sources.

Community: Neighbourhoods are where many people construct a sense of place and identity. Local communities and individuals have a crucial role to play in building resilience by supporting each other to overcome challenges, hardship and divisions. The voluntary, community and faith sector organisations are well placed to provide leadership in identifying and supporting community based solutions. There is strong evidence that is already happening across the city and we will build on this by supporting the sector. Local Councillors in their community leadership role will deliver on

Localism by working with communities and local organisations to design place based approaches that shapes council policy and practice.

Individual: Individual action and championing civic pride makes a positive contribution to cohesion. There are ranges of ways in which individuals promote cohesion. Engaging in volunteering that empower individuals to affect positive change and form networks with new people in their communities. Participate in civic life to design the right solutions that promote cohesion. Challenge and reject: all forms of discrimination and extremism that undermine equality and fairness; gender based violence, harmful sociocultural norms and practices.

Understanding our city and communities

A central plank to our approach is about building our knowledge and understanding of the dynamic nature of diverse communities. Continual research and analysis of the challenges and opportunities will enable evidence based policy and decision making. We will do this by:

- Analysis of quantitative and qualitative research that takes a deep dive into root causes, risks and quality of life/wellbeing factors
- Capturing and recording data from: local community insights and narratives, local Voluntary Community Sector (VCS) and Councillors. Using different channels to capture data including social media and online platforms.
- Integrated approaches with partners, including universities, government, public agencies, social researchers, VCS. Developing robust information governance and joint analysis
- Building on global, UK and regional insights - look at 'what works' and lessons for Birmingham

This approach will help us monitor progress and impact.

A partnership-led approach

Through strong partnerships we will help create the conditions for a fairer and cohesive city. Making a success of our approach will require leadership and commitment from city partners, council and community – working together. We believe that the partnerships which underpin our approach span the public sector, faith and community organisations, communities; universities, colleges and schools; business community and arts and cultural sector. Our collective approach will enable individuals, families and communities take control of their own lives and participate fully in social and economic life of the city. Partners and communities to jointly explore strategic opportunities, including:

- 2022 Commonwealth Games
- Inclusive Growth Strategy
- HS2
- Skills agenda
- Joint initiatives with West Midlands Combined Authority partners
- Working with government departments to influence and shape national thinking and policy making.
- Share learning across city regions
- Developing Place based approaches

We will continue to build on the work of our existing partnerships where community cohesion is integral to the successful delivery of their plans and strategies, including (but not limited to): Birmingham Community Safety Partnership, Financial Inclusion Partnership, City Partners, Birmingham Social Housing Partnership, Birmingham Education Partnership, Birmingham Migration Partners, Birmingham Health and Wellbeing Partnership.

How do we make it happen?

As city, we need to work collectively but also provide leadership in our different spheres of influence to effect real change. We will do this by:

- Holding an annual citywide Community Cohesion Summit and local dialogues. The Summit will enable communities, council and city partners to understand and responding to the changing needs of our city and communities; share learning and exchange ideas; forge new relationships and identify opportunities for joint working; evaluate our learning and identify what works and what doesn't and collectively respond to new opportunities and challenges. As a city, we will never know enough about how our communities are changing and what needs to happen to help foster social cohesion. Therefore, it's crucial that we are continuously learning and taking stock of our approaches through ongoing dialogue and engagement between communities, practitioners and partners from different spheres of influence.

- Where it makes sense for Birmingham, we will strategically align our approach to national and regional policies, including the government's Integrated Communities Strategy and the West Midlands Combined Authority's approach to inclusive growth, and work constructively with national and region teams.
- Co-designing and co-producing local solutions that promote an asset based approach to local problem solving, such as improvements to open public spaces; friends of local parks groups; and community clean-ups. This approach enables individuals and communities to find local community-led solutions; encourage collective action to build stronger and more resilient places.
- Establishing a city-wide network and a repository that will facilitate sharing ideas, information and solutions across a network of neighbourhoods. Gather good ideas and good practice from around the country and communicate it widely to enable people to be inspired by things happening elsewhere.
- Encouraging all schools to be awarded as Rights Respecting School to improve well-being and develop every child's talents and abilities to their full potential
- Creating safe spaces to generate community conversations on real community concerns and grievances – to help dispel misconceptions and myths.
- Designing research and evaluation that informs mainstream agency spend and delivery.

Identify resources to trial innovations

To support the effective delivery of the strategy will require resources to innovate, upscale and test out new ideas by looking at how we can reshape our existing resources. Equally, we will work Government departments, the West Midlands Combined Authority and funders such as Big Lottery to explore piloting activity that promotes community cohesion.

NEXT STEPS

WE WOULD LIKE YOUR VIEWS

To deliver this vision and strategy, we would like to know your views on the proposed approach to promoting community cohesion in Birmingham.

Consultation questions

- Do you agree with the draft vision of a future, cohesive Birmingham?
- Are the proposed eight guiding principles the right ones to promote community cohesion across the city?
- How can businesses, public sector agencies, communities, faith organisations, schools, further and higher education providers play their part?
- How can we best capture and celebrate Birmingham achievements, identify new challenges and learn from excellent practice in the city?

Please send your responses and any examples/stories that illustrates community cohesion in action to the consultation by 31st August 2018

To: equalities@birmingham.gov.uk

APPENDIX 1

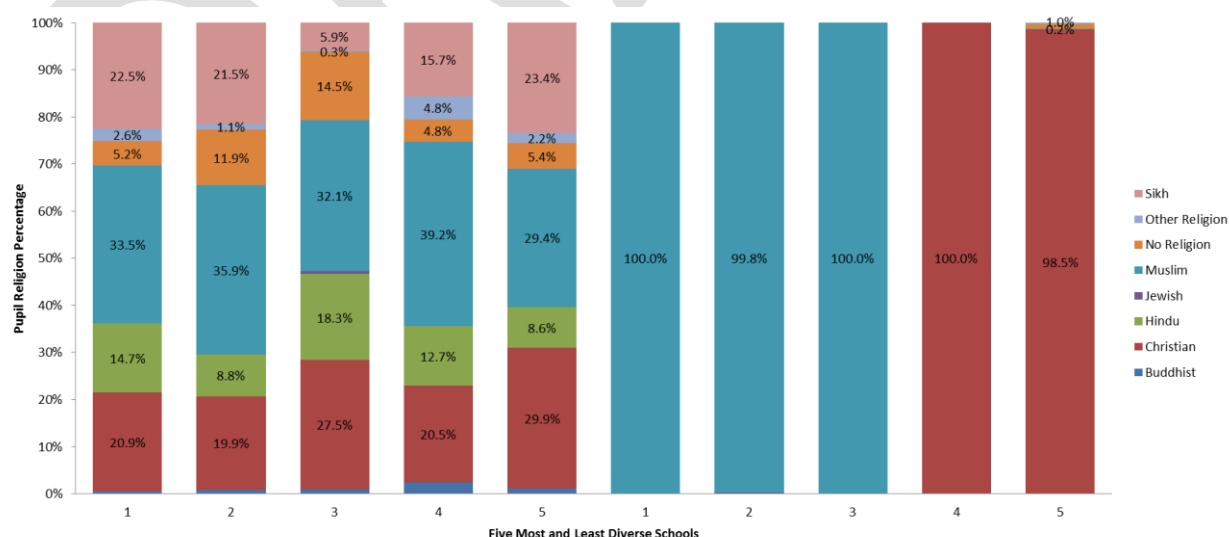
Factors affecting Community Cohesion in Birmingham

Factors that affect community cohesion are complex and multi-layered. These include: ethnicity, identity, where people live and socialise, social and economic status, national and local politics, crime, civic participation and social capital and immigration.

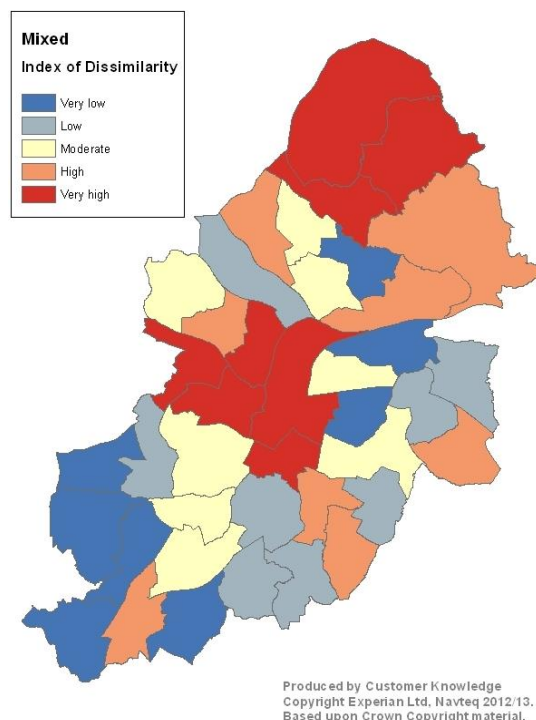
Social and spatial segregation

Structural and social inequalities are factors that determine spatial and social segregation. In Birmingham there is a strong association between deprivation and spatial segregation, with neighbourhoods with higher concentrations of ethnic minority groups experiencing greater levels of disadvantage in comparison with members of the same ethnic group residing in other wards. Data also reveals a strong ethnic-based segregation, i.e. the wards that are the most socially excluded are those with the highest proportion of Black Asian Minority Ethnic residents. The term 'neighbourhood effect' has been coined to refer to the impact living in a particular place can have on the life trajectories of individuals.

School population diversity (index of dissimilarity by Religion)



In Birmingham, we are seeing an overall decrease in spatial segregation between white and non-white ethnic groups during 2001-2011 (8.9% reduction in Index of Dissimilarity value ward). While, some of our schools have over 80% of pupils from one ethnic background. Furthermore, there is an increase in neighbourhoods polarised by economic inequality. These structural and social inequalities are factors that determine neighbourhood and social segregation. Therefore, a more sophisticated debate is needed on how we define and agree our understanding of segregation, so that our policy responses are inclusive and make the greatest impact on promoting community cohesion.



Mixed population spatial segregation (2011):

Changing patterns of residential settlement and churn exacerbates neighbourhoods from becoming sustainable, as people move for work, for affordable housing or move from inner city areas to more affluent areas of the city.

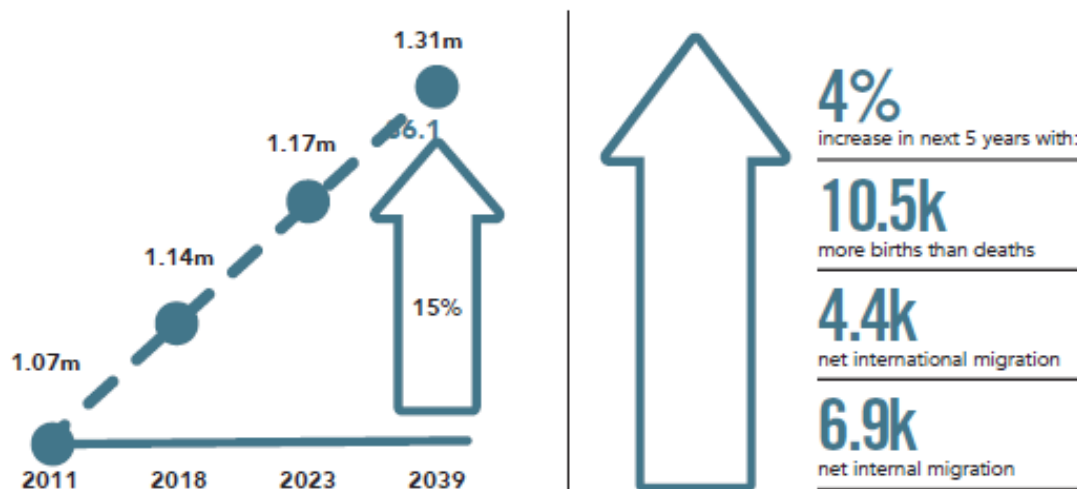
Neighbourhood deprivation

Despite the efforts of successive initiatives, community cohesion becomes a particular challenge in neighbourhoods and areas in which communities have not benefited from the perceived economic growth experienced in other parts of the city. This leads to a sense of being 'left behind' and that wealth is not fairly distributed, instead offered to other areas and communities. These real concerns of marginalised communities cause misunderstanding and mistrust of other areas and communities. Part of the problem has been historically flawed social and economic policies and planning programmes that have allowed some areas in the city to fall into decline, where High streets are lined with betting shops, fast food outlets and off licences; local parks and public spaces become unsafe because of gangs, anti-social behaviour or littered with drug paraphernalia; homelessness, crime and poor housing.

Our population

Birmingham is a growing dynamic and vibrant global city with a population of 1.18 million people; it is the second largest city in the United Kingdom. Our growing and diverse population presents both strengths and challenges for the city.

In the next 5 years we will see a population growth of 4% - largely due to 'natural changes' of more births than deaths.



A young city

We are a young city, 46% of our population is under 30. Having a younger population means a larger pool of working age residents for businesses to draw from and great potential for the economic growth of City. However, low skills and educational attainment, poverty and poor health are holding back some of our most disadvantaged young people.

Based on 2014 levels, by 2022 the population aged between 0 to 4 is due to grow by 3.8% to 88,1000 children; the 5 to 9 population is expected to grow by 4.5% to 84,000 but the largest growth rate in Birmingham's children will be the 10 to 14 age group – increasing by 14.6% to 82,600.

42% of Birmingham's school children have a first language that is known or believed to be other than English. Growing school age population places demands on school places and good quality childcare. Educational attainment levels vary in relation to different areas of the city and social backgrounds. Schools are places that cultivate and promote social cohesion; bringing children of different backgrounds to build tolerance and understanding of different cultures and faiths.



