



MAYOR OF LONDON

**Social Integration
in London:
A Snapshot of the
Mayor's Approach**

FEBRUARY 2020

Copyright

Greater London Authority
February 2020

Published by
Greater London Authority
City Hall
The Queen's Walk
More London
London SE1 2AA

[london.gov.uk](https://www.london.gov.uk)

enquiries 020 7983 4100
minicom 020 7983 4458

Copies of this report are
available from [london.gov.uk](https://www.london.gov.uk)

Cover image credit:
© Greater London Authority
Photographer Caroline Teo

Contents

| | |
|--------------------------------------------------------------|-----------|
| London's 'All of Us' approach to social integration | 04 |
| The Mayor's vision for social integration | 06 |
| Measuring social integration | 08 |
| Relationships | 11 |
| London Family Fund | 13 |
| Social Integration Design Lab | 16 |
| Sport Unites | 17 |
| Culture Seeds | 19 |
| Participation | 21 |
| Team London | 22 |
| Voter Registration | 24 |
| Community sponsorship | 26 |
| Citizen-led Engagement Programme | 27 |
| Equality | 29 |
| Supporting Londoners with Insecure Immigration Status | 30 |
| English for Speakers of Other Languages (ESOL) Plus | 33 |
| Workforce Integration Network (WIN) | 36 |
| Working in Partnership | 38 |
| Citizenship and Integration Initiative | 38 |
| The Mayor's Equality, Diversity and Inclusion Advisory Group | 39 |

London's 'All of Us' approach to social integration

At its core, social integration means shaping a city in which people have more opportunities to connect with each other positively and meaningfully. It means supporting Londoners to play an active part in their communities and the decisions that affect them. It involves reducing barriers and inequalities, so that Londoners can relate to each other as equals. It is about our bonds as citizens, and how we interact with one another.





The Mayor's vision for social integration

In 2018, the Mayor of London, Sadiq Khan, set out his vision for a more socially integrated city. He pioneered a more inclusive approach to social integration – one that focused on social integration as a matter for everyone. He then created new programmes and partnerships to measure and promote it.

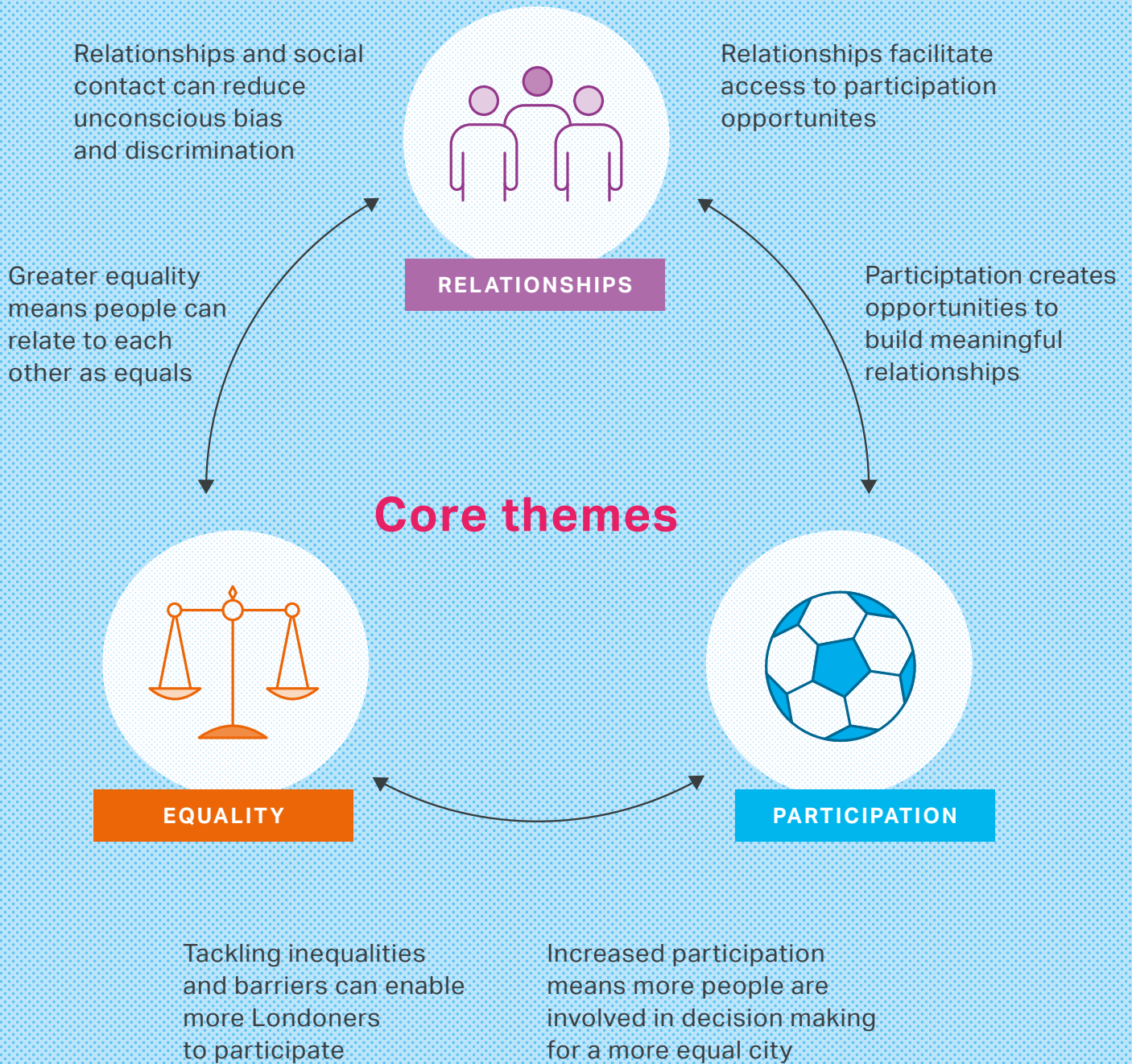
The usual definition sees social integration as being simply about interactions between people of different nationalities, ethnicities or faiths. The Mayor's approach goes beyond this. The story of London, shaped for centuries by the movement of people, art, food and ideas, is much more complex. In the Mayor's 'all of us' approach, social integration is a matter for everyone, which involves and benefits us all.

