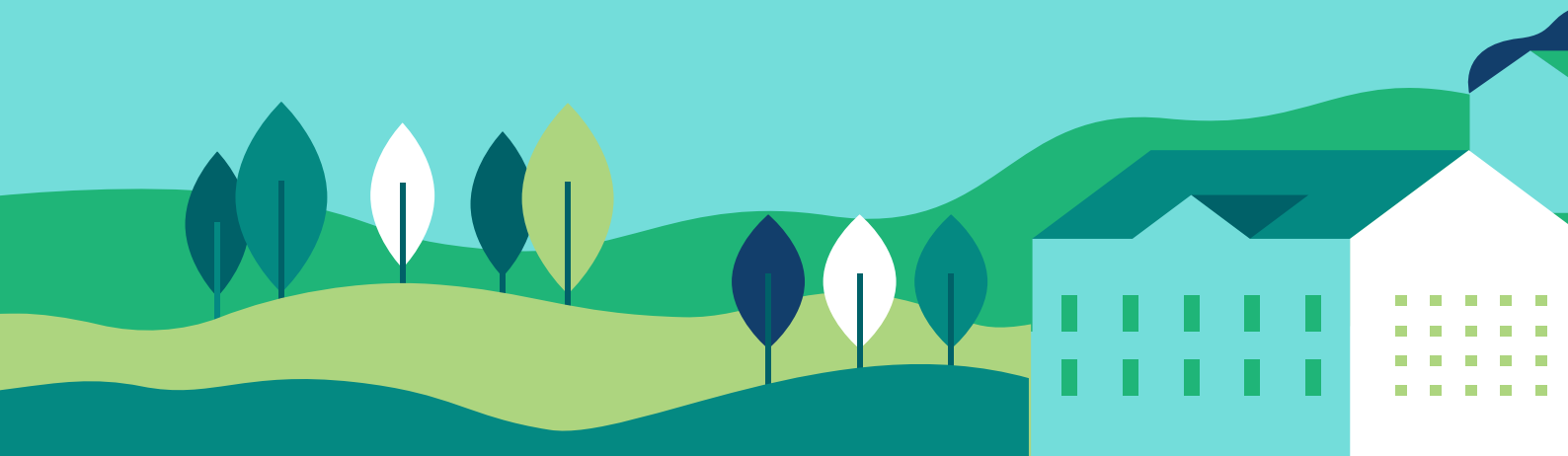


SOCIAL INTEGRATION STRATEGY.



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FOREWORD



MAYOR AND LEAD MEMBERS FOREWORD

The new Social Integration Strategy for Newham is a step change in the way the Council will be approaching issues of equality for our residents; and supports the health, wellbeing and happiness they experience so that their quality of life is improved. Our new social integration strategy will be the driver to build a more cohesive, united and fairer borough, where 72% of our residents are from Black, Asian and Ethnic Minority communities. According to the last census, Newham is also one of the most religious London boroughs and its diversity is also reflected in our religious identities, so understanding these identities are important factor in our approach to social integration.

We are immensely proud to represent Newham. Diversity is our strength and the way residents interact with each other is important because the process of learning from each other delivers several key benefits. These include: enhancing the richness of our lives, broadening our perspectives, opening up opportunities for making social connections and enabling fuller economic participation, particularly for those most marginalised groups and individuals within the community.

The COVID-19 pandemic has shone a light on many of the long-standing health and economic inequalities that face many of our residents in Newham, exacerbating the disadvantage they endure. That's why the new Social Integration strategy compliments the Council's 'Towards a Better Newham – Covid-19 Recovery and Reorientation' strategy which was published in July. Combined, they will drive the necessary changes required to help us address the inequality and disconnection that persistently burdens too many of our residents.

The challenge of Covid-19 has nonetheless seen something of real value and beauty for our borough, with people coming together in ways that many would have felt almost impossible beforehand. So many residents have stepped forward to offer support to their local communities, to help protect the most vulnerable from the virus and help save lives. The outpouring of goodwill and kindness to each other, shows how we can harness this power to support one another and catalyse positive changes in our communities and in people's lives. Through the social integration strategy, we will help to support a transformation that strengthens our voluntary, community and faith sector (VCFS), working in partnership with the Council to continue to transform our neighbourhoods for the better, bringing people together in the spirit of collaboration so that everyone can thrive.

People at the Heart of Everything We Do



Rokhsana Fiaz OBE
Mayor of Newham



Councillor Charlene McLean
Deputy Mayor for Communities
- Lead Member for Resident
Engagement and Participation



Rohit Dasgupta
Commissioner for Social
Integration and Equalities

CHIEF EXECUTIVE AND NEWHAM'S COMMISSIONER FOR CHILDREN AND YOUNG PEOPLE FOREWORD

“Social Integration is the extent to which people positively interact and connect with others who are different from themselves. It is determined by the level of equality between people, the nature of their relationships, and their degree of participation in the communities in which they live.”; GLA.

For us, the connectedness between people and communities is what makes our borough so special. In 2020 we have all been challenged about how as humans we are able to reach out and connect; feeling the loss of touch, seeing fewer people and using the digital space where we can more. But we know that connections are also about knowing others are there to share fears and joy, to work through the difficult times and celebrate the good times. Connections between people are such a difficult thing to measure and how those connections work would be nearly impossible to fully understand but you certainly know when they aren't there.

In our response to the pandemic people are reaching out and seeking to understand each other's cultures, experiences and challenges. Some of this work has been facilitated by the council but much more happens organically because people in Newham overwhelmingly do right by each other and we should be very proud of that. Our young people have been positive and proactive in their response to the many issues 2020 has brought and our commitment to them through this strategy is so important – investing in their futures and our future society and community.

Furthermore, through our partnerships with other public sector organisations and with our local voluntary, community and faith sector, we are building cohesive communities that grow increasingly resilient.

However we are not complacent. There are systemic problems throughout the UK as in Newham and we know that racism, inequality and disproportionality are things too often experienced by local people. The impacts of racism and inequality are real – they have been so for decades. The events of the past few months have absolutely demonstrated and emphasised the structural inequalities and its effects on people of Black and Asian Minority Ethnicities.

We know that there are people that seek to divide us, we know that too many people from the Black, Asian and Minority Ethnic community are impacted by systems that don't make access to services easy and we know that, as an employer, we have not always got it right for our staff. So we are taking firm action. You will find out more details in this strategy but we have developed an ambitious programme to 'Tackle Racism, Inequalities & Disproportionality'. There are opportunities throughout for the people of Newham to contribute, share and help shape solutions. We will regularly publish events and information and I encourage you to join us. Only by working together can we successfully make sure that everyone knows we will not stand for intolerance, hatred or inequality in our borough and where we find it, we will stamp it out.

Many of us hold at our core the principles of equalities, justice and fairness and see our roles as ensuring that these principles are upheld in all we do.

Racism affects us all differently and we all have an individual role, a collective responsibility and an absolute imperative to make the changes to take action that is needed urgently.



Althea Loderick
Chief Executive



Geeta Subramaniam-Mooney
Newham's Commissioner for
Children and Young People

1. WHAT IS SOCIAL INTEGRATION



1. WHAT IS SOCIAL INTEGRATION?



particular groups and encourage them to “integrate” or change. The onus is on everyone to get involved, to make connections, build trust and create a sense of belonging. Social Integration takes account of the nature and quality of those contacts, it considers existing inequalities and the importance of collective participation in public life.