**Median age
in Birmingham**
39 for England and Wales



**Birth rate per
1,000 population**
12 for England



Age under 5
4% increase since 2011



Under 18
Much higher than other
core cities and UK (21%)

THINK FAMILY



30.9%
Crime/ASB



25.4%
School Absence



64.8%
Childhood Need



37.3%
Jobs/£



19.9%
Domestic Abuse



29.1%
Health

26%

of children are driven to school



LESS THAN

1%

of children cycle to school



SCHOOL POPULATION OVERALL

	Birmingham	Nationally
BME	68.9%	31%
EAL	41.8%	18.5%
FSM	26.7%	14.7%
SEN	16.8%	14.3%



CHILD OBESITY 2015/16

	Birmingham	England
Reception 4-5yrs	11.5% 1 in 10	9.6%
Year 6 10-11 yrs	25.2% 1 in 4	20%

The overall trend for the last five years is that obesity amongst reception and year 6 pupils is getting worse.

Outer city areas worst performing at key stage 4

Chart 3.8 shows Birmingham compared to the national performance, along with the three best and worst performing wards for each Key Stage 4 measure. Although Birmingham as whole performs close to the national average, there are very wide local variations, with the lowest attainment being in general in outer city wards, traditionally white working class areas. White British disadvantaged boys are 17% below the LA average for Key stage 2, reading, writing and maths. Pakistani disadvantaged boys are 11% below LA and Bangladeshi disadvantaged boys are 3% below LA average

Chart 3.8: Attainment at the end of Key Stage 4 2016⁴

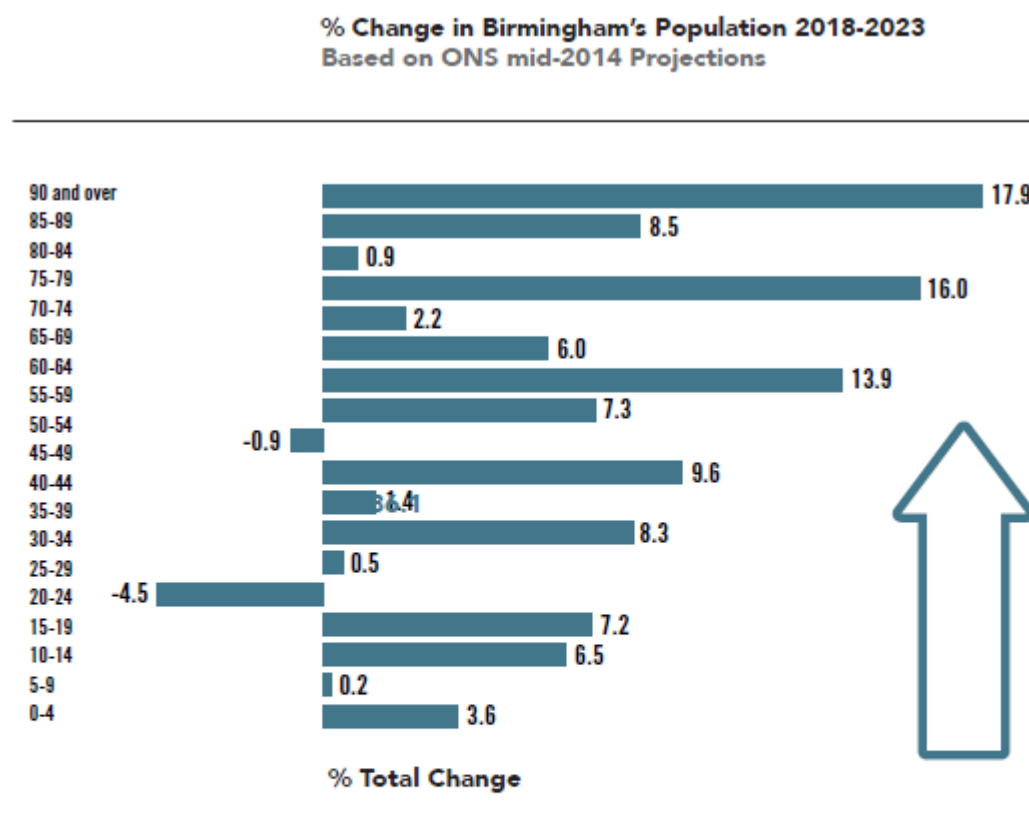
Attainment 8		Progress 8		A*-C in English & Maths		English Baccalaureate	
Birmingham	49.4	Birmingham	0.00	Birmingham	59.9	Birmingham	24.6
England	49.8	England	-0.03	England	63.0	England	24.7
Top 3 wards							
Edgbaston	58.0	Moseley & Kings Heath	0.49	Sutton Four Oaks	86.4	Harborne	45.9
Sutton Four Oaks	58.0	Harborne	0.37	Sutton Vesey	80.7	Sutton Four Oaks	44.7
Harborne	57.6	Selly Oak	0.30	Edgbaston	78.9	Edgbaston	44.2
Bottom 3 wards							
Shard End	43.8	Longbridge	-0.30	Kingstanding	46.0	Tyburn	13.9
Kingstanding	43.6	Kingstanding	-0.35	Tyburn	45.5	Oscott	13.8
Longbridge	43.5	Shard End	-0.37	Ladywood	43.5	Longbridge	12.5

Source: DfE/BCC

⁴ **Attainment 8** measures the achievement of a pupil across 8 qualifications including maths (double weighted) and English (double weighted), 3 further qualifications that count in the English Baccalaureate (EBacc) measure and 3 further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list.
Progress 8 is a value added measure and compares the Attainment 8 scores of similar pupils grouped using their prior attainment at key stage 2.

Our ageing population

Despite being a young city, we are expected to see a larger growth of older adults age 65+ (7%) and 90+ (18%) whilst children under 15 will increase 3% by 2023.



90+ = largest growth of 18%
65+ = grow by 7% overall

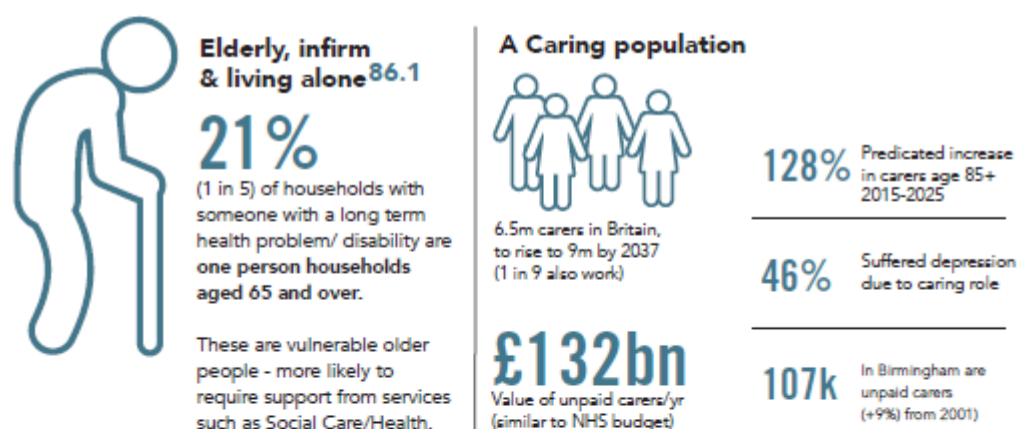
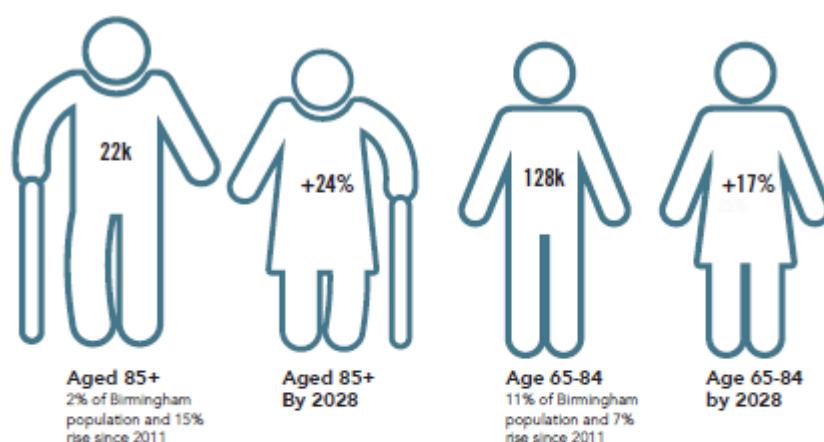
(Source: ONS Projections (2014))

The older adult population has and will continue to rise in Birmingham, with increases of 24% for those aged 85+ years expected in the next 10 years.

With nearly a fifth of households being older people living alone with health problems and/or disability, there needs to be a joined up approach to services that support this vulnerable group.

There are over **100,000 unpaid carers** in Birmingham. Carers themselves are ageing – by 2025, it's predicted there will be a 128% increase in carers over the age of 85+ years; a large scale survey of carers found 46% have suffered depression due to their caring role.

Older people living alone or as carers make them vulnerable to social isolation and loneliness, this can have adverse effects on their health and wellbeing and is growing challenge for the city.



Sources:
Population Age: ONS Population Projections (PP) 2014
(Census 2011 used to calculate 2011-2018 change, and projections to 2028 based on 2018-2028 change using PP only).
A caring population: Carers UK website
(based on Census 2011 and their own research)

Our diversity

The city is also very diverse, with 42% of the population being from an ethnic minority background, reflecting the city's rich and varied cultural heritage. Birmingham is a “super-diverse” city. Academic research suggests that there are people from nearly 200 countries who have made Birmingham their home.⁵ The 2011 Census revealed that 42.1% classified themselves within an ethnic group other than white British, compared to 30% in 2001, a rise of 12%. Birmingham is soon to become a majority minority city.

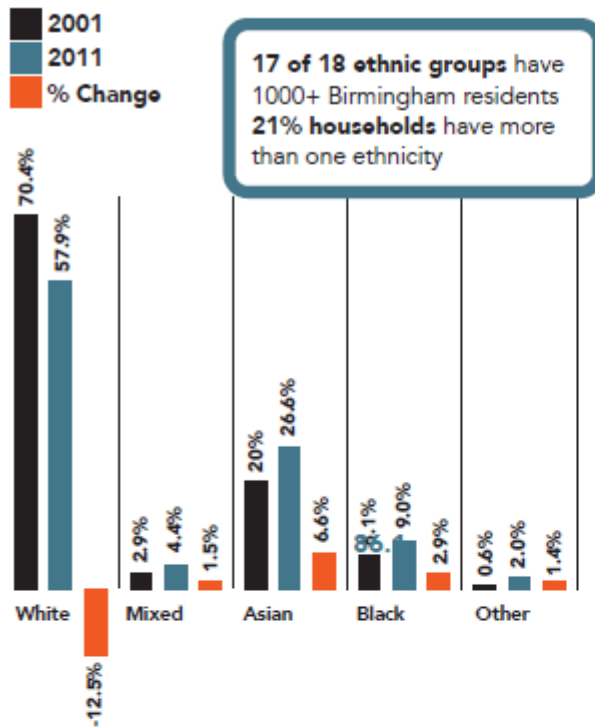
The demographic makeup of Birmingham's young people has also changed significantly over recent years and is becoming increasingly diverse. For example, according to the 2011 census over 60% of the under 18 population is now from a non-white British background, compared to around 44% in 2001.

Ethnic diversity can bring many benefits such as transnational trading links and high levels of cultural resource. Birmingham has benefited from its diverse migrant communities who have settled in the city and successfully contributed to its economic vitality, becoming leaders in education, medicine, sports, arts and business and providing employment opportunities to local people.

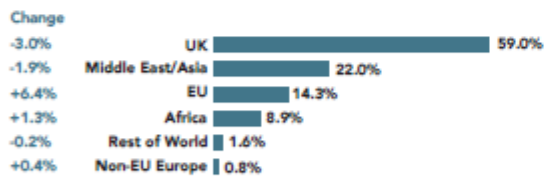
Our demographic landscape is increasingly becoming ethnically and socially 'super diverse', which means a greater understanding of the changes in cultural norms, identities and social shifts in how we live work and learn is needed. Community cohesion is an approach that enables us to respond to the wide ranging and kaleidoscope of identities, rather than simply focussing on a white majority and small number of ethnic minority identities.