His approach considers other interconnected aspects of our identities including age, social class, and gender. In addition, it seeks to engage people who already feel a strong sense of inclusion and belonging as well as those who do not. This approach also accounts for structural barriers Londoners face to social integration. It acknowledges that a society in which different types of people come into contact, but where discrimination and inequalities persist, isn't fully socially integrated.

The Mayor's vision for social integration in London is structured around three core themes – **relationships, participation and equality.**

“

In the Mayor's 'all of us' approach, social integration is a matter for everyone, which involves and benefits us all.



Measuring social integration

We are lucky to benefit from a strong set of nationally collated statistics which inform many aspects of the Mayor's work. They show that we are one of the world's richest and most diverse cities, but we have the highest rate of child poverty in the country. Furthermore, income inequality in London is twice as high as the wider UK.

Yet when we looked in detail at issues like social integration, equalities and fairness, and even access to food, we found a gap in the data. To effectively support our complex and rapidly-changing city, we had to address that gap.

London has long benefited from detailed evidence to support our understanding of policy areas such as the economy and physical development of the city. We wanted to make sure that our support for London's communities is underpinned by the same high-quality data.

That's why the Mayor commissioned the Survey of Londoners – the biggest of its kind. It aims to measure important aspects of Londoners' daily lives and plug evidence gaps. By so doing we can develop the right interventions.

The survey offers a valuable, and in some cases worrying, insight into the lives of Londoners by providing new data on the extent of social mixing. It highlights these experiences relate to their sense of belonging in London, to the local areas where they live, and their personal wellbeing.

It highlights levels of loneliness and social isolation and how inequality is making it more difficult for Londoners to build positive relationships. For the first time, it shows the true extent of food insecurity across London. In addition, it allows us to measure the extent of insecure employment across London. It also draws attention to how some groups, for example black Londoners, are more likely to experience this than others.

This document shares some of these insights. It then sets out how the Mayor is tackling these issues through a range of programmes. These include:

- the **Workforce Integration Network** which supports underrepresented groups into living wage employment
- **Sport Unites** and the **London Family Fund**, which bring together people from different backgrounds to help Londoners develop meaningful relationships
- the **ESOL Plus Programme**, which tests ways to overcome childcare barriers for learners of English
- the **Citizenship and Integration Initiative**, a funder collaboration that embeds civil society expertise into City Hall
- the **EU Londoners Hub**, providing resources and an extensive programme of outreach on the EU Settlement Scheme.