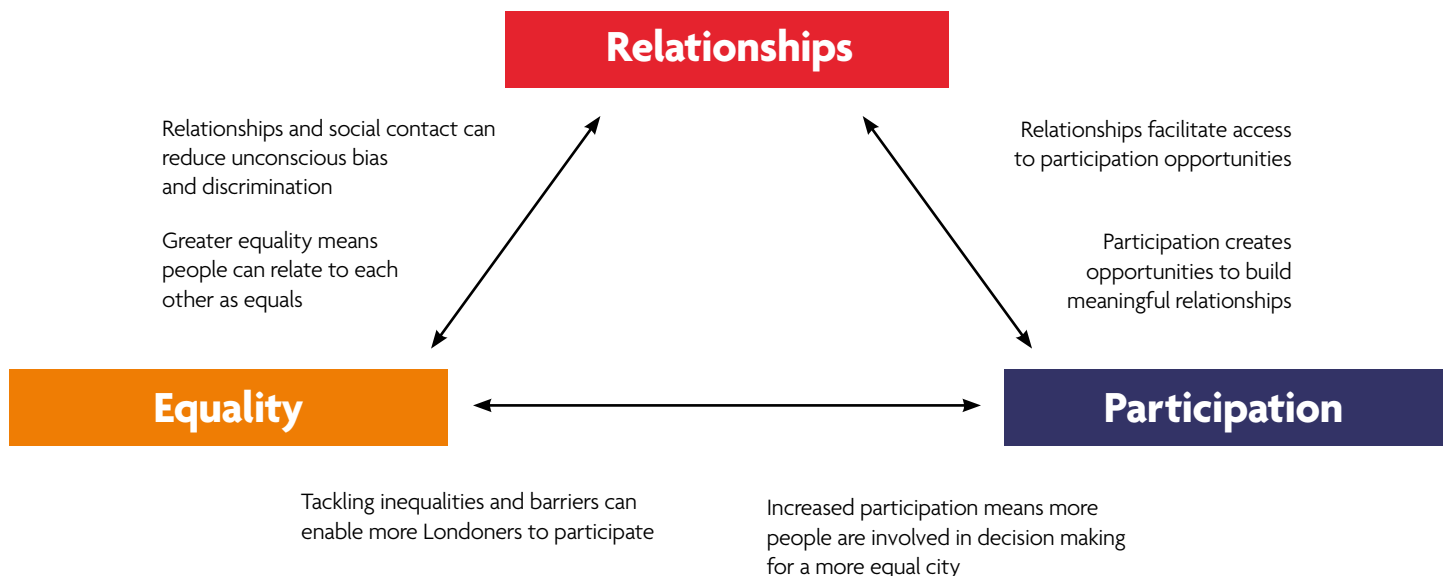
Newham is the most diverse borough in the country, with 48% of the population having been born outside the UK, compared to 36% for London as a whole. In ‘All Of Us’, the GLA’s social integration strategy, social integration is defined as “the extent to which people positively interact and connect with others who are different from themselves. It is determined by the level of equality between people, the nature of their relationships, and their degree of participation in the communities in which they live.” This interpretation (figure 1 below refers) underpins Newham’s social integration framework and we have adopted the four key principles upon which the mayor’s strategy is based:

Social integration is about the ties that bring people together, a network of public and private relationships and connections that transform a collection of individuals into a functioning community that does more than just “rub along”. These relationships and interactions inspire bonds of trust, reciprocity and solidarity and create a sense of collective belonging and living lives connected with others.

Social integration extends beyond ethnicity and invites interaction with those who are different from ourselves in respect of age, class, ethnicity, religion, gender, sexuality, disability and so on. Social integration is not a programme that seeks to target

- **relationships** that promote shared experiences, building networks and quality interactions between groups, building understanding and trust
- **participation** that encourage residents to be active in civil society through volunteering and democratic participation
- **equality** for residents by overcoming barriers and challenges to work, support with ESOL and other skills
- **evidence** to measure and evaluate the impact of social integration in Newham.

Figure (1) Understanding social integration



1. WHAT IS SOCIAL INTEGRATION?

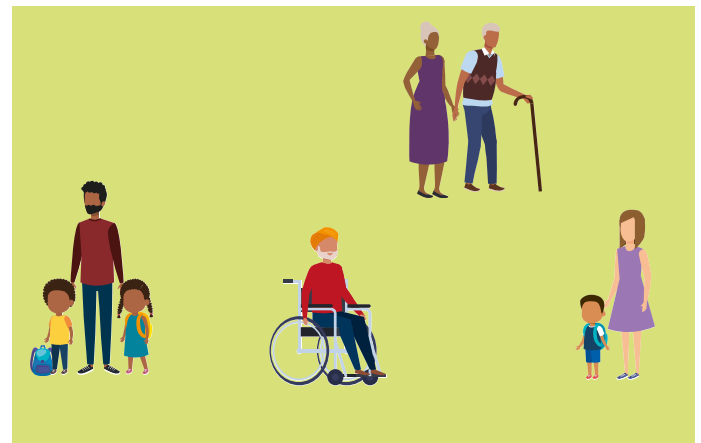
Why is social integration important?

Social integration builds trust between individuals, groups and communities. It requires engagement with and trust between all groups, for example older people, LGBT people, those defined by a faith and other beliefs, disabled people, people of different genders and those financially vulnerable, people with and without children. Social integration has the potential to create a society that nurtures mutual trust and cooperation and in doing so enables communities to feel safer and less fearful, both of which promote residents' well-being. Trustful communities are more confident and open to opportunities that in turn generate greater economic growth. Social integration can help address some of the underlying problems in society such as inequality, lack of empowerment and alienation. It builds on social capital so residents can call on their own local resources to address challenges and create opportunities as individuals or neighbourhoods.

Why a strategy and what principles should underpin it?

There is already considerable activity that promotes social integration in the VCFS, neighbourhoods and the council.

This strategy will help to galvanise these activities by securing collective buy-in to the approaches and identifying gaps or changes required to make them more effective. Below are the core principles underpinning this strategy.



A bottom-up approach

Partnership

Providing opportunities

Reviewing services

- **A bottom-up approach** involving individuals, community groups and networks is crucial to the success of social integration. Whilst the council can and should facilitate and support, it must not adopt a centralist approach.
- **Partnership** and co-production in the community are essential ingredients to ensure interventions are 'owned' by the relevant groups and that they are effective and sustainable.
- **Providing opportunities** that encourage and facilitate social inclusion and integration and to secure a shared understanding of what defines social integration and how we can work together to promote it.
- **Reviewing** a range of existing council services to identify where there is scope to increase social inclusion and integration in the delivery of those services, for example, the translation service and access to library resources for residents where English is not their first language.

2. LOCAL CONTEXT



2. THE LOCAL CONTEXT

An increasing population supports Newham's prospects for economic growth, with almost a 50% increase from the 2001 census population of 243,737 to a projected population in 2030 of 443,657. The current population is estimated at 359,470 and within this is a churn factor of 20%.

Newham's ethnically diverse population is to be celebrated, with 72% of residents from Black, Asian and Minority Ethnic groups and 27% non-UK nationals (figure 2 refers).

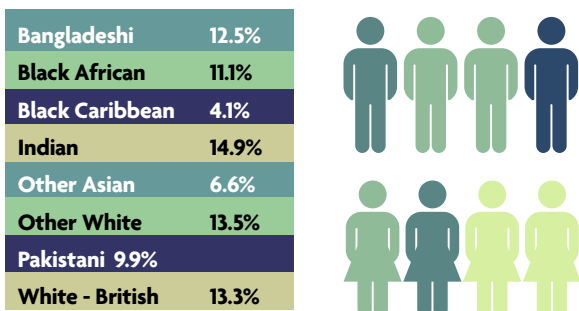


Figure (2)

Newham's diversity is also reflected in its religious preferences (figure 3 below) and languages spoken; only 58.6% of the population have English as their main language, which represents the lowest percentage in the UK. The borough boasts over 100 languages of which 7.4% speak Bengali, 4.4% Urdu and 3.3% Gujarati.