⁵ (Institute for Research into Superdiversity (IRiS) University of Birmingham 2013)

Diversity



Live Births by Mother's Country of Birth 2016



47,005

known to be living in Birmingham unable to speak English

New Immigration GP Registration (2013 - 16) Top Five Countries of Origin

By Year

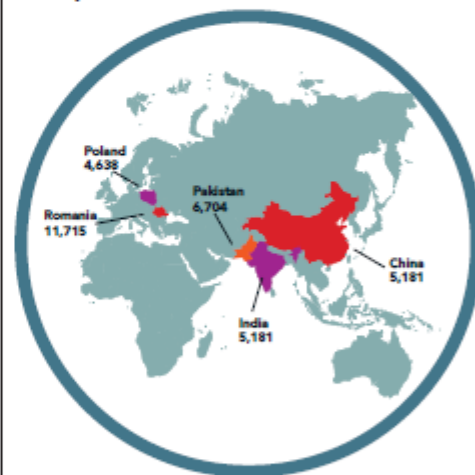
2013 - 16,765

2014 - 18,475

2015 - 22,284

2016 - 23,790

81,314



Christian

494,358

46.1%
of Birmingham
Population in 2011
-14.4 change
since 2011



Muslim

234,411

67.4%
of Birmingham
Population in 2011
-21.8% change
since 2011



No Religion

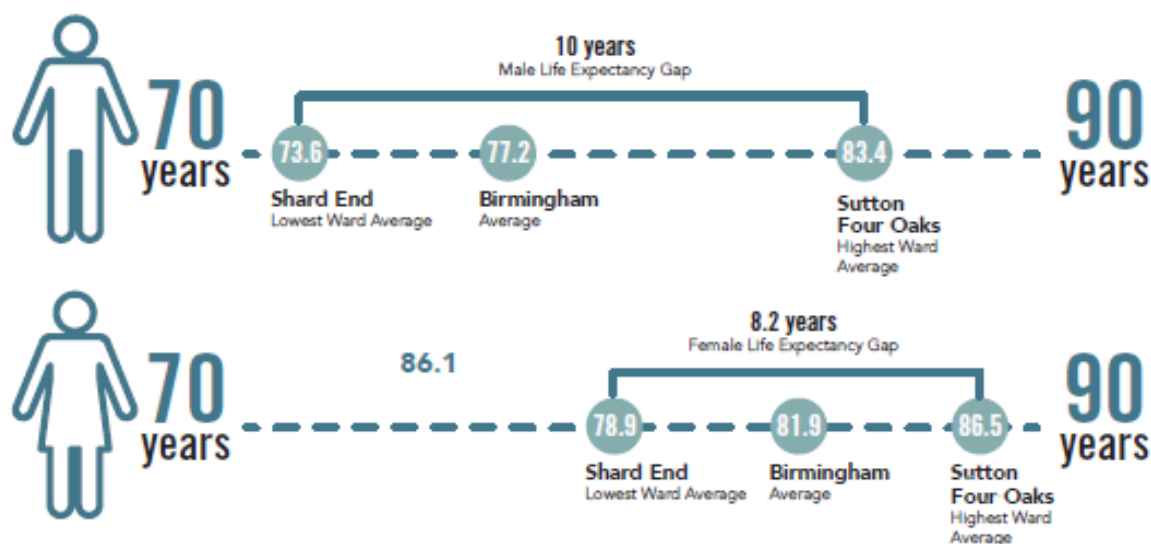
206,821

46.1%
of Birmingham
Population in 2011
-18.3 change
since 2011

Gender inequality

Birmingham's population is made up of 50.4% females and 49.6% males (2011 census). Females in Birmingham earn less than males, with average gross incomes for full time workers having a £5K gender pay gap. The city has the 5th lowest share of women in higher skilled jobs amongst the Core Cities and the rate is lower than the national average 42.6%. Male employment rate is 72%, while female rate is 55% and 51% of black and ethnic minority working age females are economically inactive.

Most victims of sexual offences are women (83% of reported total crime victims). Worryingly, domestic abuse of women and children has been increasing since the economic downturn in 2009. More men are victims of homicide than women.

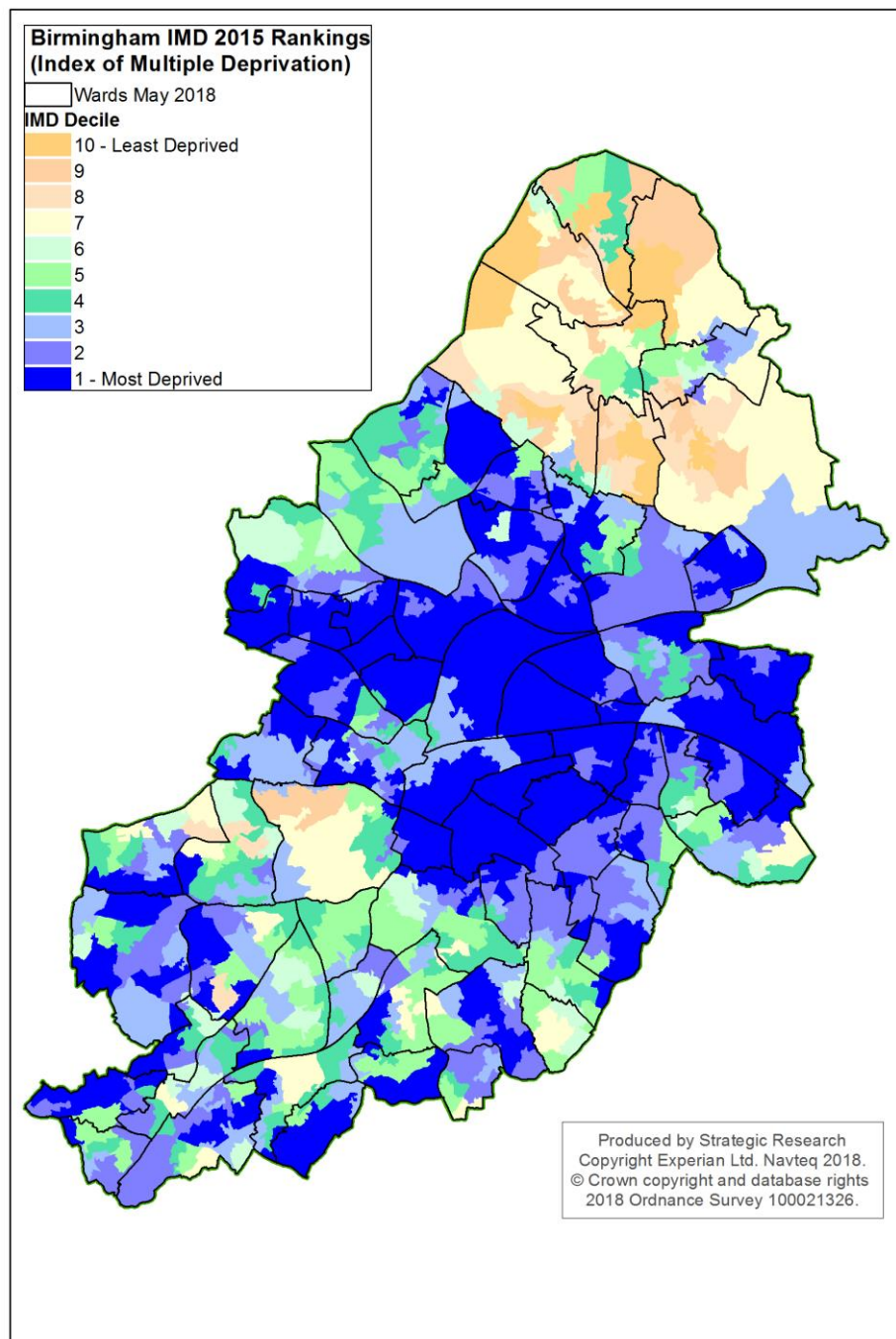


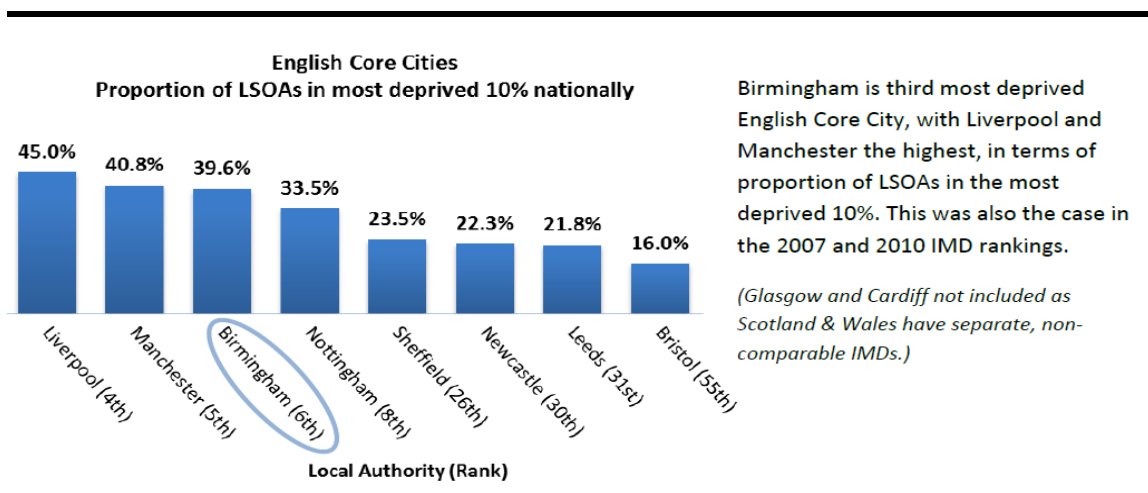
(Source: ONS mortality)

In 2015/16, almost three quarters (74%) of applications deemed homeless and in priority need were female applicants; with 26% being male. If left unchallenged, these gender inequalities based on discriminatory: social norms, values, practice and structures will seriously damage life chances. Notably, social class, race and ethnicity create deeper inequalities and exclusion.

poverty and income inequality

Poverty and income inequality is a well-researched factor that undermines community cohesion. Birmingham is the 6th most deprived local authority in England according to the 2015 English Indices of Deprivation and 21.3% of Birmingham's Lower Super Output Areas (LSOAs) were in the 5% most deprived areas in England. Some parts of the city rank amongst the poorest in England.





Child poverty

There are neighbourhoods in the city where over 50% of all children are growing up in poverty, two thirds of these children live in working households.

Almost 3 in 10 (29.8%) households with children in Birmingham are living in lone

parent households, against an England and Wales average of 25%. According to the Birmingham Child Poverty Commissions report⁶, over half (54%) of parents in poverty believing their children will have a worse life than their own, compared to just 30% of those parents not in poverty.



Families in insecure or low incomes jobs are more vulnerable to financial insecurity. In many cases, taking out payday loans with high interest rates is the only option to meet rising household costs - this can exacerbate an already difficult situation.

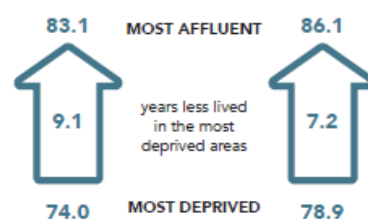
⁶ [file:///C:/Users/perasrbs/Downloads/Child_Poverty_Commission_Report%20\(1\).pdf](file:///C:/Users/perasrbs/Downloads/Child_Poverty_Commission_Report%20(1).pdf)

Health of our population

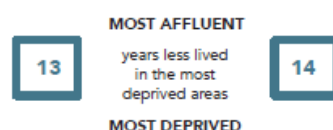
Having good health creates a state of wellbeing. Social factors such as low income, poor and unstable housing and education undermine good health outcomes.

There are significant health inequalities across the city and across different community groups. Earlier deaths, higher rates of ill-health and the socio economic consequences of ill-health such as poverty disproportionately impact on those least economically able to cope. Activities that prevent social isolation promote greater mental wellbeing and quality of life.

LIFE EXPECTANCY



DISABILITY FREE YEARS



Housing and neighbourhoods

Neighbourhoods are local communities of place where cohesion can thrive under the right conditions, including: neighbourliness, mutual support and respect, friendly social interactions, high levels of social capital, decent secure housing. Decent affordable housing creates stability and a sense of belonging. Individuals and families having to move frequently, experience homelessness or are living in temporary accommodation affects their education, health, ability to find sustainable employment, unable to build friendships and social networks.

Due to a shrinking affordable housing sector and rising populations we are experiencing both a national and local housing crisis leading to rising levels of homelessness.

Birmingham City Council's homelessness review identified the key housing challenges as:

- The local population is growing at a faster rate than homes are being built, leading to an increase in overcrowding across all tenures of housing.
- There are more than 20,000 households on the BCC Housing Register (April 2016).
- Annually social housing allocations meet a quarter