“

London has long benefited from detailed evidence to support our understanding of policy areas such as the economy and physical development of the city. We wanted to make sure that our support for London's communities is underpinned by the same high-quality data.



Relationships

Social integration is about how people live better connected lives with others. The Mayor's vision is to support Londoners to build meaningful relationships with individuals from different backgrounds as well as their own. The evidence suggests Londoners face challenges in building strong, diverse relationships. Although Londoners value diversity, this does not necessarily translate into friendships between individuals from different backgrounds.

01

Eight per cent of Londoners say they often or always feel lonely but more than a quarter (27%) of Londoners say they have nobody to call on in an emergency. Loneliness is more common among young Londoners, those with low incomes and social housing tenants. Only three in ten Londoners say they mix positively and frequently with people from a different ethnic background. Those who borrow things and exchange favours with their neighbours are more likely to feel they belong to London.

The Mayor wants Londoners to find it easy to have meaningful contact with those around them, and enjoy experiences that bring diverse groups together. Shared experiences are a vital way to help Londoners challenge negative assumptions about others and become more connected. They include getting to know neighbours, taking part in arts and sport activities and getting involved in volunteering and social action.

“

The Mayor wants Londoners to find it easy to have meaningful contact with those around them, and enjoy experiences that bring diverse groups together.

CASE STUDY:

LONDON FAMILY FUND

Currently only nine per cent of Londoners report positive and frequent interactions with others of a different social class. Over a quarter of Londoners do not have a strong sense of belonging to their local community.

The London Family Fund was set up to support innovative projects that help families build relationships, extend their social networks and enjoy shared experiences. It awarded £389,739 in its first year to nine projects. Each aimed to build meaningful relationships, prevent loneliness and parental isolation and improve child wellbeing.

Projects like Nature Vibezzz, bring families from different backgrounds together in Barnet to build dens, make potions and take nature walks. In Waltham Forest, Kids Kitchen Collective CIC enables families to share cooking techniques and prepare and eat healthy food together. In Lewisham, Coram and the New Economics Foundations supports parents to develop affordable childcare provision for their local community. Between September 2018 and September 2019, the funded projects reached around 2,658 families.

Our evaluation of this work found that:

86%

of parents met new people and expanded their social group

86%

of parents now feel more connected to their local area

68%

of parents have spent more time with people from a different background

68%

of parents have met people they can go to if they need help.

Parents who took part also said they'd learned new skills and had better mental health. These benefits were particularly marked for lone and low-income parents.

"We know from parents' and children's comments that families continue to meet up and socialise outside our project," says one project lead.

"Parents have signed up as volunteers in both trustee roles for the management of the nursery and as volunteers who will take on regular support roles in the classroom to support the nursery...Many of these parents have not previously been involved in local community activities in this way." said another.

In round two a total of £144,551 was awarded to five projects. These focused on bringing older and younger people together and helping the most marginalised families become part of their local communities.

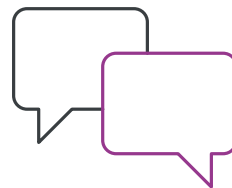
One mother who participated in Parents and Communities Together (PACT), another project supported by the fund, says it helped her through a tough time.

"I was struggling with my mental health and feeling lonely and suicidal. These groups have helped me to become friends with so many amazing women who I would have never met before."

She has since taken part in leadership training and become a parent champion.

£389,739

The London Family Fund was set up to support innovative projects that help families build relationships, extend their social networks and enjoy shared experiences. It awarded £389,739 in its first year to nine projects.





CASE STUDY:**SOCIAL INTEGRATION DESIGN LAB**

81% of Londoners say they feel they belong to the city. Yet only 74% of Londoners say they feel like they belong to their local area.

Spaces in our built environment like libraries, parks, high streets, schools and market places can help or hinder social integration. This depends on the way they are built and used. The Social Integration Design Lab brought London's local authorities to work with experts, locals and the wider public sector to ensure regeneration projects and the places they deliver are designed and managed to bring people together, not keep them apart.

In 2019, seventeen local authorities tested social integration approaches through the Design Lab. Examples include the design of public spaces and parks; new ways to get local communities involved in libraries and schools; and building more inclusive spaces in high streets and markets.