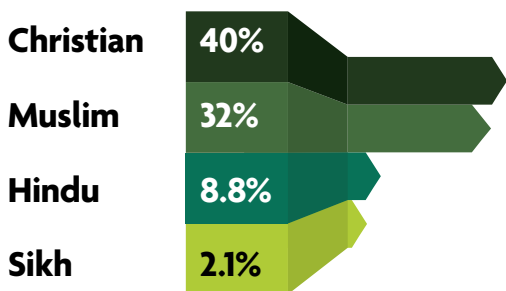
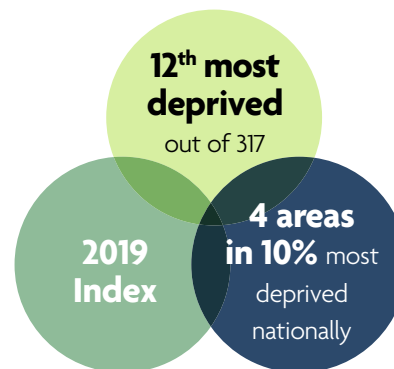


Figure (3)

For decades, Newham was ranked as either the most or second most deprived borough in the country. Whilst that has begun to change, residents still face significant challenges, not least the growing problem of in-work poverty and high housing costs. Although reduction of worklessness has been one of the biggest drivers of Newham's improvement (73% of Newham's 16-64 year olds are now economically active, although this is still lower than the London average of 78%), it has the highest barriers to housing and services.



The 2019 Index of Multiple Deprivation ranked Newham as the 12th most deprived borough out of 317 authorities, with 4 areas in the 10% most deprived areas nationally. This represents a marked improvement from 2010

when it was the 2nd most deprived borough with 50 areas in the 105 most deprived nationally, and also from 2015 when it was 10th most deprived, with 13 areas in the 10% most deprived areas.

Social integration is hard to measure; however, it is worth



remembering how far we have come. In 1974, the National Front polled 25-30% in some wards in Newham, and black and Asian residents faced overt and often violent racism on a regular basis. Through the 1980's and into the early 1990's there were still 'no go areas' where black and Asian people were at risk of physical harm.

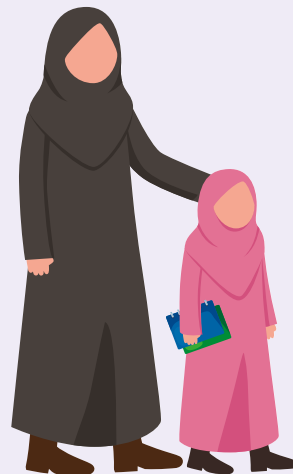
Today, 95% of respondents to the Newham survey reported "people in Newham get along" and whilst this is an encouraging starting point and demonstrates an improvement in community relations compared with previous decades, it does not provide a measure of members of the community actively helping each other. Beneath the surface, it is likely that lived experience may be different for some individuals and groups and a sharper reality intrudes. Further work is required to probe beneath the headline figures to understand where there may be variations in experience, but for example in recent years there was a reported rise in hate crime following the EU referendum result and in response to the London Bridge terrorist attack.

Even if the Newham survey is an accurate snapshot, "getting along" is simply a measure of tolerance. Whilst tolerance is good and necessary for society to function, it is not enough. For a community as diverse as Newham's, it is social integration and the actual engagement and connections between people that are fundamental, not toleration alone.

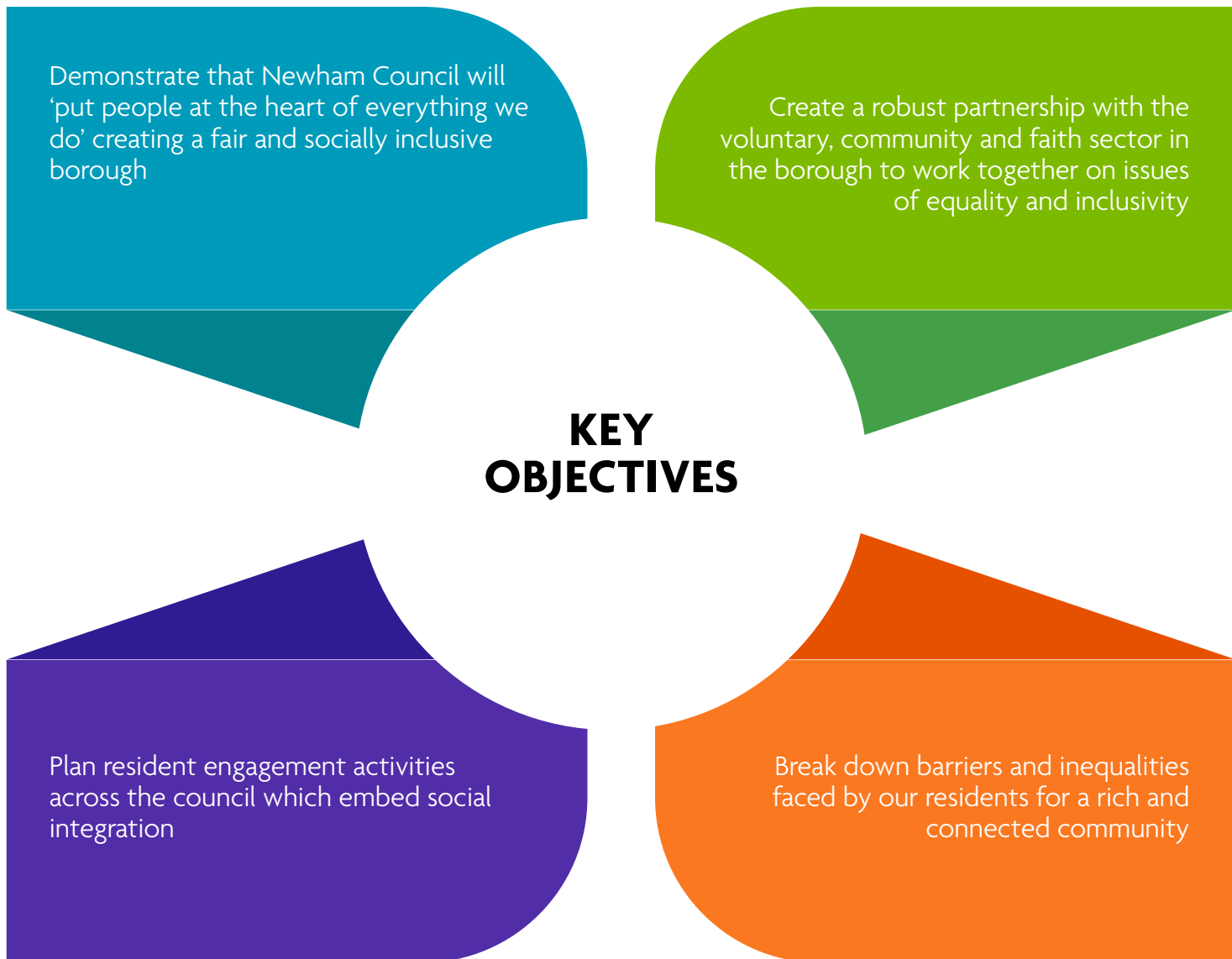
Research shows that actual interaction between different groups is significantly less pervasive than we would like to think. In London, people do socialise more with people from other ethnic groups than elsewhere. However, when the level of diversity in places like Newham is factored in, Londoners are in fact much less integrated than places outside the capital.



3. KEY OBJECTIVES OF THE SOCIAL INTEGRATION STRATEGY



3. KEY OBJECTIVES OF THE SOCIAL INTEGRATION STRATEGY



4. CORE NARRATIVE



4. CORE NARRATIVE

Newham's ambition to be an innovative, economically and socially progressive borough is unrelenting. Since 2018, our strategic vision has committed to putting 'People at the Heart of Everything we do' and in doing so to create a fair and socially inclusive borough. This is amplified through our extensive participation and engagement platform of citizens' assemblies to inform our financial planning cycles, neighbourhood priorities and our climate emergency and air quality plan.

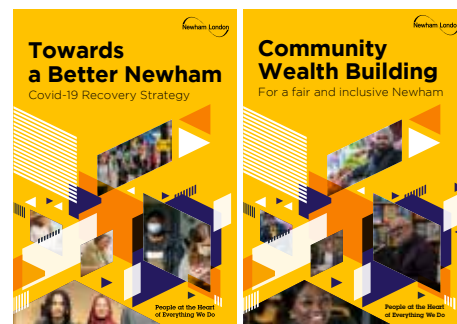
This work also coincides with a renewed commitment to the development of and support for Newham's voluntary, community and faith sector - to nurture leadership within our communities to enable and empower residents to care for themselves, their families and each other in a self-reliant and mutually supportive way.