3821

homeless households
in Birmingham

82.78%

Priority Homeless

9.87%

Non-Priority Homeless

7.35%

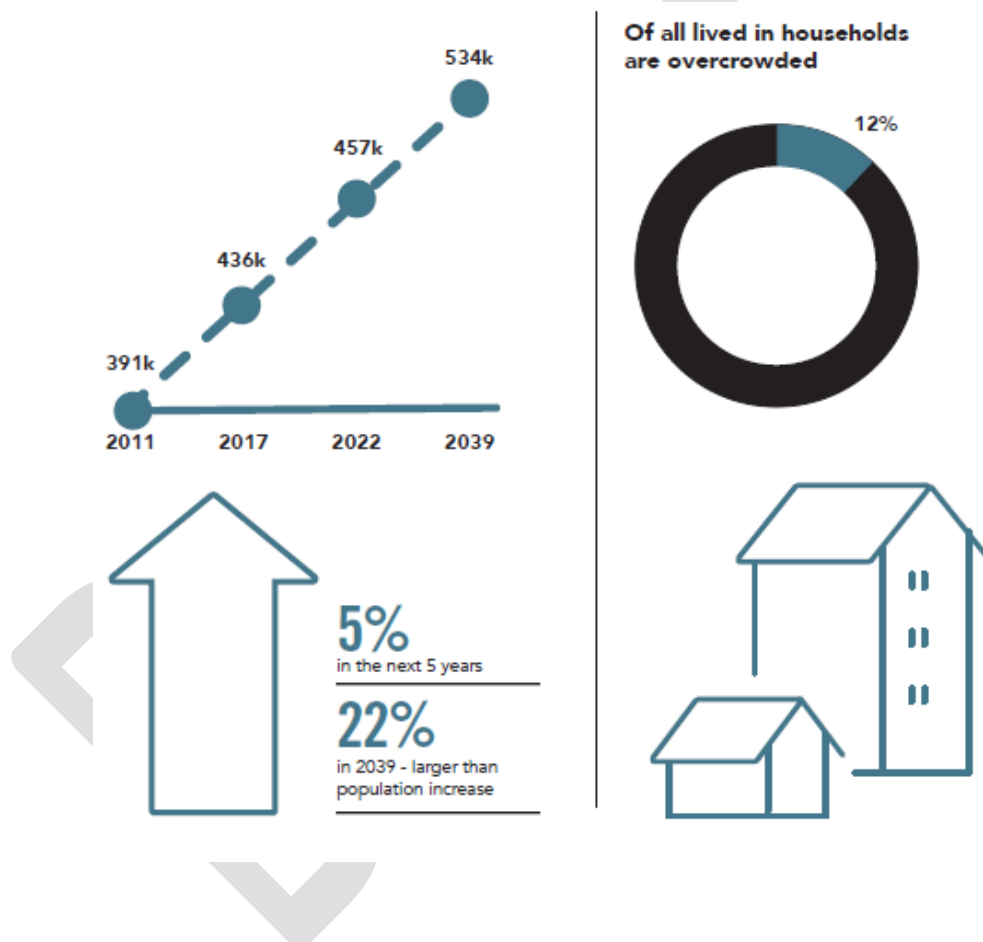
Intentionally Homeless

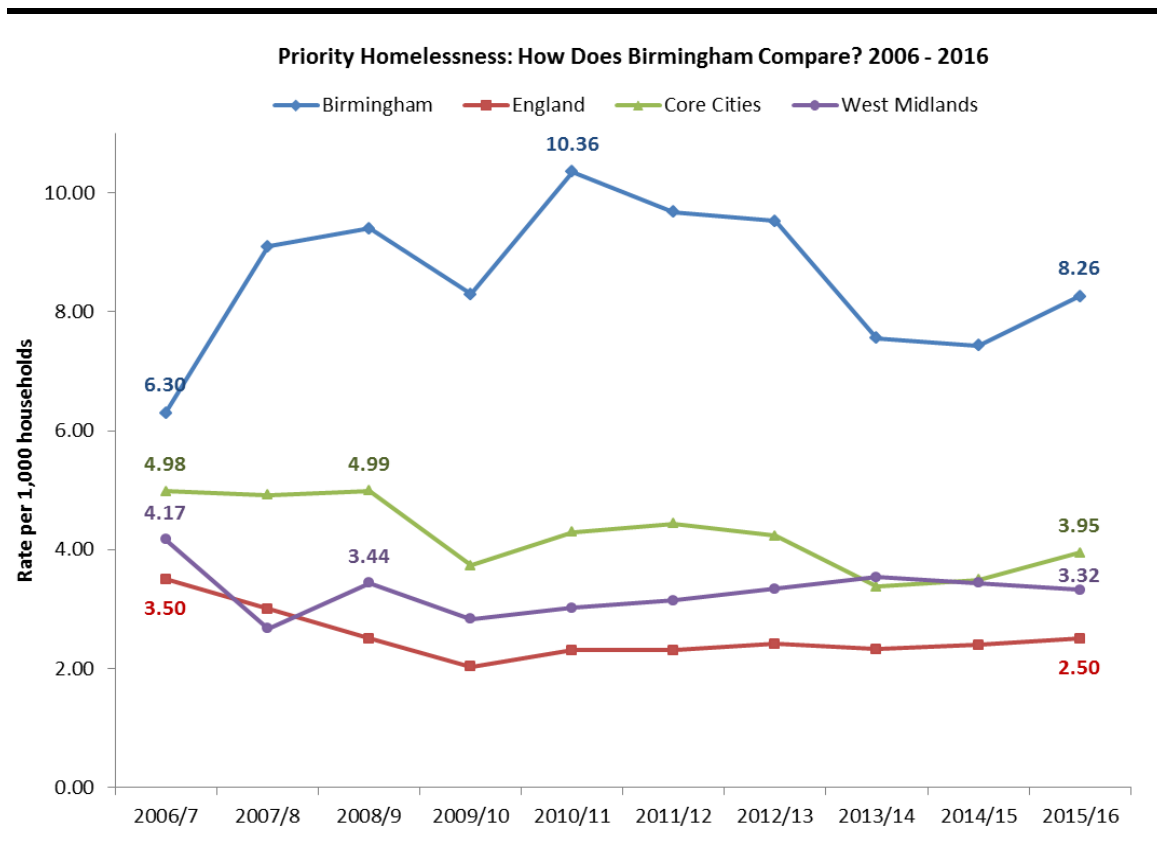


of Birmingham's overall registered housing need

- There are reducing housing options for low-income and benefit-dependent households – especially Under-35s and large households affected by the Benefit Cap.

Homelessness has become a significant challenge for the city. Of all homeless applications, 15% are from outside Birmingham – approximately half of which are related to domestic abuse. More than 3820 households in Birmingham are homeless. This instability causes strain on individuals and families. Children in temporary accommodation and poor housing suffer higher rates of ill health, low educational attainment and poor life chances.





Jobs and skills

Birmingham has a growing reputation internationally as a city that offers world-class business and cultural facilities. As a key driver of the regional economy, Birmingham is a leading business destination with an economic output of over £20bn. More recently, we have seen major investment in infrastructure such as HS2 and the Midland Metro. The City has also attracted international companies such as Deutsche Bank and HSBC. Furthermore, Birmingham offers high quality education facilities through its five universities and ten further education colleges.

Despite these opportunities and successes, unemployment remains high in Birmingham and our skills deficit means people are unable to take up better paid jobs. The City has a higher proportion of residents with no qualifications (21%) compared to the average in England which limits access to employment and training opportunities. Qualification levels are low in the city for some communities. A particularly high percentage of Pakistani and Bangladeshi residents have no qualifications, and a low percentage have higher level qualifications. Over 47,000 people who live in Birmingham cannot speak English.

Discrimination in recruitment, low wages and insecure employment are some of the challenges that hold back the life chances and social mobility of individuals and families.

Being unemployed can have deep seated effects on community cohesion, it impacts on the social stability of families, individuals and communities. Having a decent paid job leads to a good standard of living and financial stability. Equally, the workplace can help develop social connections through daily social interactions between people of different ethnic backgrounds - a driver of social cohesion.

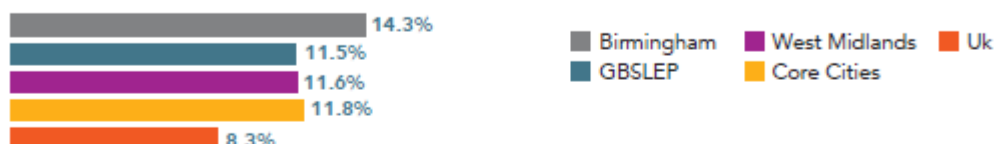
Economic growth and investment is overwhelmingly concentrated in the city centre, if there is an expectation that this growth will ripple outwards, those living in the outer ring of the city 'white working class' are furthest away from any potential benefits. These are some of the conditions that create a mix of low aspiration and low self-worth, isolation, neglect and misunderstandings and tensions. Policy makers, including the council need to involve residents in shaping regeneration plans and policies that affect local areas at the early stages that are based on evidence of need.

Qualifications Levels - 2016

NVQ+4



No Quals



461,900

Resident Employment
Working age 16 - 64 year olds
Birmingham 64.5%
National 74.0%



517,000

Employment Growth (2016)
Birmingham 2.6% National 1.6%

Largest sub-sector growth seen in:
Healthcare (11,000 jobs created)
Retail (5,000 jobs created)



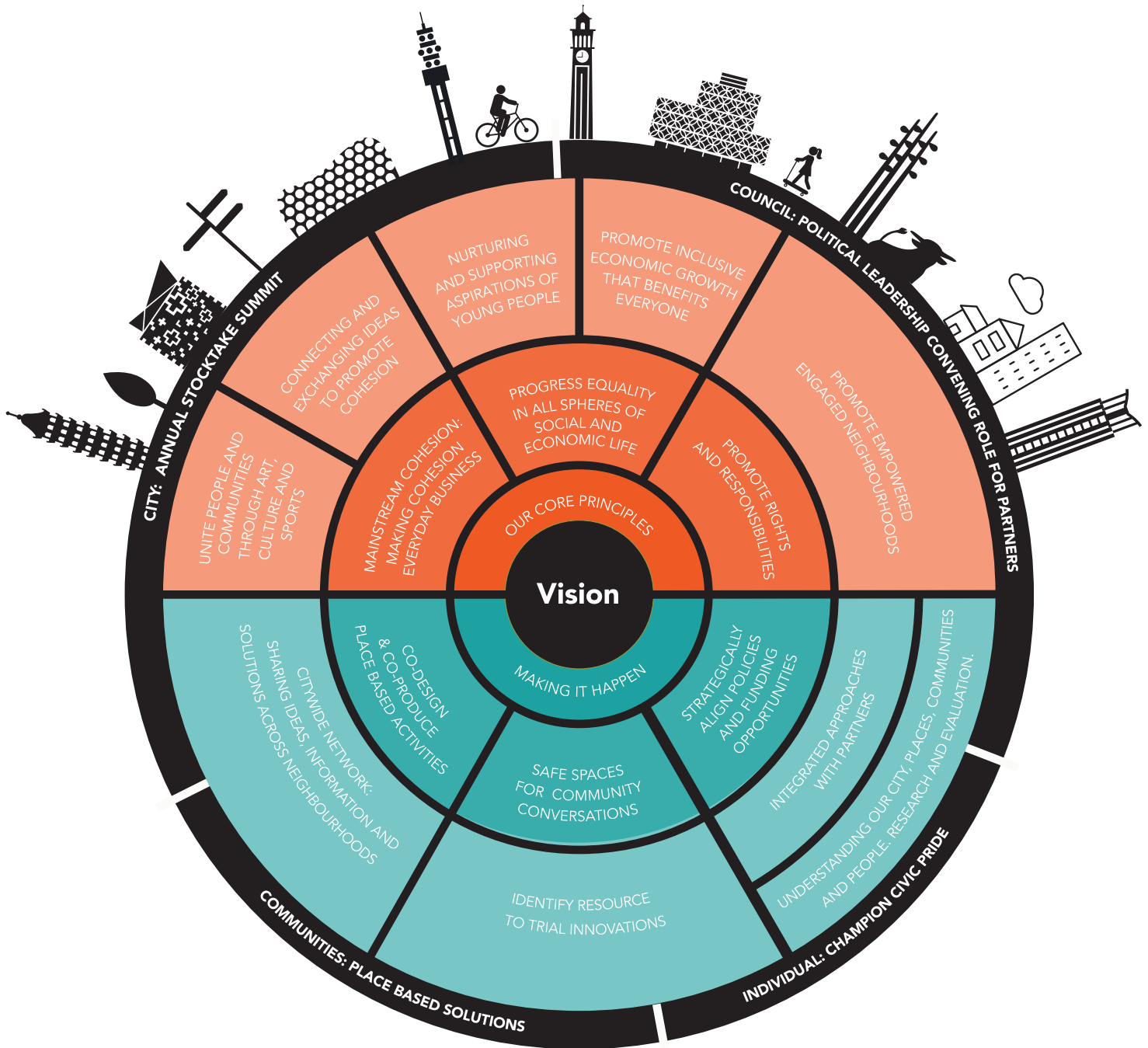
31,096

Unemployment
Seasonally adjusted claimant count
(Uk - 2.4%)



COMMUNITY Cohesion

Strategy for Birmingham



OUR VISION Birmingham is a welcoming city where everyone has an opportunity to contribute and benefit from the success of the city. The City and its neighbourhoods are safe and flourishing places to live, work and grow up in, they are well connected places where people from all backgrounds trust and support each other. People of all backgrounds realising their full potential and exercising their rights and responsibilities.

Appendix 2

Community Cohesion in Birmingham: Forward Together

4th December 2017, mac

The Summit

On 4th December 2017 Councillor Chatfield convened a conversation with 80+ partners from across the city to discuss and identify:

- The challenges facing the city and the opportunities in achieving community cohesion;
- The role each of our organisations can play and our commitment to improving cohesion;
- What the next steps might be to working together towards a shared vision of cohesion.

Key-note speaker, Nazir Afzal OBE, opened the event with reflections from his experience as Chief Crown Prosecutor for the North West (2011 – 2015) and from his involvement in the Manchester Commission on Cohesion. Born and brought up in Birmingham he was able to share some very personal insight on the challenges the city faces – including the need to have honest and difficult conversations about the reality of intolerance and discrimination in the city, while working to not further alienate or stigmatise any one community.

Partners from across the city were also invited to share their perspectives on the challenges facing the city, identify existing practice we can build on and what different sectors can do to contribute to cohesion in Birmingham. Joining our key-note speaker on the panel we had Kamal Hanif OBE, Head teacher, Waverley School, Paul Faulkner, CEO from the Greater Birmingham Chamber of Commerce and Ashley Bertie, Assistant Police and Crime Commissioner. The panel was chaired by Anita Bhalla OBE who is currently chair of the West Midlands's Combined Authority Leadership Commission.

1) What are the challenges facing the City in achieving community cohesion?

Living in a super-diverse city

There was a sense in the room that the phrase 'super diverse' was not properly understood or used. We often discuss our 'diversity' or 'super diversity' implying that it is a good thing without understanding whether this sentiment is generally shared across our city. A challenge was identified in understanding the different opinions and ideas people had about diversity including:

- Self-segregation – there are many reasons why communities might prefer to live, study or work with 'people like them', we need to understand whether this is by choice or being reinforced by economic and social circumstances;
- Assimilation and integration – who needs to 'integrate' and on who's terms? Do we tackle historical inequalities and address the context on which we build?
- Are we talking about social engineering – what role or right does the state have to determine or make demands on how people live and interact in their private lives?

Community Cohesion in Birmingham: Forward Together

4th December 2017, mac

Negotiating Birmingham's Values

In the 2016 Cross-party community cohesion statement the council committed to 'promoting shared British values' as one of our approaches for working towards community cohesion. The theme of 'shared values' asked participants to reflect on whether Birmingham has, or should have, its own shared values. Challenges identified under this theme included:

- A lack of shared identity and sense of belonging (a 'village' mentality rather than city-wide identity);
- A lack of spaces for people to interact with others (especially people of difference);
- A lack of 'safe spaces' to raise concerns and grievances without being shut-down – and a need to have challenging and difficult conversations;
- The challenge of having increasingly mobile and transient communities – how do we develop shared values and a sense of community or belonging when the people are always changing? How do we embed resilience and continuity in an environment of constant change?
- Do we want to share? Or are we better off embracing our village identities and allowing for self-segregation if this is what people want?