"It's very hard to incentivise people in local authorities to change the way they are working, due to budget cuts and workload," says one participant. "Opportunities like this provide an environment where you can experiment and evaluate if this is the best way of working for the future and roll it out into other areas."

CASE STUDY:**SPORT UNITES**

Sport is a powerful way to bring people together and encourage respect for others. Londoners who play sport are more likely to agree that London is a fair city. Almost a quarter of people in our survey of Londoners said they had played sport in the last month, with men more likely to do so than women. We know people who play sport are less likely to feel lonely and isolated.

The £8.8m Sport Unites Programme gives grants and support to organisations and projects using sport to bring Londoners together to boost health and wellbeing. Sport for Social Integration, one of the programme's four themes, includes 18 initiatives funded under 'London Together'. This is a partnership between the Mayor of London and Comic Relief.

One of these projects is Muslim Girls Fence in Tower Hamlets, which enables young women to learn fencing, a traditionally elite, male-dominated sport. The project provides a space for Muslim and non-Muslim girls to challenge views about who they are and what they can achieve.

"It's like showing the world, just because I'm Muslim and I'm a girl and I'm not white, doesn't mean I can't do fencing," says one young woman. "I can, and here I am showing you I can."

Silver Active is an exciting project delivered by Groundwork London together with Homes for Haringey. It offers free sports and social activities to residents aged 55 plus at Sheltered Housing Hubs and other community venues in Tottenham. The aim is to encourage older residents, particularly those experiencing loneliness and social isolation, to get active with others. In addition, it wants to help them feel more connected to each other and their community. Silver Active is bringing together people from very different walks of life. For example, Peter, who grew up in Jamaica and moved to England aged 40, and Mary, from Poland, who speaks very little English.

"Dance class has given me the opportunity to get to understand and know Mary," says Peter. "If she's on the street and sees me, we always have to stop and have a talk. And not only on the street, anywhere."

As well as the London Together Fund, the social integration theme of Sport Unites includes Model City London.

This is a partnership between the Mayor of London, Laureus Sport for Good, and Nike. Model City empowers communities to create change in their local area through harnessing the power of sport. The initiative is underway as a place-based pilot in three London Boroughs: Haringey, Barking and Hounslow.

Each Model City comprises of community members who form a 'coalition'. The coalition works together to identify local challenges and selects sports initiatives to fund in order to address them.

Funding is ultimately directed towards the issues that coalitions recognise as being important to their area and its residents. Empowering locals to lead the decision-making process builds trust – creating a framework for partnerships to develop and communities to thrive.



CASE STUDY:

CULTURE SEEDS

Culture Seeds is the Mayor's £1m two-year micro-grants programme to support community-led arts, culture and heritage projects across London. It opened in May 2020 and is targeted at individuals and community organisations with great ideas to bring people together in a creative activity.

So far Culture Seeds has awarded £728,028 to 170 community-led creative projects across London. It provides valuable support to help grassroots organisations develop their work with communities. Creative writing workshops for female refugees, asylum-seekers and local women, for example, allow them to exchange cultures and traditions. Other funded projects include:

- a family festival on Hillview Estate in Camden to bring longstanding and new local communities together
- mosaic making workshops for people who use the Living Well Foodbank in Bromley, and
- weekly singing and creative workshops to bring isolated older people together in Southwark.

Almost all (93 per cent) projects completed to date tell us that they feel more connected to their community following their Culture Seeds funding. Londoners who attend cultural events are less likely to be socially isolated.

“The project brought together a diverse group of women from the local community from different backgrounds who ranged in age from 32-84. Most of these women were strangers at the beginning of the project. Through the six workshops we discovered the needs and concerns of the women and their families. Learning about each other on a personal level brought the group together to form lasting friendships” said one 'Culture Seeds grant recipient.



MAYOR OF LONDON
TEAM LONDON
AMBASSADOR
VOLUNTEER
122314
Cherelle Castor
Team Leader
Team London Ambassadors Programme

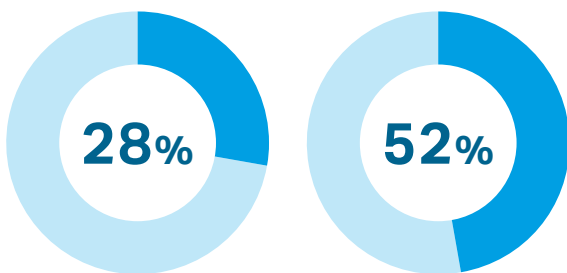
Participation

People are more likely to feel they belong in a city which they have helped to shape and support. However, to get involved, they need access to relevant opportunities and activities. At a time of huge change and upheaval, all Londoners can play a role in their community or city and get involved in the decisions that affect them. Social integration is the basis for a successful democracy. We need to trust strangers enough to believe our public institutions can work for us. We need to feel like we have a voice when difficult questions are being discussed and decisions are being made that affect our community.