So why is social integration particularly important to Newham? The connectivity and geography of Newham coupled with its access to the arts and cultural landscape has the potential to entice longer-term financial and social investment. Historically the London docks were a destination for people all over the world and to this day, that level of diversity continues.

This is a crucial time for Newham. As a borough, we experienced the second highest Covid-19 mortality rate in the country, exposing the vulnerabilities of the most socially and economically deprived within the borough and bringing into sharp focus inequalities within our community. As we recover from the first wave and enter into recession, we need to re-think what type of economy we want for our people and for our borough and how we address those vulnerabilities and inequalities.

The correlation between Newham's Social Integration Strategy and other existing and emerging strategies is clear:

Towards a Better Newham Covid-19 Recovery Strategy, is a fundamental shift which places the health and wellbeing of our residents and race equality central to our aspirations of inclusive growth, quality jobs and fairness. This strategy makes Newham the first borough in London to use health, wellbeing and happiness as the measure of our economic success instead of the traditional measures of growth.



Community Wealth Building Strategy, which is central to everything the council does and underpins the principles of economic, social and environmental justice, long-term prosperity, wellbeing and fairness for all Newham residents by unleashing their talent and potential. The strategy also sets out our response to the climate emergency.



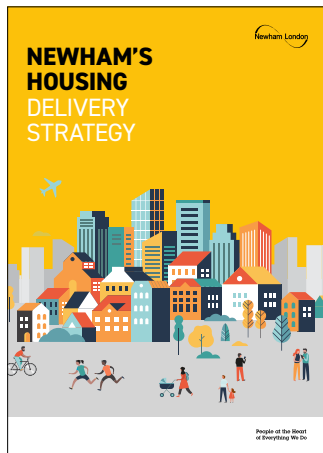
Democracy and Civic Participation Commission, which examined the council's directly elected mayor system of governance and explored ways in which local residents will have opportunities to be more engaged and involved in local decision making and the council's work. In response to the report, the council has set out plans to make it a beacon of participatory democracy in this country.

4. CORE NARRATIVE

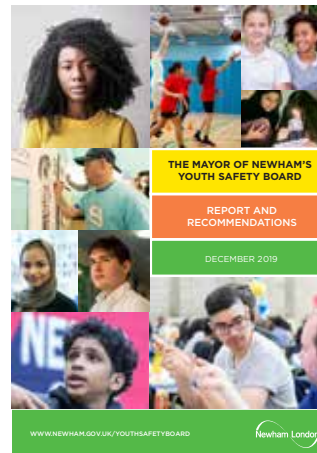
Modern Slavery Strategy, which will set out our strategic priorities in line with the government’s legislative framework to disrupt human exploitation by increasing our awareness and understanding of modern slavery and commit to protect, empower and support those experiencing any such abuse.

Inclusive Economy Strategy, which is integral to the council’s Community Wealth Building Strategy and is a key driver for promoting the economic development of the borough. The strategy is underpinned by the objective that Newham should become the most economically inclusive borough in London.

Health and Wellbeing Strategy, which is a call to action to address the significant inequalities that exist in the borough, not least access to suitable housing and improvement to air quality so fewer residents experience ill-health. The strategy recognises the links between physical and emotional health across the health economy and the importance of having access to excellent health care pre-birth to adulthood.



Housing Strategy, which tackles the borough’s housing crisis and sets its commitment to build 1000 new council homes by 2022 using funding from the ‘Building Council Homes for Londoners’ programme. We will also increase the supply of good temporary accommodation by joining London Councils private rented procurement initiatives.



Youth Safety Board Strategy, has 3 key outcome areas, namely that young people feel safe in both physical and social spaces, effective prevention and early intervention keep children and young adults safe from exploitation and those at greatest risk receive effective and timely support.

The London mayor’s definition of social integration as a mechanism for ‘*breaking down the barriers of social class, economic inequality and bringing those of different ages and backgrounds together in shared experience*’¹ provides a foundation on which to strategically and operationally shape Newham’s Social Integration Strategy.

Whilst the council will initially take the lead, the engagement of residents, participation forums and the VCFS will be the bedrock of the strategy’s development and implementation. As part of its wider commitment to social integration, the council will review how it delivers services to ensure that they also help promote shared experiences, support residents to be active citizens and tackle barriers and inequalities. The findings and recommendations from the independent Democracy and Civic Participation Commission will also inform our actions.

¹ All Of Us: The Mayor’s Strategy for Social Integration: Greater London Authority March 2018 (page 4)



5. EVIDENCE



5. EVIDENCE

A. COVID 19 Response

The last 5 months has seen an unprecedented set of events from the Covid-19 pandemic that have affected the global landscape. Within Newham, it exposed the vulnerabilities of the most socially and economically deprived within the borough and had a disproportionate impact upon black and minority ethnic populations.

The VCFS has responded exceptionally well and the council is now more clearly appreciating the value that the sector brings.

On March 23rd 2020, the UK was put into lockdown by the government as a response to Covid-19. Older and vulnerable people were instructed to 'shield' in their homes and limit contact with people who were not part of their household.

People who were not shielding were asked to stay in their homes and to only undertake activities such as grocery shopping and one daily activity of outdoor exercise

HELP NEWHAM ACTIVITY

**MORE THAN
70,000 FOOD
PACKAGES
DELIVERED**



**MORE THAN
30,000
RESIDENTS
CONTACTED**



**MORE
THAN 15,000
PRESCRIPTIONS
DELIVERED**



**MORE THAN 108,000
FOOD PARCELS
DELIVERED
BY VCS**



**354 COVID-19
HEALTH
CHAMPIONS**

**COVID-19
HEALTH
CHAMPIONS**



5. EVIDENCE

B. Black Lives Matter and Tackling Racism and Disproportionality

Recent events in the USA of police brutality resulting in deaths of black men and women have sparked an international backlash with anti-racism protests and demonstrations occurring in cities across the world.

On May 25th 2020, the world witnessed the disturbing killing of George Floyd, a 46-year-old black man in Minneapolis who had been detained by police outside a store where he had allegedly presented a forged cheque. In the process of arresting George, four police officers pinned him to the ground using their body weight and one officer pressed his knee into the neck of George for 8 minutes and 46 seconds, with no relaxing of pressure, despite Mr Floyd saying he could not breathe. Onlookers who were filming the incident were also pleading with the officer to remove his knee. George Floyd died at the scene.

This tragic event sparked protests across the United States and these protests reverberated around the world.

In the UK, the Black Lives Matter movement has grown and a range of organisations and businesses are speaking out and demanding an end to systemic racism.

In London, this has thrown up conversations about racism, inequality and the insistence that Black Lives Matter.



At the same time, Public Health England reported that Covid-19 disproportionately affects BAME communities both in transmission and mortality rates. Among English local authorities, Newham had the 2nd highest death rate for Covid-19 between 1st March and end of July 2020.



These events have demanded that we look in the mirror to examine how we tackle the ongoing issues of deprivation, poverty and inequality. As a response in Newham, the Tackling racism, inequality and disproportionality in Newham strategic action plan has been agreed. This programme will address and tackle issues of racism, inequality and disproportionality in Newham through four work streams:

- ‘Newham as an employer’ is looking at ways to tackle inequality in the workforce and organisation through methods such as employment practice audits;
- ‘Newham as a beacon of social change’ looks at restating through cultural art, social inequality and businesses role in social change;
- ‘Newham as the best place for all children and young people to grow up’ investigates critical life journey points and disproportionalities in areas such as exclusions and youth criminal justice;
- ‘Newham as a deliverer of public services’ looks at how the Council delivers its services to the public and how we can be more inclusive and fair in terms of housing and other areas.