Barriers to participation

Not being able to participate in, feel connected to or have influence in the society we live in is sometimes considered to be detrimental to community cohesion. If we aren't able to get involved and feel that we have a stake in the success of our shared community we are more likely to feel isolated. Some of the barriers to participation that were identified include:

- Physical mobility and transport - not being able to connect with opportunities (either personal or professional) because of poor transport connections; communities feeling isolated and marooned;
- Attainment and Outcomes – cycles of poverty in parts of the city reflected in low attainment levels matched with a lack of opportunities and role models; a need for more creative and innovative solutions to employment problems – encouraging pragmatism and realism in responding to economic need (e.g. what jobs will there be?) without setting limitations and quashing entrepreneurial spirit;
 - Included in this a long with a range of other skills needs is the need for ESOL provision to enable all our citizens to fully participate in society and make a contribution.
- Poverty – negative impact of poverty can disrupt cohesion. Various types of poverty were discussed (e.g. health poverty) with a strong emphasis on access to employment, housing, health and homelessness as a growing issue (including ensuring adequate provision for GRT communities).

Community Cohesion in Birmingham: Forward Together

4th December 2017, mac

Intolerance and Extreme Voices

Within our city, and indeed our own workforces and communities, there will be those who try to undermine the shared values we seek to espouse. Challenges were identified under the theme of 'intolerance and extreme voices' that included:

- Giving space for grievances and concerns to be aired (and not silenced or allowed to fester) without giving a platform for intolerant and hateful views;
- Utilising language that responds to these grievances in a way that lands with the intended audience without further stigmatising or perpetuating myths and stereotypes;
- Tackling inequalities and harmful practices that are predominant in particular communities without contributing to further stigma and problematizing those communities;
- Addressing both explicit discrimination and unconscious bias across all characteristics.

2) What are the key areas where you feel we need to make an impact collectively?

Living in a super diverse city

A consensus emerged from the room that this is an agenda that is not wholly owned by any one sector or group: we all have a responsibility for delivering on this as our contribution to living in a super-diverse city. A key aspect of this is about understanding 'what's in it for me' and some work might be necessary to illustrate the positive impact that improved cohesion would have on any individual or organisation in our city. Some key areas for consideration if we are to have a positive collective impact were:

- A responsibility of every individual, community and organisation that lives in and contributes to our city;
- A need for reflection, challenge and difficult conversations – how do you respond to intolerance or discrimination in your organisation, neighbourhood or community;
- How do we give more control to neighbourhoods and communities without creating or adding to tensions (e.g. a perception that a 'space' is just for one community or faith group?)

Negotiating our shared values

The challenge of establishing our own set of values as a city relies on how we relate and communicate with each other here. As a foundation for negotiating these shared values some behavioural challenges were identified:

- A need to share intelligence more easily – being less protective and risk adverse;
- A more positive narrative including celebrating our success stories and shining more light on the good work going on – it's not all bad here and being negative just makes things worse;

Community Cohesion in Birmingham: Forward Together

4th December 2017, mac

- A need for continued dialogue on these issues and improved partnership working

Barriers to Participation

A number of barriers to participation were identified however; there was one key area where partners felt we could have a collective impact. Jobs and skills emerged as a key area where partners felt they could have an impact, suggested actions included:

- Extracting talent from our communities and challenging 'traditional' entry routes which might include barriers and unconscious bias;
- Encouraging aspiration and ambition through helping young people have access to role models and networks (e.g. through collaborating with schools; mentoring; apprenticeships);
- Improving careers advice and being more innovative and creative in thinking about the future of work
- Inclusive growth where disconnected communities benefit from the city economic growth.

Responding to intolerance and extreme voices

A challenge was identified in the need to differentiate between and balance opportunities for individuals to express grievances and communicate their feelings in an open environment whilst also ensuring that we firmly give no platform for the propagation of hate speech. In response to this, areas for collective impact include:

- Creating spaces for dialogue and difficult conversations;
- Not amplifying or promoting voices that incite hatred or discrimination;
- Recognising and protecting the enshrined rights of all individuals regardless of background or characteristics.

Next Steps

The reflections and recommendations emerging from the summit reflect that this is an agenda for which we each have responsibility, something that should not be viewed as being held by any one organisation. However, in order to turn these reflections into tangible actions each organisation and individual will need to consider how they can implement and respond to these issues in their own environment, as well as together. With this in mind, some of the actions the Council will be taking ahead from this summit are identified below in terms of longer term, medium term and immediate objectives.

Immediate Actions:

- **Blog post:** this is now available at: <https://www.birmingham.gov.uk/blog/birmingham-blog/post/20/birmingham-forward-together>
- **Youth Summit:** Planning is underway for a youth summit on community cohesion on 7th March

Community Cohesion in Birmingham: Forward Together

4th December 2017, mac

- **Assistant Chief Executive:** starting in January 2018, the Assistant Chief Executive will have a remit for partnerships and community cohesion and will be instrumental in taking forward the actions outlined below.

Summer 2018:

- **A Vision Statement/Commitment** - building on the cross-party community cohesion statement of 2016 we would like to develop a better, shared understanding of what cohesion means to Birmingham; what we stand for here and the values we aspire to;
- **A Strategic Framework** - developing a strategic and measurable approach that joins up the vast and varied work that will contribute to cohesion overall;
- **A citywide Network** – to keep an ongoing conversation and dialogue across all partners open, to build on our relationships and ensure we are achieving the best possible outcomes for the people of Birmingham.

Ongoing:

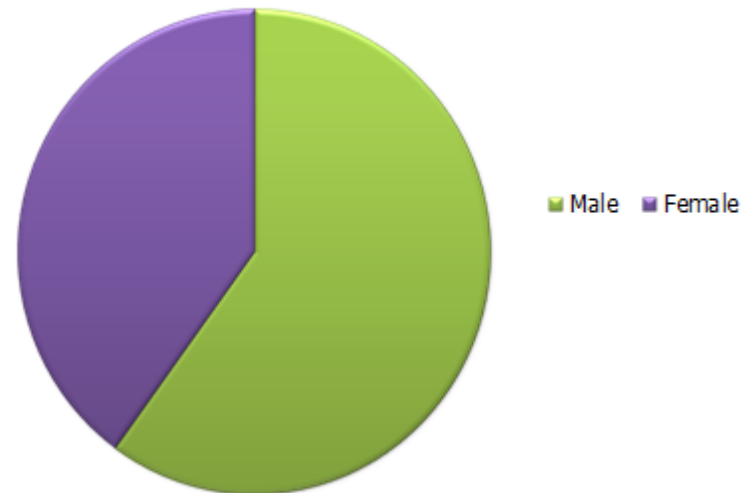
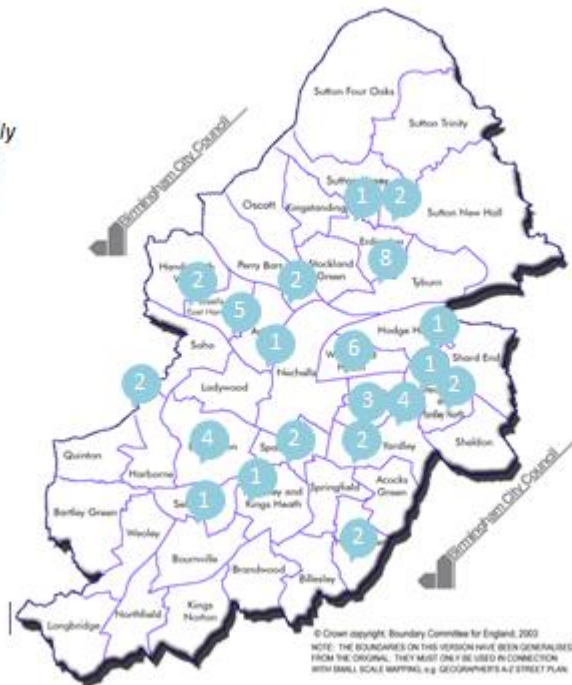
- **Female empowerment** – 2018 is the centenary of women finally having the right to vote and 100 years on there is still a lot of work to do. How can we use this anniversary as a springboard for improving gender equality in our city?
- **Perception of Birmingham** – How can we improve how people feel about the city – to instil a sense of pride and recognise an identity we all share in?
- **Aspiration for the city and young people** – Birmingham is seen as undergoing a rebirth of sorts. How do we ensure this ‘renaissance buzz’ is more inclusive and relevant to all citizens?
- **Difficult conversations** – Myth-busting on its own doesn’t always work. How can we appeal to people’s *real* concerns whilst also challenging further stigmatisation of communities?
- **Neighbourhoods** – How do we give people more control and autonomy without creating or adding to tensions (A good example being the perception that a community centre is just for one community or faith group)?
- **Employment and jobs** – Working with businesses and other major employers to ensure all levels of jobs and skills opportunities are widely accessible to all, irrespective of socio-economic background

Community Cohesion Youth
Summit: 7th March 2018



Young people from across the city came together to discuss community cohesion...

Approximately
40% Female
60% Male



COMMUNITY
COHESION
YOUTH SUMMIT



Young people felt that community cohesion was about...

- Feeling comfortable in your own community
- Having a sense of family
- Communication between adults and children
- Having mutual respect for community
- Getting to each other's cultures, discovering and learning about different cultures and languages
- Different races coming together
- Inclusion, diversity and moving forward positively

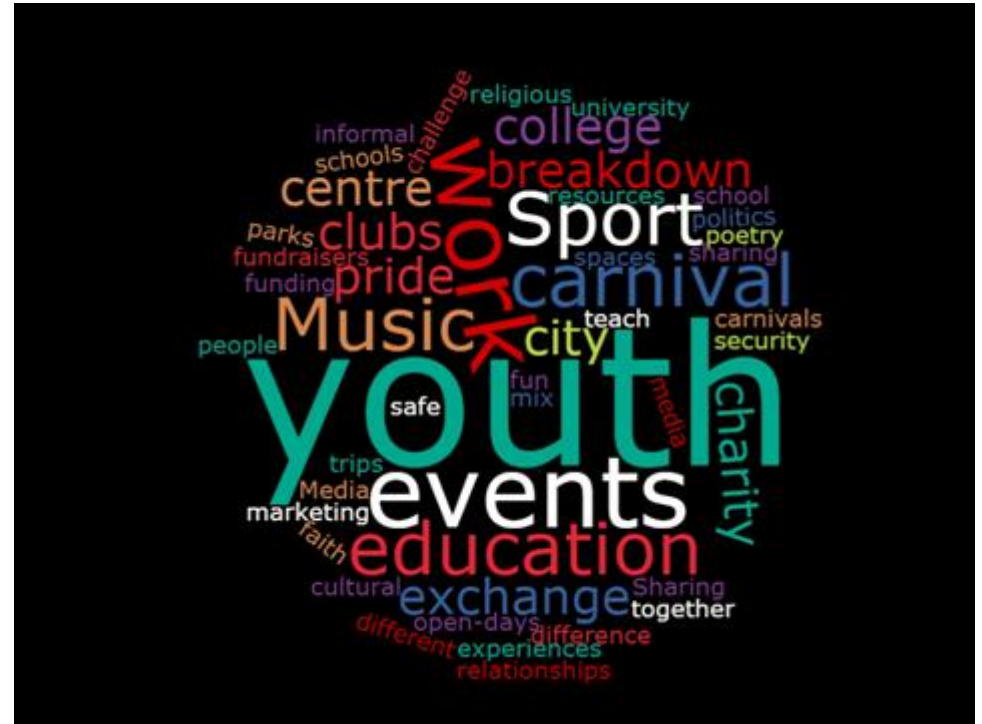


COMMUNITY COHESION YOUTH SUMMIT



Young people see community cohesion in action in Birmingham through...

- Sharing cultural experiences
- Youth centres where different people get together in an informal setting
- Shared spaces like parks, school, college (particularly Post-16 education)
- A shared sense of pride in Birmingham
- Shared experiences and activities (e.g. music, sports, politics, charity events and carnivals)

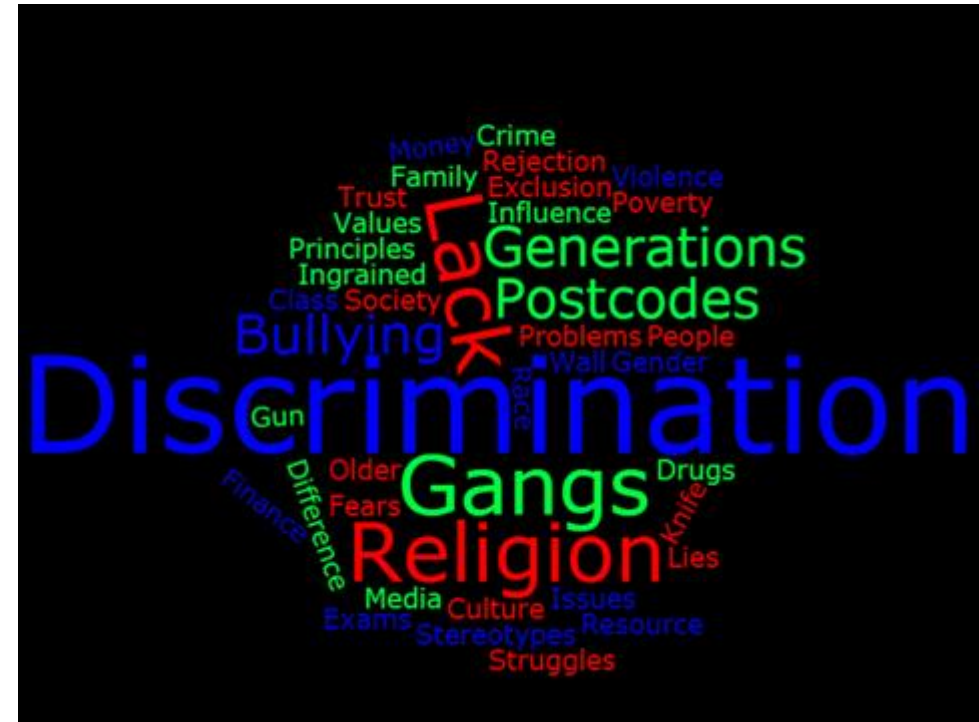


COMMUNITY COHESION YOUTH SUMMIT



Young people thought the main problems that stop community cohesion from happening were

- Discrimination – whether because of race, gender, class, religion or culture
- Older generations that have ingrained beliefs and don't see societal problems (“they build a wall around themselves”)
- Lack of safe spaces – leading to a rise in gun and knife crime
- Postal wars, gangs and violence
- Stereotypes, bullying and exclusion



COMMUNITY
COHESION
YOUTH SUMMIT



Young people suggested the following ideas to help improve community cohesion in Birmingham...