02

Just under a quarter of Londoners have taken part in civic activity over the last 12 months, such as campaigning for a political party or running a local service. However, some groups are far more likely to get involved than others. The Mayor wants to increase Londoners' participation in civic life through volunteering, social action, voting, standing for public office and having their voices heard. Twenty eight per cent of Londoners volunteer. More than half (52 per cent) offer unpaid help to others who are not a relative through informal volunteering.

Twenty eight per cent of Londoners volunteer.



More than half (52 per cent) offer unpaid help to others who are not a relative through informal volunteering.

CASE STUDY:

TEAM LONDON

Team London aims to support activities that connect Londoners to their communities through volunteering and coming together to tackle local problems.

Team London Young Ambassadors encourages young Londoners from different backgrounds to take part in social action to help other members of their communities. Since 2018, it's helped more than 34,000 young people set up projects on issues they really care about. Examples include the environment, gender equality, serious youth violence, mental health and homelessness. The programme, which is free to schools and young people, targets young people who haven't volunteered before. It focuses on young people in the poorest areas and those who often do not have access to opportunities. These includes children receiving free school meals and those in special schools and alternative education.

The Team London Young Ambassador programme works with Education Links, a specialist provider working with young people at risk of permanent exclusion. Over the last year, students have run homelessness projects and partnered with youth charity Depaul.

They have put together care packages to donate to the local homeless shelter and have run assemblies and workshops on the issue. Their next step will be the production of leaflets to encourage more people to address homelessness in London.

Sally Davies, Education Links headteacher, says: "Often young people in our setting don't feel like they have a place. Team London Young Ambassadors gives them a role and a part to play in their communities."

Since 2013, Team London Young Ambassadors has reached 450,000 young people across more than 2,200 schools in every London borough. A survey shows 88 per cent of students who've taken part are more likely to stand up for others who are treated unfairly. A similar proportion (86 per cent) are more likely to work effectively and respectfully in diverse teams.

Team London also provides grant funding to support organisations to engage with more volunteers. There has been a recent focus on how volunteering and social action can build social integration. One project funded by Team London is The Bike Project.

It received £12,000 to get refugees cycling by matching them with a volunteer Bike Buddy. Asylum-seekers often can't afford public transport. This makes it hard for them to get to the services they need and can isolate them further.

Each Bike Buddy is matched with a refugee or asylum seeker to give them the confidence to ride a donated bike. They take them on trips, building their knowledge of road cycling and help them get to know their wider neighbourhood. The project has proved so popular, the organisation had to find a bigger venue to fit in all the volunteers wanting to take part. So far, 41 Bike Buddies have been matched up with refugees, with volunteers giving up 243 hours to support them. Each pair is scheduled for three meet ups, but many continue beyond this.

"When we asked if our volunteer introduced their buddy to anywhere new, he told us 'we cycled from east London to Richmond' – so everywhere past Westminster was new!" says the project lead.

CASE STUDY:

VOTER REGISTRATION

More than a quarter of Londoners aged between 16 and 24 are not registered to vote.

In September 2019, the GLA led a pilot project to reduce inequalities in voter registration among young Londoners. It was the biggest voter registration drive organised by city government in any Western European capital.

During London Voter Registration Week (LVRW), there was daily online and offline activity in more than 20 London boroughs. Some 25,000 Londoners took part in registration drives in colleges and university campuses, community centres and places of worship. Up to 60,000 Londoners were engaged via packs sent to education institutions and community groups, while 1.3 million were reached through social media. There is also a LVRW website with voter registration resources, including leaflets, posters, a democracy lesson plan, digital resources and a video.