C. The Impact on Public Realm

The mayor of London has announced a commission to review and improve diversity across London’s public realm to ensure the capital’s landmarks suitably reflect London’s achievements and diversity.

The Commission for Diversity in the Public Realm will focus on increasing representation among Black, Asian and Minority Ethnic communities, women, the LGBTQ+ community and disability groups.

The Commission for Diversity in the Public Realm will review the landmarks that currently make up London’s public realm, further the discussion into what legacies should be celebrated and make a series of recommendations aimed at establishing best practice and standards.

It will be wide in scope and consider murals, street art, street names, statues and other memorials.

5. EVIDENCE

D. Thriving Voluntary, Community and Faith Sector

The mobilisation of VCFS organisations and mutual aid groups in the borough in response to Covid-19 has been significant. The co-ordinated effort has supported thousands of people, assisting with food, befriending and prescription deliveries.

During a time where society has been instructed to observe physical social distancing, Newham saw a growth in collaborative networks of people working to socially connect, help and support vulnerable communities in the crisis.

Many organisations have had to 'pivot' through these unprecedented times by moving their service offer on-line – in doing so this has highlighted the issue of Digital Exclusion and the importance of everyone being able to access the internet, especially children and young people who had to study at home.

**110,224 FOOD
PARCELS
COLLECTED
AND DELIVERED**



**10,003
BEFRIENDING
CALLS**



**4,461 PACKS OF
TOILETRIES, CLOTHES
OR HOUSEHOLD
ITEMS GIVEN OUT**



**61,079
MEALS
PROVIDED**



5. EVIDENCE

E. Community Language Support

Newham is the second most linguistically diverse London borough with 103 languages recorded in the 2011 census. However, Newham also has the lowest proportion of people with English as their main language of all local authority areas in England and Wales.

In 2011, the number of pupils in Newham whose first language was known or believed to be other than English was 30,088 (70.69%, compared to 41.94% for London overall). Also in 2011, Newham had the highest proportion in England & Wales of households containing no people with English as their main language: 1 in 4 households in Newham (24.3%), compared to 12.9% in London and 4.3% in England & Wales.

In 2014, 76.7% of children were born to mothers who were born outside of the UK, compared to a London average of 58.1%. The largest single group of mothers were from Asia (39%)

Source: London Datastore table of Births by parents' country of birth, 2014 (update Nov 15)

ESOL

Residents who have little or no English language skills are likely to face challenges in accessing everyday services and possibly experience exclusion in exercising their legal and democratic rights. There is steady demand for community language support for those residents and this is currently being met with the provision of ESOL classes and access to translation support services that reflect community languages of Newham.

Adult Learning

Newham Adult Learning Service (NALS) is London Borough of Newham's Adult Education provider (post-19) and reaches around 8000 adults on around 500 part time courses annually. As a service NALS has been around since the late 1980's and have proudly received "Good" at every inspection during that period including their last inspection in November 2019.

Despite all the Covid-19 challenges, NALS managed to reach over 2000 local residents between March and July 2020. During this time, NALS focused on professional development and career diversification and the curriculum included Early Years, Adult Care, Teaching-assistant and Mental health awareness.

Literacy

Low levels of literacy significantly affect those who are not currently active in the labour market as most work roles require proficient written and speaking skills in English. Many residents

may well already be in employment but may be limited in their career choices. We have learnt through the council's deep dive on Covid-19 impact on BAME groups that migrant residents are often overrepresented in jobs such as delivery drivers, couriers, minicab drivers, carers and restaurant waiting staff. In improving their English language skills, residents can build their confidence, develop self-help and compete for skilled jobs which attract higher wages and better working conditions.

For those who are retired or not available for employment, an opportunity to volunteer can help build confidence and language skills, not just in English but also improving skills in indigenous languages so that they can play an active role in their communities.

I. Appreciation of other languages

Whilst English remains the medium for formal education and commerce, it is not the only way in which people can add value to their lives and engage with the wider community. Many people provide very important community functions and services by maintaining their own language, accents and dialects.

There are a number of challenges in improving institutional equality and diversity and part of that effort is in appreciating that the adoption of English language is not the only gauge for integration. A wider view of other aspects of a person such as being multi-lingual, having diversity in work experience and bringing transferable skills remain of interest to growing number of employers in addition to language skills.

II. Translation Service

In managing resident expectation to provide information in an accessible way, the council has invested in a partnership with The Language Shop. This arms-length arrangement allows The Language Shop to retain its autonomy as a business but is also well embedded within the council's wider partnership to respond to local service requests with a lot more efficiency.

For the year ending 2019/20 The Language Shop provided 22,906 services to the council. The most popular service request was for 'interpreting' with 13,248 requests; this is followed by 'telephone interpreting' with 8,966 requests, 'British Sign Language' with 408 requests and 266 for 'translation' service.

The council will explore options to provide a balanced service to residents which encourages developing English language skills for work and volunteering purposes but also supports and encourages other community languages which maintain people's diversity and acknowledges their service.

5. EVIDENCE

III. The Council will analyse both the current in-house and partner translation services and bring these sources together with a view to enhance the support available through better coordination and improving efficiencies.

F. Digital Exclusion

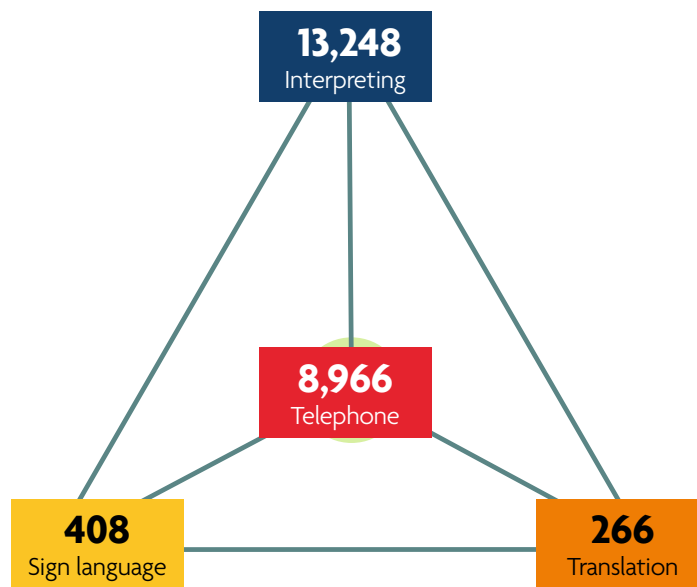
Digital exclusion has been highlighted as a key issue in the borough with lack of equipment for families and older/vulnerable people and lack of digital literacy to get online.

A borough wide digital workshop (July 2020) identified four elements that need to be addressed to remove the barriers to digital inclusion:

- Access to digital connectivity
- Access to digital devices
- Digital skills
- Language skills

The members of the community most in need of digital support are people who are:

- On a low income
- Disabled
- Older
- Young



5. EVIDENCE

G. Newham Forum of Faiths

Newham Forum of Faiths (NFoF) is a programme framed within the council's 'Newham United Dialogue' initiative which was established in 2018 in an effort formally to recognise and celebrate the contributions of the faith sector.

NFoF builds upon the experience and trust developed from our faith-led activities including interfaith dialogues, marking holy and festive days and hosting seminars. This has enhanced the council's ability to integrate critical actions with community and voluntary organisations, leading to a better coordinated response to the Covid-19 pandemic.

Keeping in line with Newham's Social Integration Strategy, NFoF looks to enable residents with an interest in faith-based dialogue and those with a particular faith/belief to have a greater understanding and connection with others. Key to this is the desire to instil a sense of civic participation and a greater appetite for dialogue, which helps to unite under the 'One Newham' work stream.

According to the 2011 census, Newham is the most religious London borough with 89.4% of its residents identifying themselves as being part of a faith. Faith, belief and spirituality play a significant part in the lives of our residents and give deeper meaning to many aspects of our lives in private and public. It is a means for many to find strength in time of hardship and despair. Faith institutions represent far more than a physical place of worship; they strengthen and manifest the notions of religion and are a critical part in responding to community needs.