- More investment in the youth service
- Have more police in the area to help us feel safe
- Have more youth centres, activities, (fun) workshops and practical things
- Help teams at schools and youth centres
- Encourage youth centres to visit each other
- The Council should be more aware of issues for young people, and councillor should be more involved – have a relationship with the community
- Engage young people themselves
- Have more shared spaces – places where we can come together
- Extracurricular activities
- Free public transport
- Community clean-ups
- More funding for adult education (e.g. English language courses and re-training)
- Have free gym memberships for 18 – 20 year olds
- Religious sharing days and interfaith activities
- Better awareness of community events – and intergenerational events
- Street parties and parks, fun fairs and festivals

COMMUNITY
COHESION
YOUTH SUMMIT



Equality Analysis

Birmingham City Council Analysis Report

EA Name	Community Cohesion Strategy Green Paper
Directorate	Corporate Resources
Service Area	Legal Services - Finance And Legal
Type	New/Proposed Policy
EA Summary	The Community Cohesion Strategy Green Paper sets out how the Council and its partners will agree a vision and approach to delivering community cohesion in the city.
Reference Number	EA002855
Task Group Manager	suwinder.bains@birmingham.gov.uk
Task Group Member	
Senior Officer	jonathan.tew@birmingham.gov.uk
Quality Control Officer	jonathan.tew@birmingham.gov.uk

Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

The Community Cohesion Strategy Green Paper will invite views through public consultation on the council and its partners proposals to agree our vision of a city where people of all backgrounds get on - with each other and in fulfilling their potential by making the most of the opportunities and benefits that living in Birmingham offers them. Cohesive communities are where people - whatever their background - live, work, learn and socialise together, based on shared rights, responsibilities and opportunities.

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	Yes
Health: Helping People Become More Physically Active And Well	Yes
Housing : To Meet The Needs Of All Current And Future Citizens	Yes
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Relevant	No
Gender	Relevant	No
Gender Reassignment	Relevant	No
Marriage Civil Partnership	Relevant	No
Pregnancy And Maternity	Relevant	No
Race	Relevant	No
Religion or Belief	Relevant	No
Sexual Orientation	Relevant	No

2.4 Analysis on Initial Assessment

Our vision for cohesive communities and City is one which involves everyone, regardless of background or characteristics. Achieving our vision would therefore bring positive benefits to all over time. We know that the opportunities and benefits of living in Birmingham are not shared or available to everyone, with some groups and places experiencing particular disadvantage, including ethnic minorities and socioeconomic groups. Those disadvantages, by both protected characteristic and place, vary considerably depending on the outcomes which are being measured.

The Community Cohesion Strategy Green Paper sets out a vision and approach on how we can collaboratively work across Council, Strategic Partners, Communities and individuals to deliver this agenda. This means equality

assessment will need to be on going and refined as our policy develops.

The new Strategy is expected to be positively felt by people and communities across Birmingham, therefore our partnership approach will not distinguish between those with or without protected characteristics. However, we are clear that communities who are experiencing particular disadvantage should receive tailored and targeted support and interventions. The Strategy focusses on addressing disadvantage and inequalities based on the available evidence of the factors which hinder or support community cohesion. There is insufficient evidence of potential for marked adverse equality impact on people with protected characteristics. Through the consultation of the Green Paper we will invite views on our approach in progressing community cohesion and will use any evidence provided through responses to consider further whether there may be evidence of the potential for such impacts.

Work In Progress

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Concluding Statement on Full Assessment

Proposals in the Green Paper will have a positive impact on addressing discrimination through the progressing of shared values and collaborative approaches to dismantle structural inequalities (that exacerbate divisions in communities) and support equality for all. The strategy sets a citywide partnership approach to address inequalities in all its forms and to challenge the cultural and traditional attitudes and practices that can hinder cohesion and equal rights.

4 Review Date

01/10/18

5 Action Plan

There are no relevant issues, so no action plans are currently required.

Consultation Response Form

This is the response form for the consultation on the green paper, *Integrated Communities Strategy*. If you are responding by email or in writing, please reply using this questionnaire pro-forma, which should be read alongside the consultation document. The comment boxes will expand as you type. Required fields are indicated with an asterisk (*).

Full details of the proposals being consulted on can be found at <https://www.gov.uk/government/consultations/integrated-communities-strategy-green-paper>.

The consultation will begin on Wednesday 14th March 2018 and will end on 5th June 2018. All responses should be received by no later than 23:45 on 5th June 2018.

To prevent losing your responses, you may wish to draft your response to the questions in a Microsoft Word document, before copying and pasting into the form.

Navigating the form

There are 14 top-level questions in this form. You **do not** have to answer every question.

Submitting additional information

At the end of the form information is provided on how you can submit additional information or evidence to support your consultation response.

Thank you for taking the time to complete this form. Your responses will inform how we take the proposals forward.

Your details

Are the views expressed on this consultation your own personal views or an official response from an organisation you represent?*

Please select an item from the drop down menu

Choose an item.

Please provide the name of your organisation:

Birmingham City Council

If you are responding on behalf of an organisation, please select the option which best describes your organisation.*

Please select an item from the drop down menu

Choose an item.

If you selected 'Other', please state the type of organisation:

Click here to enter text.

General Overview

The questions in this section relate to the Introduction – Building Integrated Communities.

Question 1

We define integrated communities as communities where people - whatever their background - live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. Do you agree with our definition?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

Yes. We agree with the definition. Social integration and cohesion is an integral part of Birmingham city councils approach to promoting cohesive communities.

Question 2

We believe that the varied nature and scale of integration challenges means that tailored local plans and interventions are needed to tackle the issues specific to particular places. Do you agree?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

Yes. We agree that tailored localised plans and interventions are an effective way to build more cohesive and integrated communities. It is becoming ever more important that we take a proactive approach to understanding and planning for complex and evolving social and spatial diversities. Local knowledge and

statutory and voluntary sector partnerships are central to this approach and should include discussions on how we fund services that promote integration rather than those that perpetuate divisions within society.

The City Council has worked over many years with residents and community organisations on place based interventions, including citywide neighbourhood management programmes to foster good relationships across and between communities. However, reduction in public sector resources has meant that such programmes have had to be scaled down. We are increasingly drawing on knowledge and capacity of our partners in the public and private sectors to explore joint locally based approaches that address the drivers of social and economic segregation. We continue to look at innovative approaches to respond to the changing needs of our diverse communities.

The council has developed a Community Cohesion Strategy green paper in partnership with our strategic partners and communities to harness our collective efforts to promote community cohesion. We have set out eight principles to guide our policy and practice on progressing cohesive communities, these principles closely align with the ambitions of the government's Green Paper. We will be consulting on our strategy during summer 2018.

In addition, the council is developing a policy framework on Localism which has a clear focus on evidence led local ward plans, responsive to the needs of local residents and communities. We are clear that residents and communities must also be able to participate in setting local priorities and to take action themselves, recognising the rights and responsibilities of everyone in the city and the value of collective action for the common good. Despite the resource constraints, we are determined to explore new ways of bringing about a more localised city and make the most of all our assets, financial, physical and human.

Our Localism policy framework will build on the neighbourhood agreement approach already in place by developing a neighbourhood based approach targeting priority and vulnerable council housing estates. This will include developing a refreshed engagement strategy one that adopts the recommendations of the Dame Hakitt post Grenfell enquiry in regards to the voice of the tenant. Our approach will go beyond co-regulation requirements, including the allocation of lead Housing managers responsible for contributing to the new Ward planning process.

Question 3

Do you have any examples of successful approaches to encourage integration that you wish to highlight, particularly approaches which have been subject to evaluation?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

The impact of austerity measures has seen significant reductions in council resources, which has meant that we are continually balancing our budget, fulfilling our statutory commitments and making difficult decisions on how we effectively respond to the changing demands of our growing and diverse population.

Despite the resource challenges, we continue to support activities that promote cohesion. Our libraries are a good example of how we continue to adapt mutual communal spaces to facilitate greater integration. Due to the limited capacity of our library staff, we have introduced a volunteer policy to support community hubs across the City. We have already supported a number of community volunteers to set up a range of activities that help address social isolation and build cohesion, including: reading groups, events with speakers, coffee mornings, family history/ancestry groups, art groups, and various local Friends of Groups. These organised and self-organised social groups and social settings facilitate new friendships and foster good relations between communities. Similarly, we support community led events, such as an annual Roots, Rock, and Reggae event bringing together people from different backgrounds. Such cultural gatherings make an important contribution to recognising and celebrating different cultures, but also brings different communities together to experience new cultures and help dispel myths and fears of 'others'. As a consequence of changing patterns of migration, Birmingham's demographic landscape is becoming increasingly ethnically and socially 'super diverse' and we are receiving growing requests from different communities to hold cultural events that celebrate and share their cultural heritage with other communities.

Our central Library, the Library of Birmingham, includes a number of exhibition and event spaces with a primary function to facilitate a wide range of different forms of meaningful social mixing, including: debates and discussions, exhibitions, engagement and cultural learning activities. Since opening in 2013, the Library has worked with more than 20 community groups on exhibitions and related engagement activities. Exhibitions have, for example, been curated by groups from Jamaican, Bangladeshi, Polish, Jewish, Chinese, Indian and Pakistani communities and featured subjects including sports, music, poetry, public art, photography, architecture, literature and local heritage. Exhibitions often include popular engagement activities such as discussions, dance performances, crafting activities, readings, music and theatre – all designed to encourage as many people as possible to meaningfully connect with culture and each other.

We support government proposals on conversation clubs, not only to improve English language speaking, but also to help support individuals socialise more

widely. Libraries could develop as venues for new conversation clubs although use of some spaces is chargeable.

Youth Promise Plus:

The Council's employment services team has worked with partners to develop a project working with NEET young people. Birmingham and Solihull Youth Promise Plus is an ESF/YEI funded employment pathway project which has engaged with over 13,000 (as of June 2018) NEETs aged 15-29. The project is supporting some of the most disadvantaged young people into a positive EET destination using a strong partnership approach which reaches into the heart of communities.

Unemployment levels are above national averages for Birmingham residents from BAME groups. The BAME unemployment rate for the area is 15.0% compared to an unemployment rate of 4.6% for white residents; a BME unemployment gap of over 10 percentage points. (Source: ONS/APS April 2018).

There are significant concentrations of unemployment in particular local areas mainly located in inner city Birmingham. In May 2017, Lozells & East Handsworth in Birmingham has the highest unemployment proportion at 10.1% over 5 times the national rate of 2.0%.

(Source ONS/NOMIS)

A positive project outcome is a result of the intensive and holistic delivery elements of the programme, in addition to targeted employer activity has proved effective in supporting BAME young people towards a positive EET destination.

Also, the project has shown a high level of engagement from ethnic minority groups. Our engagement rates do indicate economic inactivity is higher in women than in men as stated in the report. However the project data reports that Asian or Asian British Pakistani are the most engaged of all BAME women.

Participants are allocated a named intervention worker providing appropriate and consistent support. Where required the intervention worker has the capacity and resources to deal with barriers by accessing specialist provision offering intensive support for participants with a disability and/or situational barriers such as being at risk of homelessness or offending. On the participant journey this support aims to 'stabilise' the participant enabling progress towards agreed EET objectives. This approach is in line with the government belief in "diagnosing an individual customer's barriers to employment and providing a tailored approach".

This project is delivered from various locations across five localities. Key locality delivery is provided through Jobcentre Plus with project staff co-located with JCP colleagues who make the initial referrals. Working with JCP, we have appropriate levels of intensive mentors working with work coaches at the 14 job centres in the project area, and at many community organisations, as well as being the first project in the area to locate NEET support workers at key frontline sites to reach the young people most in need, such as at the West Midlands Police Integrated Offender Management Teams, and at the local mental health provision bases run by Forward Thinking Birmingham.

Our commissioned independent evaluator Carney Green has produced a mid-term report (covering the period to October 2017) and consulted with project Partners and contractors at management and operational levels, as well as participants and other stakeholders, they found:

"Engagement with participants to date has revealed numerous positive impacts as a result of their involvement with the YPP Project. These include: an increase in work related skills; a belief that they are more likely to enter employment; and softer impacts such as greater aspirations and motivation, and increased confidence. The YPP individual action plans were seen to be relevant to the young people, enabling them to see how their aspirations could be achieved through manageable steps, helping to increase their motivation and likely ongoing engagement with YPP."

Case study: Unity in Diversity

We have many examples of good practice in schools including Football for Peace and Trailblazers. We are currently developing a partnership with the British Council in Indonesia, which has a great story to share with amazing cultural and religious diversity and a constitution based on tolerance and pluralism. Its cultural richness is a fortune in itself that has been part of the identity of Indonesian people, as it also stated in the national slogan, 'unity in diversity'. Open mindedness and tolerance are the elements that glue the community and build its resilience. Birmingham is British Council's main partner in establishing an international school links between Indonesia and the UK in the theme of 'Diversity'. The programme aims to promote tolerance and international collaboration among young people of different backgrounds. It is our expectation that through linking schools in Indonesia and the UK we will facilitate learning between the two schools communities on how diversity will be beneficial for individuals taking part in this project as well as extended school communities. It will enable us to extend the work we are already undertaking on attitudes to women and girls in Birmingham schools and will offer alternative world views for children and young people in Birmingham on the progressive role of women in religious life. By its nature, the programme will engage school across the city to work in partnership with schools in Indonesia which will not only develop a global approach, but will facilitate social mixing at a local level with diverse school populations coming together for a common goal.