A significant increase in voter registration rates among 16 – 24-year-old Londoners can be noticed when comparing LVRW 2019 with the same period in 2018, when only the annual canvass took place. While part of this may be due to speculation of an impending general election, LVRW arguably had some contribution

towards this increase compared to the previous year - 63% increase among 16 to 24-year olds, compared with an increase of just 50% across all other age bands.

The GLA worked closely with the London Voter Registration Strategic Partnership on the project. This is made up of representatives from the Electoral Commission, London Councils, borough electoral services, education institutions and youth organisations. It was supported by the London Assembly, individual London Youth Assembly members and a coalition of more than 40 civil society organisations.

“Voting is one of the great rights of our society,” says Peter Mayhew-Smith, group principal and chief executive of South Thames Colleges Group. “Not having this right silences you, takes your voice out of the debate and leaves you unable to make a difference.”

Erica Ramos, Vice-President, National Union of Students, adds:

“London Voter Registration Week was such an important campaign to be involved in. There is power in the polls, and young people can shape the future of London and the UK. But only if they register to vote, so thank you for helping to give students this opportunity!”

TAKE YOUR PLACE!
TAKE YOUR PLACE! REGISTER TO VOTE NOW!
GO TO www.register-to-vote.gov.uk

DATE
TIME
LOCATION

VOTES FOR WOMEN

TAKE YOUR PLACE! REGISTER TO VOTE NOW!
GO TO www.register-to-vote.gov.uk

TAKE YOUR PLACE!
LONDON HAS ONE OF THE LOWEST VOTER REGISTRATION RATES ACROSS THE UK'S NATIONS AND REGIONS, AND YOUNG PEOPLE ARE THE MOST UNDER-REGISTERED GROUP. MAKE SURE YOU TAKE YOUR PLACE IN SOCIETY AND TAKE YOUR PLACE IN THE POLITICAL PROCESS BY REGISTERING TO VOTE.

London South Bank University

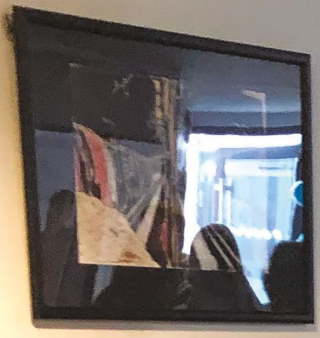
Subject Areas

- Accounting | Economics
- Business | Marketing | Advertising
- Built Environment and Architecture
- Science | Information Technology

LONDON
VOTER **REGISTRATION** WEEK

REGISTER TO VOTE

TAKE YOUR PLACE! REGISTER TO VOTE NOW!
GO TO www.register-to-vote.gov.uk



CASE STUDY:

COMMUNITY SPONSORSHIP

London has a proud history of providing refuge to those seeking sanctuary. The Mayor has championed Community Sponsorship, a scheme that allows community groups to support resettled refugee families. Community Sponsorship Groups help families take up work and education opportunities, find somewhere to live and generally get to know their new home.

City Hall has brought together resettled Syrian refugees from across London, to help understand the most pressing issues that they face. The Mayor has also supported London boroughs and new community sponsors to resettle Syrian refugees. This includes running several events such as a breakfast for business leaders, policymakers, refugees and charities. There people shared their experiences of hiring and working with refugees. They also took part in a workshop to identify the challenges refugees and businesses face when they are working together.

Almost 800 refugees fleeing the Syrian conflict have been resettled in London and over 50 Community Sponsorship groups have stepped forward to help them. **"Being part of Community Sponsorship has taught me personally and our group so many things,"** says Michelle Rutter, of Community Sponsorship Group Riverbank Trust. **"As a Christian charity, we've met people of faith, no faith, and different faiths, and that's been really exciting for us. Community Sponsorship allows you to make a difference in people's lives."**

CASE STUDY:

CITIZEN-LED ENGAGEMENT PROGRAMME

London's diversity is one of its greatest strengths, but some communities struggle to make their voices heard. Through the Citizen-led Engagement Programme, the Mayor set out to learn directly from the experiences of under-represented communities across London.

Key groups the programme has engaged with include:

- young black men
- LGBT+ communities
- black, Asian and minority ethnic (BAME) older people
- Gypsy Roma and Traveller communities
- the Somali community and
- Eastern European communities.

In 2017, six projects got up to £10,000 funding to recruit and train 84 researchers from these communities. The aim was to find out what people thought needed to be done to improve social integration.