H. Arts, Culture and Heritage

Through the Arts, culture and heritage, people from different backgrounds are brought together, with opportunities to learn about each other and build connections. These experiences allow people to have more positive and frequent shared cultural interactions, which foster greater dialogue and empathy within the community.

National programmes such as Black History Month, LGBT History Month, Pride, Women's History Month and Windrush Day provide distinct opportunities for people to participate in events to mix with others, celebrate and understand different backgrounds.

Heritage allows people of different backgrounds to celebrate, share and learn about each other's histories, traditions and cultures. It also has the ability to attract groups of people who are underrepresented in arts audiences.

The borough's local programme, Newham Heritage Month, provides the opportunity for people of different backgrounds to share a common sense of place, as well as celebrate and understand the history of the borough and its people. Newham's heritage is about people as well as places. How we approach heritage affects how we choose to grow.

An important part of this lies in understanding Newham's heritage and its significance. In turn, better understanding will help to create high quality place making that responds to emerging agendas on race and equalities such as Black Life Matter. We can be confident that we are conserving what we should and using cherished heritage to create inspiring new environments. One such example is the Buxton Table which belonged to the Norfolk MP and anti-slavery campaigner, Thomas Foxwell Buxton. Buxton, William Wilberforce and other like-minded campaigners sat around this table to discuss and draft the bill 'for the Abolition of Slavery in the British Dominion'.

National Lottery Heritage Fund identified Newham as an 'Area of Focus' and has been working the borough to develop and diversify Newham's heritage offer, to ensure all residents can enjoy the benefits of heritage.

5. EVIDENCE

Arts and Culture Programmes – 2018-2020

LGBT History events	50
Heritage events	109
Women History events	2
Disability events	101
Black History events	181

Provision of a new creative wellbeing space located on the high street in Green Street. Programming of the spaces with creative organisations and individuals from across Newham, utilising the Creative Newham consortium, as well as further afield. Newham artists in residence will be focused on under-represented groups working on participatory commissions with Green Street community.

Re-provision of Urban Development and East London Dance in state of the art facilities at Sugar House Lane
Commitment to boosting the Cultural Quarter through the Stratford Masterplan
Stratford East continues to attract world-class performances
UEL continues to offer courses focusing on the arts in Stratford Campus

Work with Future Foundation of London and East Bank to promote innovation and Inclusion initiatives
Ensure the education offer meets community inclusion objectives, including HE working with UEL, LUL and UCL

Community enrichment perspective

LGBT
Disability
Black History Month
Heritage Month



5. EVIDENCE - CASE STUDIES

Newham Library Service

Libraries offer a variety of services and programmes beyond simply borrowing books. The modern library in Newham is a shared space where residents of all ages, backgrounds and interests make use of a contemporary, communal space. For instance, Baby & Toddler Story Times allow isolated mums and carers to come together to learn rhymes & stories from different cultures and share experiences with others. Another example, is the Children's Activities that bring young people together from a variety of backgrounds to learn, play and explore the world around them whilst making new friends.

Libraries have hosted Reading Hacks where young volunteers support the Summer Reading Challenge. This encourages young people to read from a wide variety

of genres, enabling them to explore different cultures and contextualise their own heritage. Research shows that children who are taken to the library from an early age develop a habit of reading for pleasure. They are consequently more likely to be active citizens who play a positive role within their community through voluntary activities.

A corner stone for the library service is to promote equality and opportunity and during the National Storytelling Week each year the library promotes different types of stories from different protected characteristics. This year the library service will revisit the diversity reflected in our stock and seek to redress imbalances through working with specialist suppliers. The libraries pride themselves on stocking a large selection of ESOL titles and books in all 6 United Nations languages.

HeadStart

HeadStart Newham is a mental health service, working closely with schools and the community to transform how young people and their families are supported to stay emotionally healthy. Funded since 2016 by the National Lottery Community fund, it supports relational ways of working that builds resilience and adds protective factors to the lives of children, young people (aged 10-16) and their families.

The project works with whole-school senior leaders and with commissioned VCFS partners, children's health and the Youth Empowerment Service, leading on resilient and trauma-informed approaches in its work, alongside children young people and their families, through commissioning activity, direct service delivery and through training and communities of practice support.

As of March 2020, the project had worked with 53 schools and approximately 20 VCFS organisations. It is setting

ambitious targets to reach all Newham schools within the next 12 months, to train and support the school workforce, to adopt and implement whole school approaches to mental health and resilience, cultivating a school culture of trusting and supportive relationships between staff and children, and for staff with each other.

They continue to adapt and redesign a blended offer of delivery in virtual and face-to-face spaces launching two new services as part of the Help Newham response: Your Time - youth befriending and a Peer Led - parental befriending offer to foster trusted relationships, reduce social isolation, support with accessing the basics, parenting strategies, coping tools and listening to worries and support with the changing landscape of the Covid-19 and re-entering the world and considering returning to school. These projects have an explicit focus on understanding and being responsive to areas of disproportionate impact coronavirus is having on BAME communities in Newham.



5. EVIDENCE - CASE STUDIES

Formation of the Newham Food Alliance

The Newham Food Alliance has organically emerged out of the ongoing work between the council and the VCFS through the pandemic and will be the means by which Food Security is achieved by Well Newham as we move through the recovery. Whereas the council's Help Newham effort focused on Category A food security, The Newham Food Alliance has focused on the growing Category B need.

32 VCFS organisations provide direct food support on the ground operating community food hubs where direct food support can be received. Thousands of Newham families benefit every week with diminished or already insufficient income from work, benefits delays and NRPf common causes of need seen across the network.

The council provides a range of support including a full time logistics team and fleet of vehicles bringing millions of pounds of food into the borough and out to hubs utilising surplus provided by its partners FareShare and Felix of London Food Alliance. Other key areas of support are

warehouse storage at St Marks, co-ordination and officer time to facilitate, free refuse support, parking waivers, meanwhile use spaces on council sites, invest with small capital grants.

The food utilised by the Newham Food Alliance is surplus food that would otherwise have gone to waste, supported by additional donations both to the network as a whole and to other partners. The network has fluid communication with a WhatsApp group ensuring that no food gets wasted. The utilisation of surplus food saves 3.8 tonnes of CO2 for every tonne of food used. With Newham vehicles alone moving 25 tonnes of food through the network each week, most of it surplus, that is a lot of carbon saved.

The goal is however NOT triaging need with food parcels but getting people out of those queues with the help they need to address the underlying issues that are causing the poverty manifesting in food need. The VCFS and council have been working on a wraparound model to deliver service and support here and now when residents present with direct food need.

The Newham Social Welfare Alliance

In Newham we know we must work together to take action focusing on the links between poor health and employment status including opportunities for income maximisation, debt support, welfare rights, legal advice and family support.

A cross sector project team has been working at pace over the summer/autumn of 2020 to develop a holistic wraparound model to support our most vulnerable residents – and we want this to be the blueprint for the years ahead.

The backbone of this model is to back the holistic approach of VCFS partners - who have the trust of their communities and often provide food support - with an added value range of services to provide the best

support possible for our residents.

These services will come from existing council services and enhanced connectivity between VCFS organisations.

The best way to achieve this model is to build the skills and knowledge base of our VCFS front line workers so that they become familiar with and can quickly and efficiently refer into these services.

These skills range from the all-important initial conversations in the community food hub queues, reception areas or community cafés referring residents into the right range of services.

The launch meeting held on 22 October 2020 attracted over 50 stakeholders and implementation is now underway.

5. EVIDENCE - CASE STUDIES

People's Suppers

The Mayor Rokhsana Fiaz held the first people's supper at her inaugural full council AGM in May 2018. Subsequently the Mayor has held three people's suppers as part of the council's interreligious dialogue and interfaith work.

The people's supper uses shared meals to build trust and connection among people of different Identities and perspectives, with the intention of strengthening our individual and collective resilience. The people's supper aims to transform some of our hardest conversations and

most isolating experiences into sources of community support, honest conversation and forward movement using the age-old practice of sharing food.