In a recent Home Office Prevent Peer Review, our innovative education offer was deemed as 'at the vanguard of education practice nationally'.

Chapter 1: Strengthening Leadership

The questions in this section relate to Chapter 1: Strengthening Leadership.

Question 4

The Green Paper proposes that we need to build the capacity of our leaders to promote and achieve integration outcomes. Do you agree?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

Yes. We welcome proposals to promote integration through partnerships across national and local government, faith, voluntary and community and business sectors.

We recognise that as council, we have a leading role in creating the conditions in which individuals, families and communities can live cohesively. We have been given a democratic mandate from Birmingham communities to provide leadership and accountability on promoting cohesion. As such, the council has brought together public and private sector partners and communities to develop a Community Cohesion Strategy Green Paper, which makes proposals for balanced leadership between council, city, community and individuals - driving our approach on building a cohesive city.

We agree that leadership positions across public, private and community sectors do not represent the diversity of our population. And some voices are seldom heard, including women, young people and ethnic minorities. We welcome the governments call on public authorities to include and equality objective outlining specific activity to promote integration. We have made a commitment to mainstream community cohesion, by embedding it in our everyday policy and practice. Equally, our policy on Localism will endeavor to reflect all voices in shaping local plans.

We also welcome the opportunity to exchange learning, research and ideas with other local authority areas as part of the new Cohesion and Integration Network.

Moreover, we are encouraged that the government is leading by example: for all Whitehall Departments including DfE, to review policies that exacerbate segregation and those that best drive integration.

There are examples where government departments could work better. For example: community libraries are delivering an assisted digital service on behalf

of DWP in nine community libraries. It is clear that some claimants require more support than can be provided through the agreed appointment schedule - the statement "(encouraging) partner organisations - including community groups, customer stakeholder groups, advice services and charities - to provide joined-up help and advice" is weak, the statement should state that "the DWP will work with and provide support to community groups, customer stakeholder groups, advice services and charities to provide joined-up help and advice".

Chapter 2: Supporting New Migrants and Resident Communities

The questions in this section relate to Chapter 2: Supporting New Migrants and Resident Communities.

Question 5

The Green Paper proposes measures to support recent migrants so that they have the information they need to integrate into society and understand British values and their rights and responsibilities. Do you agree with this approach?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

We agree with the government's proposals to support recent migrants with the information they need to integrate into society and for them to understand their rights and responsibilities. We believe for this to be successful there needs to be an early support offer that builds integration objectives into the way in which services guide and support migrants including:

- Increased opportunities for ESOL
- Support for voluntary sector engaging with new migrants
- support for community development to provide opportunities for meeting and sharing
- schools as hubs for engagement (extended schools model)
- better integration support for refugees and asylum seekers, particularly using schools, youth centres, libraries, and children centres as a universal point of access for families
- robust approach to rights of women and girls

Social integration should not be the sole responsibility of migrants to integrate into British society. Established and settle communities should also offer a sense of welcome and be incentivised to help migrants settle in their local area, community and schools. As a City of Sanctuary, Birmingham is committed to creating a culture of welcome and support to people who arrive into Birmingham as migrants, asylum seeker or refugees. Similarly, the Council's Localism agenda, will support newly arrived migrant/people feel welcomed and able to fully participate in civic life.

Question 6

The Controlling Migration Fund was constructed to deal with the short-term migration pressures and associated costs that local authorities can encounter. Do you think it adequately achieves this objective?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

While the Controlling Migration Fund is a welcome resource to support the pressures of migration on places, it needs to be promoted sufficiently well to ensure that stakeholders in and across Local Authority areas are aware of it and its relevance to the changes to public services which have been seen across neighbourhoods, communities and public services. As a result it has noticeably been a useful resource to those services and organisations already engaged in the migration agenda, but has otherwise lost some of its potential impact. In some areas, the rate of population changes resulting from natural movements of migrants into urban areas, as well as the housing of asylum seekers and refugees through various schemes and processes has been too rapid to be able to organise a sufficiently coherent and effective approach to the complex issues which arise from such changes. This is across the range of Local Authority, Policing, Education, Health and Voluntary Sector services. To this effect more could be done at a national policy level, in support of the CMF to help facilitate greater understanding of the impacts of migration on public services and communities.

In Birmingham, we have successfully secured resources to focus housing related issues in the private rented sector, resulting from some of the pressures on housing caused by migration. This includes funding for activity to tackle irresponsible and criminal landlords; support local communities and support migrant households to integrate into society and help develop a sense of belonging. This project will operate for 3 years and during this time it is anticipated that the Council will be able to sustain the work to improve standards in the private rented sector (PRS) and safeguard vulnerable people by:

- Introducing Selective Licensing for PRS properties in target areas. The income from the licence fee will ensure the continuation of enforcement project working on improving standards in the PRS
- Developing further the landlord accreditation scheme in the city to promote responsible renting
- Ensuring improved capacity in the Third Sector to support PRS tenants and

migrants at risk

- Working more closely with GP and health service providers in local areas
- Developing new approaches informed by the Evaluation Report and recommendations

Despite this, there is far more that could be done going forward across public and voluntary sector services to better understand and address the impacts of migration. Therefore we welcome the government's offer to 'make sure local authorities get the help they need to support people as they arrive', but hope that the CMF offer can extend beyond funding into facilitating and enabling approaches delivered by local authorities, but also include range of public and voluntary sector stakeholders impacted by migration.

Chapter 3: Education and Young People

The questions in this section relate to Chapter 3: Education and Young People.

Question 7

The Green Paper proposes measures to ensure that 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. Do you agree with this approach?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

Yes.

We agree schools are best placed to deliver on this objective with a local track record but DfE policy defines this area. Social mixing should not become cultural voyeurism and a 'new norm' needs to be established with young people, that supersedes the language of faith, culture and context and we would suggest that our work with Unicef on the United Nations Convention on the Rights of the Child (UNCRC) offers just that.

Schools and integration

Within the shadow of the Trojan Horse affair in Birmingham, we worked with our schools to understand and implement Fundamental British Values within the Prevent Duty curriculum. National and local discussions have often been critical of the term 'Fundamental British Values', citing a legacy of colonialism and empire so we needed to refocus the approach and found that the language of the United Nations Convention on the rights of the Child gave us a policy framework where a multiplicity of perspectives could co-exist. The UNCRC makes provision for dissenting voices by validating the right to faith, culture, language etc, rights which were deemed as repressed by communities.

Our aim is to create that safe space for discussion, where concerns or grievances could be openly discussed in a safe space within schools, contained by the craft of teaching (Prevent Duty, paragraph 64).

Our approach promotes the Unicef Rights Respecting Schools Award (RRSA) which is based on principles of equality, dignity, respect, non-discrimination and participation, and is congruent with the objectives of the Green Paper. The RRSA seeks to put the UNCRC at the heart of a school's ethos and culture to improve wellbeing and develop every child's talents and abilities to their full potential. A Rights Respecting School is a community where children's rights are learned, taught, practised, respected, protected and promoted. Young people and the school community learn about children's rights by putting them into practice every day. Through co-operative and appreciative inquiry, this approach is not only having an impact on individuals but on how children and young people understand their roles as global citizens. The Articles of the UNCRC have been invaluable in engaging children, parents, practitioners and communities in shared values which make provision for difference, but offer a common language; a 'new norm'. It has helped us to shape discussions around taboo issues such as cultural and religious conservatism, values and gender inequality, which the strategy aims to address. Not only this, it has reinvigorated leaders and practitioners and reconnected them to early aspirations of teaching and social work.

Articles 1- 45 have underpinned our approach to education in the city and have inspired our Curriculum Statement (appendix) that sets out our aspirations for children and young people and supports the objectives of the green paper.

Article 29 states that 'education must develop every child's personality, talents and abilities' and encourage the child's respect for human rights, their parents, their own and other cultures.

Article 14, freedom of thought, belief and religion has been vital in validating the right to faith where communities have accused developing policy of eroding religious values. This is further endorsed by the Birmingham SACRE shared syllabus on religious education, supported by all the major faiths in the city.

Article 30, children from minority or indigenous groups have the right to use the language, customs and religion of their family and this has helped us to engage parents and organisations in our approach to developing safeguarding, equality and integration in out of school settings (see pilot proposal below)

We now have 220 schools in Birmingham undertaking the award, the largest cohort in the country and although we have not yet been able to fund specific research on the impact of the award to building resilience, our schools progress significantly faster in Birmingham than in other areas of the country (Unicef data). We would suggest that Unicef RRSA is fundamental to promoting integration where children, schools and communities focus on the shared values of protecting and developing children to their full potential, rather than on difference between groups. It also underpins a robust approach to safeguarding, particularly abuse linked to faith or belief, honour/gender based violence, FGM and sexual exploitation.

Schools in Birmingham, including our 27 nursery schools are engaged in promoting integration as an objective, congruent with 'Unlocking Talent, Fulfilling Potential' (2017), the government's national plan to support children and young people to fulfil their potential and improve social mobility.

We have also developed an Equality, Cohesion and Integration strategy and toolkit and training for schools in meeting the PSED. This is largely based on the DfE guidance 'Equality Act 2010; advice for schools, 2014' with local case studies, but we would ask the government to consider updating this advice to ensure it is in line with current thinking around integration once the responses to the green paper and subsequent actions are underway.

Elective Home Education

We have developed an integrative approach to EHE which seeks to engage the most overlooked and potentially vulnerable families through a process of positive engagement which includes regular forums, an online education resource and a developing Unicef Rights Respecting EHE network. Our approach was endorsed by Lord Lucas (Con) House of Lords Hansard Home Education Bill 24 Nov 2017:

'As for home education for attendance order avoidance, the existing powers deal with that perfectly well. Clearly, if a parent is doing that and the school confirms it, the existing powers can be used to get that kid back into school. There is no difficulty whatever with the existing legislation. If we really want to improve things for home education, there is no need to be punitive.

We could look, for example, at Birmingham, which is perhaps not the local authority we would immediately turn to for good practice, but in this area it is doing really well. It is concentrating on drawing home-educated children into its orbit. All the services it offers to children in school are now offered to home-educating parents. It is willing to listen and works in partnership. The result is that

most of the home-educated children in Birmingham are known to the local authority and seen regularly in settings to which the authority has access. The worries that people have expressed disappear, just by the authority being helpful. We could do so much more in that area. The money that we would have to spend on the sort of structures in this Bill could provide literacy and numeracy support."

School Admissions

The School Admissions Code, 2014 should be updated to make changes to support cohesion and integration. There is an opportunity to strengthen the interface between academies and local authorities and to steer admission authorities to more explicitly consider how their admission arrangements support integration.

Preparing young people for modern life

We agree that all young people are supported to prepare them for life in modern Britain. Some young people, particularly the most disadvantaged and vulnerable, need additional help to develop the personal and social skills and qualities they need to participate and attain in learning, avoid negative and risky behaviours, and be ready for adult life and work. Some also need early help to address specific issues and prevent them causing harm. These are some of the factors that prevent young people from integrating into society.

Birmingham's Youth Service provides young people with enjoyable, educational and challenging experiences and opportunities in a safe environment together with information, support and guidance in order to enable them to achieve and develop their skills, abilities, self-esteem, values and identity in their transition to adult life. The Youth Service intervenes proactively in the challenges faced by young people to prevent matters arising around safety, employment, health and exclusion.

- The Youth Service is an open access service available to all young people, its 16 centres are based in areas of greatest need within the city. Within this open access service it delivers targeted work to respond to local need. E.g. employment, drugs, preventing violent extremism, knife crime, teenage pregnancy to different groups of young people.
- The Youth Service offers a broad range of opportunities, experiences and activities relevant to the needs of young people. The work takes place in a variety of venues and environments recognising the diversity and opportunities within the City.

It is important to note that youth work is about building young people's resilience by giving them the skills and attitude to cope with challenging situations and also giving them a sense of self-worth and belonging. If young people have this they are better equipped to recognise and remove themselves from violent

relationships.

Despite reductions in funding for youth work, Birmingham is committed to finding solutions to provide safe spaces for young people to access services and support such as:

- Information, Advice and Support to young people by a qualified youth worker
- A safe place for them to meet friends
- A positive relationship with a "trusted adult" (the youth worker) which is built on honesty, respect and is non-judgemental.
- Targeted programmes – examples include PVE, youth violence, sexual health, health, activities and employment
- Opportunities for young people to get involved in activities, examples include drama, sports, events, youth forums, residential experiences.
- Volunteering opportunities to improve self-esteem and confidence to find employment.

From our conversations with young people on what is important to them when trying to navigate the challenges and access to opportunities to improve their life chances, they told us:

- Youth workers had helped them make a positive contributions to their communities, through supporting their involvement in decision making and shaping local services, volunteering and reducing anti-social behaviour
- Having access to youth centres and other safe spaces meant they were off the streets and therefore not involved in anti-social behaviour, substance misuse and crime (either the victim or perpetrator) because they participated or involved in enjoyable and positive activities delivered by the Youth Service
- Young people from different cultures and faiths participate in joint activities together leading to a better understanding of each other, encouraging social mixing and social integration across a range of social backgrounds.
- Youth Workers enable young people to develop a good understanding of the impact of their behaviour through challenging them and engaging them in meaningful discussion
- The Youth Service safeguards their welfare and provides them with a safe place in which to explore their values, beliefs, ideas and issues
- Youth workers were seen as role models and mentors to those young people who have an absence of parent or relative guiding them through to adulthood.