These researchers have carried out 833 interviews with members of their communities. The thoughts and ideas they have gathered will be invaluable in creating future policies and projects. Researchers have also given their views on the diversity of the Mayor's planned programme of events.

"I think Sadiq Khan is the first Mayor who has done something to recognise our community and this has been so important for us," says one project lead.

In 2019, eleven organisations each received up to £12,000 to help them find out more about local communities' experiences and explore important issues. These include:

- serious youth violence
- engaging with BAME LGBT+ groups
- Deaf Londoners,
- Refugee, migrant and asylum seeker communities
- low levels of trust and confidence in the police
- the health of young people in the criminal justice system
- and the impact of Brexit.



Equality

To create genuine social integration, we must reduce barriers that affect certain groups, and inequalities that affect all Londoners. More than a third of Londoners surveyed said they had been treated unfairly in the past month. This included characteristics like race or religion which are protected under the Equality Act, and unprotected characteristics like social class¹. When there are large gaps between Londoners' experiences of everyday life, it's hard for people to understand each other and build relationships.

03

Inequalities stop Londoners coming together in a meaningful way. The Mayor wants London to become a more equal city where differences are recognised and respected. He wants everyone to be able to live their lives free from discrimination and know their rights will be protected. He also works to address the barriers to social integration, such as poverty and insecure immigration status. When people's everyday experiences of life in London are so different, true social integration isn't possible.

“

The Mayor wants London to become a more equal city where differences are recognised and respected.

CASE STUDY:

SUPPORTING LONDONERS WITH INSECURE IMMIGRATION STATUS

There are 397,000 people – more than half of the UK's estimated 674,000 undocumented population – living “undocumented” in London. Of these, 133,000 are thought to be children and young people. More than half of these young people were born in the UK, and likely to have been here for years. They are part of our local communities. They are often eligible for residency or citizenship but may have lived their whole lives completely unaware of their precarious status. Without the relevant documentation, they are excluded from life in London by government policies. These limit them from accessing higher education, opening a bank account, applying for a driving licence, securing housing or getting a job.

European nationals who haven't registered for the EU Settlement Scheme by the deadline also risk being subject to the government's discriminatory hostile environment. The Government's hostile immigration policies have an appalling impact and limit people's access to essential services. Examples include 2018's Windrush scandal, and the challenges faced by thousands of young Londoners with insecure immigration status.



397,000

people – more than half of the UK's estimated 674,000 undocumented population – living "undocumented" in London.



133,000

are thought to be children and young people.



The Mayor has been sending a strong message of belonging to EU Londoners in the wake of Brexit. The London is Open bus visited 10 different boroughs over four days. This enabled a network of pro bono lawyers to give free immigration advice to more than 1,000 European Londoners. In addition, the EU Londoners Hub provides information about the EU Settlement Scheme in 27 languages. Organisations reaching out to vulnerable groups like rough sleepers, Roma communities and disabled people have been able to apply for grants from a £110,000 funding pot. This will help them to support these communities to secure their rights under the scheme. In addition, the Mayor joined up with a network of pro-bono lawyers to provide advice and support on the EU Settlement Scheme at Christmas markets and community events across London.

In 2019, City Hall opened its doors to more than 1,200 Londoners for 'We Are All Londoners'. This event included the UK's first EU Settlement Ceremony to celebrate European Londoners applying for settled status. It also provided more than 500 Londoners with free one-to-one immigration advice.

"Every day we read things on the internet, everything changes and no-one can agree what is going on," says one attendee. "I am now less stressed because I asked the people who actually know what is going on. It shows that people actually care."

CASE STUDY:

SUPPORT FOR COMMUNITIES AFFECTED BY THE WINDRUSH SCANDAL

The Mayor has committed to support the communities continuing to live through the effects of the Windrush scandal. On Windrush Day in 2019, the Mayor announced he would invest £370,000 funding in the legal advice sector to help Londoners with insecure immigration status.

The Mayor's also provided £20,000 to the Windrush Justice Fund which supports services and activities for those affected by the scandal. This includes groups and organisations helping people with applications to the Windrush Taskforce and the Windrush Compensation Scheme². Organisations supported include the Organisation of Blind Africans and Caribbeans, the African People's Historical Monument Foundation and Movement for Justice.

The Windrush scandal has had an impact across the generations. It has left the children and grandchildren of the Windrush generation struggling without status in the country they were born in. The Mayor is committed to supporting young Londoners to secure their status.