The council is embarking on a series of people's suppers with the community. The supper series will be designed to help our community break down barriers and deepen trust and understanding between its members. The supper conversations will address the different challenges we face together including those related to poverty, inequality, climate change, community safety and environmental degradation.

Shree Kutch Satsang Swaminarayan Temple

The Hindu temple brings generations of residents together for prayer and social events. At the core of its belief is the idea of service to others especially those who are neighbours. The temple is an attraction for many who come to meet not only for collective prayer but also education and volunteering. Recently, the temple hosted a cake sale on Green Street to raise money for a national cancer charity and raised awareness among residents of early signs of cancer.

The temple frequently welcomes schools visits, opens its doors for non-Hindu guests during National Interfaith week

and is a member of Newham's Standing Advisory Council for Religious Education (SACRE) where considerations are made in conjunction with other faith leaders and teachers on matters concerning religious education curriculum.

Volunteers and staff at the temple played an important role in supporting some of the most vulnerable and elderly residents with food parcels and befriending services during the Covi-19 lockdown and later becoming members of Newham Food Alliance. Some of the volunteers have gone on to become 'Covid-19 Champions'. These Champions helping share key messages to others and are seen as a trusted source within the community, being able to speak various local languages.

5. EVIDENCE - CASE STUDIES

Newham Somali Association

The Newham Somali Association (NSA) was set up as a result of growing concern for Somali youth safety and a lack of meaningful relationship with the wider Somali community, the council and its core partners such as Public Health and the Police. As a result NSA was formed to align priorities with the council and have better access to and understanding of services available. Furthermore, it was an opportunity to celebrate the success and efforts of the Somali residents in Newham and beyond.

NSA promotes social inclusion for the public benefit by working with residents in the borough and surrounding areas (in particular, but not exclusively, members of Somali speaking community) to relieve the needs of such people

and assist them to integrate into society, in particular by, providing advice, advocacy, referrals and consultation events. Over the last 2 years NSA have developed a range of provisions to support Somali residents to access key services including Housing, Repairs, Health and Employment. A partnership pilot last year with the council saw a significant increase in service users and also developed the confidence of residents to raise queries independently.

Whilst language remains a barrier for some service users, the association has made good use of their dedicated volunteers who help with translation and interpretation. Last year NSA hosted their Youth Careers Fair attended by some 200 young people from Somali heritage which not only showcased their talent and aspirations but also highlighted challenges which could hinder career development.

Race Equality in Newham (REIN)

Race Equality in Newham (REIN) has been working for decades to achieve equality and fairness for the BAME community in Newham enabling access to everyday services without any prejudice or hostility. Staff, volunteers and specialists at REIN help with reporting hate crime, advocacy support and legal advice to victims. The Black Lives Matter movement has renewed the sense of purpose at REIN and the organisation is ever involved in local and national consultations and evidence building for change.

The range of programmes has grown over the years and whilst the core principles are underpinned by the need for an equal and diverse governing structure and representation; new and emerging areas of work have joined the roster including Serious Youth Violence, Support for Parents and Community led Action Projects.

REIN remain invested in recruiting and developing their volunteer base with opportunities for local people but also maintain relationships with universities to host placement students for more significant pieces of work. REIN's premise remains a multi-use site and is used to provide youth facilities, church hall and training space.

One of the recent projects is their effort to reduce youth offending, working with schools to help young people to resist negative peer influence, de-glamorise gang culture and increase their confidence to pursue a rewarding career. The work cuts across both Primary and Secondary schools and intends to be diversionary as an entry point leading on to critical and behaviour/attitude changing interventions.

5. EVIDENCE - CASE STUDIES

River Christian Centre

The Pentecostal church prides itself in bringing together the local Christian community to take part in congregational and individual prayer. While the church is open to all, it is widely visited and used for gatherings particularly by the older generations from the African and Caribbean heritage, which brings a unique feel to the church.

The church gives its congregation a real sense of purpose and friendship. Over the Covid-19 lockdown period, volunteers were deployed to provide support and help by checking up on the most vulnerable residents. This was

urgently followed up with a professional counselling service at the church and proved popular with those who were worried and anxious about the impact of the virus on their health and that of their family.

Events such as the Christmas fete, volunteering activities and youth activities ensure that intergenerational events remain at the core of their principles, encouraging younger members of the community to feel welcome in the church.

The church continues to provide a food bank service to many residents in Newham regardless of their background and the provision has gone from strength to strength particularly with the backdrop of the Covid-19 pandemic.

ESoL group at Custom House Library pre-lockdown

Students who had English as an additional language who were also SEN pupils worked with the library staff using the ESoL books and role-play strategies to re-enact everyday scenarios prompted by the ESoL stock. Each small group of students was facilitated by either a member of the NewVic staff, library staff or a volunteer first reading together and discussing the book and then using role-play to deepen understanding and develop their social skills.”

ESoL group at Plaistow library Pre-lockdown

This group of learners were the target group for the Open House project as part of the SPINE festival. Over a four week period each year a trained Arts/ESoL facilitator worked with the group using the Arts to encourage participation. For example in the first year the group worked on a series of recipes from their native countries, translating the recipes into English and bringing the end result as a food sharing at the end of the project. In the second year the theme for SPINE was the natural world and the environment and so the facilitator worked practically with the group to create planters and learning English through the practical application.”

5. EVIDENCE - CASE STUDIES

Newham Chinese Association

Newham Chinese Association (NCA) was set up in 1987 to support the Chinese community of Newham, with a focus on those most vulnerable. NCA provides a range of social and educational activities including: a lunch club, fitness dance, workshops, day trips, support services, organising festive and birthday celebrations and oral history projects. NCA strives for equality for everyone and aims to create a safe place for everyone including people with disabilities, single parents, the unemployed and those that are socially isolated to come together.

Over the last couple of years, NCA hosted the Chinese New Year celebration with performances at Ilford Passmore Theatre for Cantonese Opera, performers from Hong Kong and China, Dragon boat Racing and King Fu and Tai Chi martial arts display.

In addition to supporting the Chinese community in Newham and across London, NCA also encourages cultural and heritage events for all Newham residents. Recently these have included Health and wellbeing workshop, seminars for Social Care and End of Life Planning, advice for carers, Hate Crime training and language support.

In supporting efforts to meet the challenges of Covid-19, NCA collected donations to purchase face masks and sent it to China during the earliest outbreak to help increase face mask supply shortages for the most disadvantaged. This gesture was later reciprocated by China who provided 100,000 face masks to NCA, which was subsequently donated to Newham charities and Council partners.

NCA see themselves as a bridge between council and wider Chinese community, especially those without language skills and helps people to get involved in decisions affecting their lives.

DOST Project

For the Year of the Novel ESOL, students attended sessions run by DOST Project, which shared ESOL books, graphic novels and other novels that we were told would interest the group. During the DOST project, the artists joined

young people who were young refugees, taking part in sessions learning stop frame animation and built models to use in their animated stories. The use of props and story-making allowed for new ways of communicating and expressing themselves through an artistic medium.”

6. OUR APPROACH



6. OUR APPROACH

Relationships

- The VCFS and civil society have a vital role to play and a central part of the strategy is ensuring we understand what they are currently doing and what can be done to further, in partnership, promote social integration. 'Together for Newham' is a key relationship in supporting this agenda.
- Young Newham Framework is committed to nurturing safe spaces and relationships for young people at risk of isolation from society through exploitation and serious youth violence.
- A review of the Council's approach to indebtedness and levels of debt will inform a more relational and person-centred approach to financial inclusion.
- Strengths based approaches to adult and children's social care will further enable vulnerable families and individuals to build self-reliance and develop greater agency in resolving the challenges they face.