Youth work provision delivered by the council and voluntary and community sector is crucial to the life chances of the most marginalised and vulnerable young people. Newly arrived young people can become isolated and vulnerable to risky behaviour if they are not aware of how to adjust and access opportunities to help them integrate into life in Britain.

Question 8

The Green Paper sets out proposals to support parents with their choice of out-of-school education settings. Do you agree with this approach?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

Out of school settings

This area has long been a concern for the council and we have developed an approach over time to address the issues arising from out of school settings and have submitted a funding request to DfE to enable us to consolidate our learning and to address the risks associated with an unregulated sector.

Under our statutory safeguarding responsibilities, we are very aware of the risks that children may be exposed to harmful practices and may be at increased risk of emotional or physical abuse, intolerance and hostility to 'the other'. Over the past five years, we have developed a partnership approach, engaging with out of school settings where there has been a disclosure by a child which has informed our priorities include:

- Residential based supplementary settings
- Faith based settings, tuition centres and unregistered 'schools'
- Pursuing the identity of adults in settings and of un-named child victims (where children report the abuse of others but don't know their names)
- Police response and the social work assessment process
- Complex matrix of faith, culture, superstition, special educational needs
- Sub-systems inherent in a cultural context and honour based avoidance of reporting

Our proposal for a pilot:

- Funding for a team of five practitioners to establish the work stream, building upon existing successful practice with support from a strategic partnership (Education, Ofsted, Charities Commission, LADO, Children's Social Care, Fire Service, Planning Dept, University of Birmingham and schools) to continually develop our database of unregistered settings and to develop best practice through positive engagement with schools as civic leaders in this area
- Training for head teachers and safeguarding leads on faith/culture/superstition and how to address challenging conversations with parents and settings, taking into account social identity theory
- Cert Ed (or equivalent) in partnership with the University of Birmingham for supplementary tutors including modules in pedagogy & child development, safeguarding, UNCRC, premises management, financial implications, Equality Act 2010, special educational needs, health and safety, optional modules on faith, music, sport, 11+ with assessment including a 2000 word report, checklists and reflective journal.
- Dissemination of the Faith Associates toolkit developed with Birmingham University and LADO, currently offered to faith settings
- Extend existing partnerships faith institutions to raise awareness
- Quality mark for settings on a sliding scale of universal, targeted and specialist work
- Advice note (currently with Legal Services) on considerations of those providing tutoring in residential settings including the right to work, health and safety, HMRC and tax implications, planning, fire regulations and safeguarding
- Parent Charter to ensure that parents understand safeguarding in

supplementary settings and are equipped to make positive choices for their children:

We know from direct and anecdotal evidence that there is a mistrust of Ofsted's approach to equality and integration, including the recent media activity around Ofsted's approach to questioning young girls about wearing the hijab, and would ask the government to consider local authorities as potential regulators of this sector.

Chapter 4: Boosting English Language

The questions in this section relate to Chapter 4: Boosting English Language.

Question 9

(a)

The Green Paper proposes a number of measures to improve the offer for people to learn English. Do you agree with this approach?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

We are encouraged by the recognition of marginalised ethnic minorities, in particular, minority women, who are disproportionately affected by lower levels of English proficiency. We welcome proposals for more localised approaches of ESOL provision that is flexible and accessible to local needs and individual circumstances. In Birmingham the scale of the challenge is significant where we have 47,0005 people known to be living in Birmingham unable to speak English. We have over 35% of children with English not their first language compared to 17.3% national average.

To this end we welcome the government's proposal for an ESOL Strategy for England and we look forward to commenting on the strategy.

While we feel conversation clubs are a helpful way to practice English speaking in an informal setting run by volunteers, these clubs should support formal ESOL provision delivered by a qualified trainer.

We believe the Syrian Vulnerable Persons Resettlement Programme should be available to all people who need additional support in settling into their new life.

ESOL provision has to be a key commitment supported by investment as we cannot meet the current demand for ESOL which is crucial to accessing health and support services and for parents engaging in their children's learning (Ending Child Poverty, Field 2010), adult safeguarding (FGM) and employment opportunities.

(b)

Do you have any other suggestions on how we can improve the offer for people to learn English?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

We suggest that JCPs to increase referrals at entry 2 and below and to provide for those at entry 3 and above. There is a tendency for learners to stop when they reach a minimum level to gain employment. However that employment is often at low level and does not make use of the skills recent arrivals have already acquired. ESOL for those at work would help access to better paid and more fulfilling work.

Conversation clubs would function best when linked to learning or a relevant activity so the same vocabulary is reinforced.

To effectively prepare recently arrivals and settled migrants into employment we need to create packages to take recent arrivals to employment-ready with ESOL, IT, employability and citizenship wrapped together.

Work with TV channels etc – the Dutch cannot avoid learning English via films - they are transmitted in English with Dutch subtitles.

Make citizenship activities and tests relevant to normal British life.

Learning providers and NCS have a new duty to provide careers advice and guidance to adults and citing relevant organisations together in community hubs would support this duty.

The strategy of moving disadvantaged groups into areas which are already deprived in the West Midlands increases marginalisation.

In addition, consideration need to be given to different professions and different contexts would require different language skills, including, the requirement to pass IELTS on 7.5 proves to be an obstacle for highly qualified medical overseas doctors who live in Birmingham and acquired the conversational skills but struggle with the academic English requirement.



Chapter 5: Places and Community

The questions in this section relate to Chapter 5: Places and Community.

Question 10

The Green Paper proposes measures to ensure that people, particularly those living in residentially segregated communities, have opportunities to come together with people from different backgrounds and play a part in civic life. Do you agree with this approach?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

We agree with proposals to create opportunities for people and communities to participate in civic life. That is why our community cohesion strategy promotes empowered and engaged communities working together to co-design and co-produce local solutions. Our Strategy makes proposals to connect places, people and communities to exchange ideas, discuss differences and drive innovation that will bring positive change to their communities and neighborhoods.

The Council Localism Green paper makes proposals for local people and communities to play a greater role in civic life to build social capital between and across communities. We want local people to work together with local Councillors to influence decisions that affect their neighbourhoods and communities.

We are pleased that the government's Integrating Communities Green Paper recognises the structural and social inequalities that determine spatial and social segregation. In Birmingham there is a strong association between deprivation and spatial segregation, with neighbourhoods with higher concentrations of ethnic minority groups experiencing greater levels of disadvantage in comparison with members of the same ethnic group residing in other wards.

In Birmingham, as our population increase we are seeing an overall decrease in spatial segregation between white and non-white ethnic groups during 2001-2011 (8.9% reduction in Index of Dissimilarity value ward). While, some of our schools have over 80% of pupils from one ethnic background. We welcome proposals for all Whitehall departments to look at policies that exacerbate segregation, including education and schools policy.

To help make integration work, the process must start at the point at which the individual or family arrives. Packages of support similar to that provided as part of the Syrian resettlement programme should be offered to all migrants to help them settle and integrate into their local communities.

To engage some of our marginalised individuals and communities in civic life requires community development and capacity building support. Grass roots voluntary and community organisations are best placed to provide this support. However, due to scarce funding opportunities to deliver capacity building activities a number of excellent local groups have either closed or scaled down their work.

Chapter 6: Increasing Economic Opportunity

The questions in this section relate to Chapter 6: Increasing Economic Opportunity.

Question 11

The Green Paper proposes measures to provide tailored support to people, especially those who may not currently be active in the labour market, to build their confidence and skills to take up employment. Do you agree with this approach?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

Yes, Economic insecurity is a key driver that threatens cohesion and integration. We agree that tailored support is a route into secure and decent jobs that will help provide sustainable employment and improve integration.

New arrivals are not necessarily passive recipients of support needed to help them integrate into British society. National understanding and language needs to recognise that many migrants have skills, knowledge, experience, qualifications that could assist and contribute to the social and economic life. For example, the section on economic integration appears to have low expectations about the jobs new arrivals might be able to access with little or no mention about those that are able to access well paid jobs in key sectors.

For many people with foreign qualifications the labour market remains out of reach. In our experience we have found that approaches to access the labour market need to be tailored. National support programmes providing standard training or generic language qualification are not always effective.

For many people with foreign qualifications the labour market remains out of reach. A key barrier is the requirement of a specific language qualification (i.e. IELTS 7.5 which required by the NHS and is different from the ESOL provision).

In addition, many people with foreign qualifications require their qualification to be recognised against British standards before they can successfully gain employment. This can prove too costly or in certain instances impossible, as foreign qualifications don't always match available vacancies.

USE-IT is a project based on the work developed with Sandwell and West Birmingham NHS Trust to support individuals with foreign medical qualifications who are unable to apply for NHS vacancies because their qualification places them in between two medical professions. The project places individuals within the NHS work environment to undertake work shadowing and in- job training. These learning and training 'on the job' opportunities have led to employment within the NHS. Implementing the project required a **culture change** of professionals within the local NHS Trusts.

In addition, USE-IT partnership took the approach of co-designing and co-creating activities in communities to build capacity for employment and self-employment. Significant effort and work has taken place in Birmingham (via organisations like Initiative for Social Entrepreneurs and Co-op Futures) to empower and equip people with the right skills enabling them to set up social enterprises and community enterprises. In order for these actions to be successful, enterprises cannot be created simply to offer people temporary work places – they need to include sustainability. Otherwise, it creates a short-term solution and later down the line increases funding dependency. USE-IT pledged to link enterprises with real market opportunities.

Chapter 7: Rights and Freedoms

The questions in this section relate to Chapter 7: Rights and Freedoms.

Question 12

The Green Paper proposes measures to encourage integration and resist divisive views or actions. Do you agree with this approach?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

Yes, we agree proposals.

Question 13

The Green Paper proposes measures to address practices which can impact on the rights of women. Do you agree with this approach?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

Yes. Our Community Cohesion Strategy broadly aligns with the Government's proposals to promote the rights of women. There are a number of factors that hold women and girls back: low pay and skills, poverty, poor health, racial discrimination and homelessness are some of the factors that disproportionately impact women. These factors threaten the social stability of individuals, families and communities. Furthermore, gender based violence such as domestic abuse, Female Genital Mutilation, Forced Marriages and other harmful practices are first and foremost, a violation of human rights and illegal; leaving lasting emotional and

physical scars that exacerbates the inequality of life chances. The Council has published a

We are a forward thinking council and our education service has already established a working group to address early attitudes to women and girls as a result of issues raised by our primary schools. The head teacher at Anderton Park School, Sarah Hewitt-Clarkson has developed a pioneering technique to highlight the impact of misogyny through every day thinking, expression and language. This is all brought together through the context of ecological human theory, looking at the impact of civil society, organisations, institutions and communities on group and individual identity and thinking on gender and equality. The role of youth work is well documented both in terms of its generic curriculum offer but also bespoke targeted projects. Youth workers have a major role to play in raising awareness for young people and in particular for newly arrived communities on gender equality and human rights.

Part of the package of proposals need to include ESOL provision for all women and girls as means to understand and exercise their rights and responsibility.

Funded advice and guidance and wrap-around support for women and girls experiencing violence and abuse.

Chapter 8: Measuring Success

The questions in this section relate to Chapter 8: Measuring Success

Question 14

The Green Paper proposes core integration measures for national and local government to focus on. Do you agree these are the right measures?

Please select an item from the drop down menu

Choose an item.

Please enter any additional comments below:

Yes. We would also suggest, as well as understanding social mixing across communities, we need to understand social mixing within the labour market and professional settings. Equally, as policy makers we need to understand the barriers that hinder social mixing to ensure we're putting in place the right support to facilitate social integration.

We welcome proposals for an integration measurement framework to help measure progress at a national and local level. The framework will be a helpful tool for the Birmingham as we progress our Community Cohesion Strategy. We look forward to working with MHCLG to help design a local framework to measure progress on our Community Cohesion Strategy.

Submitting additional information

You can submit your additional information to the following email address:

IntegrationStrategy@communities.gsi.gov.uk.

You may wish to compress your document into a zip file before sending, or consider using a file transfer link if it is a large document.

If you send your additional information via email, please make sure the subject says "Consultation response: additional information from [insert your name/organisation]".

Personal data

The data protection legislation is changing and a new Data Protection Act will come into force in May 2018. It will give you greater powers to protect your own privacy, and place greater responsibility on those processing your data for any purpose. The following is to explain your rights and give you the information you will be entitled to under the new Act.

Note that this section only refers to your personal data (your name address and anything that could be used to identify you personally) not the content of your response to the consultation.

1. The identity of the data controller and contact details of our Data Protection Officer

The Ministry of Housing, Communities and Local Government (MHCLG) is the data controller. The Data Protection Officer can be contacted at dataprotection@communities.gsi.gov.uk

2. Why we are collecting your personal data

Your personal data is being collected as an essential part of the consultation process, so that we can contact you regarding your response and for statistical purposes. We may also use it to contact you about related matters.

3. Our legal basis for processing your personal data

Part 2 of the draft Data Protection Bill (subject to change before it becomes an Act) states that, as a government department, MHCLG may process personal data as necessary for the effective performance of a task carried out in the public interest, i.e. a consultation.

4. With whom we will be sharing your personal data

Responses submitted using this template will be stored securely on the Ministry of Housing, Communities and Local Government's secure IT system.

5. For how long we will keep your personal data, or criteria used to determine the retention period.

Please refer to the records retention policy on our website.

<https://www.gov.uk/government/publications/departmental-records-retention-and-disposals-policy>

6. Your rights, e.g. access, rectification, erasure

The data we are collecting is your personal data, and you have considerable say over what happens to it. You have the right:

- a. to see what data we have about you
- b. to ask us to stop using your data, but keep it on record
- c. to have all or some of your data deleted or corrected
- d. to lodge a complaint with the independent Information Commissioner (ICO) if you think we are not handling your data fairly or in accordance with the law. You can contact the ICO at <https://ico.org.uk/>, or telephone 0303 123 1113.

7. Your personal data will not be used for any automated decision making.