Participation

In October 2019 the Council hosted a social integration conversation event with over 30 voluntary, community and faith-based organisations in Newham. The feedback from the event suggests that there are five key prerequisites for strengthening social integration in Newham. These were:

- increasing economic prosperity for all the borough's communities;
- strengthening relationships between the borough's diverse communities;
- building connections and strengthening relationships between young people who live in the borough's diverse communities;
- connecting the borough's disadvantaged communities to shared spaces – linking people to employment, physical assets, and community shared spaces and social action; and
- improving how the council engages with Newham's VCFS

Equality

- We are committed to and delivering record numbers of affordable homes, including 50% on all Newham land, which will result in more mixed communities, less poverty and exclusion.
- Workplace, Newham's job brokerage service has successfully increased the employment rate in the borough. A service review is presently underway to explore pathways to support harder to reach groups and those with complex needs
- Alongside the review of Workplace we will develop a skills strategy to help residents to develop their careers and access higher paid and better skilled jobs with a focus on those currently excluded.
- Nearly 50% of the borough live in poverty after housing costs. Newham council has become an accredited Living Wage employer for the first time and is encouraging other employers in the borough to do the same.
- We have launched Brighter Futures for families with young children ensuring that it embeds social integration principles of bringing different groups together.
- We are one of the London boroughs benefiting from the launch of early help hubs which bring together schools, child minders and nurseries to ensure children are ready to start school and aimed to create more opportunities for social mixing

The background features a stylized landscape with rolling hills in shades of orange and yellow. Several trees with large, pointed leaves in various colors (green, yellow, white, red) are scattered across the hills. The overall aesthetic is clean and modern.

7. MEASUREMENT AND INDICATORS

7. MEASUREMENT AND INDICATORS

A Commitment to Better Evidence

Evidence has a fundamental role to play in supporting the delivery of our Social Integration approach. It will help us to better understand our places and communities, and help us and our partners to design and deliver more impactful policies and projects.

As an integral part of our new Corporate Plan, Towards a Better Newham, the council has committed to prioritising the collection of more socially focused evidence and insights. Over the coming years, the council will move to measuring success in terms of the happiness, health and prosperity of residents rather than more traditional economic measures of growth and progress.

Understanding social integration will form a key part of this new approach, and over the coming months, the council will be working to define a bespoke set of measures and measurement approaches. These will be tailored to reflect the specific characteristics of Newham's places and communities, while also aligning where relevant with social integration measures^[1] identified by the Mayor of London within his All of Us strategy.

Social Integration in Newham: A snapshot of 'What we know'

- 32% of Newham residents have given unpaid help at some point in the past 12 months
- 31% of Newham residents do not have a spouse, partner, family member or friend to rely on if they have a serious problem
- Nearly 3 quarters of Newham residents trust people in their local neighbourhood; a quarter do not
- 88% of Newham residents feel that they belong within their local neighbourhood
- 85% of Newham residents feel that their local area is a place where people from different backgrounds get on well together

Source: *Newham Residents Survey 2018/19*

Measurement Ethos & Approaches

The establishment of a detailed and granular evidence base on social integration in Newham will take time, and will need to be addressed at a number of scales and in a range of different context.

The approach being developed as part of Towards a better Newham will encompass both 'top-down' and 'bottom-up' measurement approaches which recognise and address the significant complexities in gathering these types of information and insights:

- Top Down: centrally organised research, exploring the trajectory of the Borough, its places and communities drawing on government statistics, and Borough wide primary research (e.g. residents surveys)
- Bottom Up: thematic and spatially focused research, drawing on a mix of monitoring information and qualitative insights gleaned for bespoke surveys, primary research and information provided by external partners.

The approach will build on existing evidence collection approaches and infrastructure, but place emphasis on ensuring greater consistency within the council and across its partners on what is being collected. A long term commitment is required, recognising that many of the issues being explored require ongoing tracking to understand holistic change and the impact of council delivery.

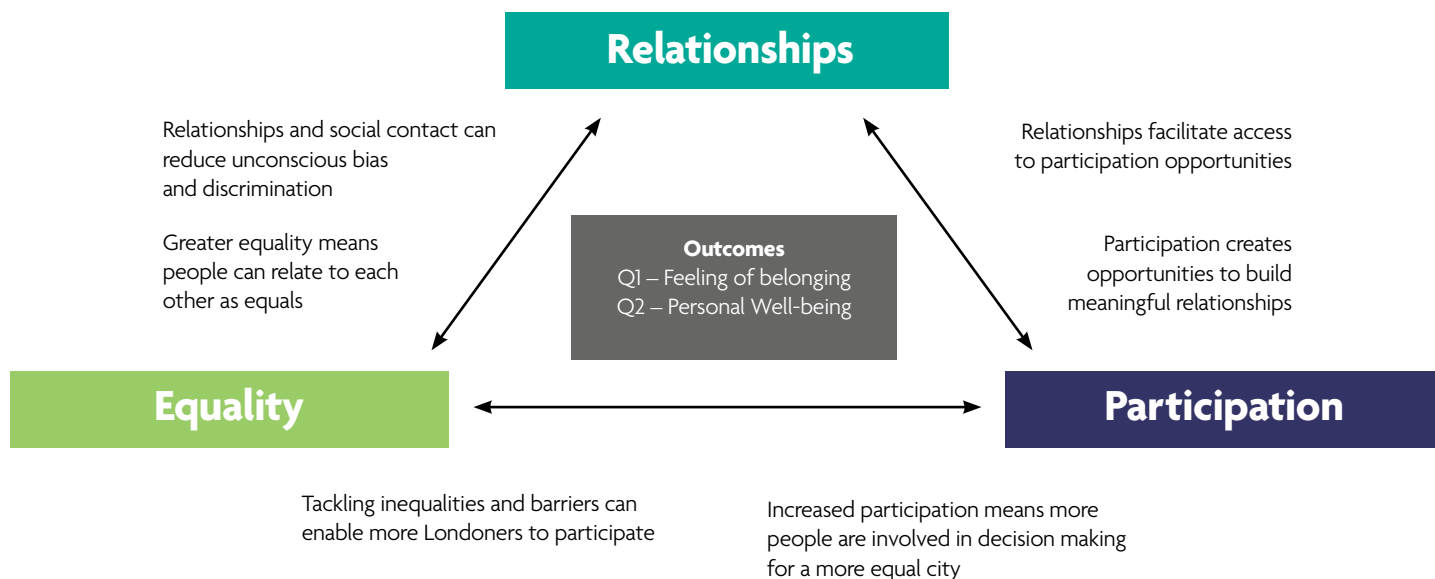
Key areas being explored in developing the measurement approach include:

- Community participation: the importance of involving local communities in evidence collection, building on existing 'citizen science' pilots taking place in the Borough
- External partnerships: the importance of drawing in information and insights from non-council partners, recognising the significant knowledge which exists across other public, private and voluntary sector organisations
- Valuing qualitative information: recognising that many of the issues being explore cannot be quantified, and that qualitative information should form an important element of the approach.
- Democratising access to information: the importance of reporting back, making sure that communities and partners across the Borough (and indeed across London) have access to information gathered to inform better partnership working, policy development and delivery.

Further information on the council's new approach to wellbeing measurement (incorporating social integration) will be published over the course of 2020/21.

[1] <https://data.london.gov.uk/dataset/social-integration-headline-measures>

The Mayor of London's Social Integration Measures



Relationships Measures

- R1 – Diverse relationships
- R2 – Social mixing
- R3 – Neighbourhood cohesion
- R4 – Hate crime*
- R6 – Social isolation
- R7 – Loneliness
- R8 – Use of digital network
- R9 – Educational segregation*
- R10 – Childcare segregation*

Equality Measures

- E1 – Employment rate gap*
- E2 – Occupational segregation*
- E3 – Educational attainment*
- E4 – School exclusions*
- E5 – NEET*
- E6 – English Language Proficiency
- E7 – Early years childcare update*
- E8 – Unfair treatment
- E9 – Housing affordability
- E10 – Insecurity of private-rented sector accommodation
- E11 – Financial resilience
- E12 – Digital skills

Participation Measures

- P1 – Participation in leisure activities
- P2 – Volunteering
- P3 – Informal help
- P4 – Political participation*
- P5 – Civic participation
- P6 – Citizenship

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