In January 2020, he published research on undocumented Londoners to better understand the numbers that are affected. Using this research, he continues to advocate for young Londoners with insecure immigration status to be adequately supported by government.

£370,000

Mayor announced he would invest £370,000 funding in the legal advice sector to help Londoners with insecure immigration status.



² <https://www.london.gov.uk/what-we-do/communities/migrants-and-refugees/windrush-justice-fund>

CASE STUDY:

ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (ESOL) PLUS

In 2019 over half (53 per cent) of Londoners spoke a language other than English. Eleven percent mainly spoke a language other than English at home and 14 per cent used both English and another language.

Being able to speak English can greatly improve Londoners' independence and confidence. It can also enable them better access to healthcare, education and job opportunities. But many learners face barriers to accessing suitable classes or progressing in their learning. This is due to the huge funding cuts that have slashed capacity within the ESOL sector.

The Mayor's ESOL Plus programme runs pilot projects that seek to overcome barriers to Londoners learning English. It aims to maximise opportunities for collaboration and innovation. The first round of this programme focused on learners with childcare needs (ESOL Plus Childcare) and those in low-paid work (ESOL Plus Employer Partnership).

The successes of these projects have been clear. For example, one Bangladeshi woman had a two-month-old baby and another very young child to look after. This made it difficult for her to get to English classes.

Thanks to ESOL Plus Childcare, she attended free classes run through the Poplar Housing and Regeneration Community Association. There was a crèche on-site and the timetable fitted around school and included holiday activities for the whole family. She's now passed her Speaking and Listening exams and is more confident in speaking English. Along with her 47 classmates, she is less likely to avoid situations she was previously afraid of. For example, using public transport and making medical appointments.

In another ESOL Plus Childcare project in Sutton, mothers created a record of their babies' journeys, identifying cultural traditions they wished to preserve. "I now know more about services like Sutton College and libraries," says one learner. "It is so useful to me. This course helped me to improve my social skills and feel less isolated."

The ESOL Plus Employer partnership worked with a different group of learners – people in low-paid work. Through engagement with employers on the development site at Battersea, learners got free training before, during or after work. This helped to boost their confidence, both in and outside of their work responsibilities. Participants reported feeling more integrated with colleagues too.

Learning from the programmes will inform the delivery of the Adult Education Budget in London, which funds the education and training for adults aged 19 plus. It will be used to showcase and encourage good practice within the sector. ESOL Plus Arts, funds projects providing informal language and arts activities for those facing a range of barriers to accessing or progressing in ESOL. This will run throughout 2020/21.

“

It is so useful to me.
This course helped me to improve my social skills and feel less isolated.

CASE STUDY:

WORKFORCE INTEGRATION NETWORK (WIN)

The Mayor's WIN is setting out to change the way businesses operate. The programme is laying the foundations for a more diverse workplace by helping businesses tackle the under-representation of different groups of Londoners.

The first phase of this project has focused on the under-representation of young black men in the Construction and Tech sectors. This group has some of the highest unemployment rates in London, even though levels of educational attainment have increased.

In partnership with the Runnymede Trust, WIN has carried out important new research, set to be published shortly. The research found young black men face many barriers to employment.

"Rather than just showing you have the skills for the job, you show you would be someone they would want to go for a drink with, which is often easier when you look like them," says a 25-year-old technology consultant³.

Businesses need to move beyond awareness-raising and start making measurable changes.

Employers must track how diverse their workforce is and understand what action they need to take to make their workplace inclusive.

To start to address this, the Mayor has created an employer good practice toolkit. It gives businesses practical steps they can take to increase the diversity of their workforce and improve workplace culture and policy. City Hall has also engaged over 90 businesses in the tech and construction sectors through a series of events. Following one panel event, 94 per cent of business attending said the event had helped them identify practical next steps to create more inclusive work cultures.

City Hall is also providing young black men with practical opportunities to find jobs in these sectors. In 2019, we engaged with more than 1,215 young people through our jobs fairs. After one such event, around three quarters said they were likely to apply for a job or training opportunity they found out about there.

"What an incredible event!" says a representative of WhiteHat, one of the exhibitors at the technology jobs fair Future x Skills. **"Our apprentices had one-to-one conversations with over 50 young people keen to pursue a career in tech."**

³ From yet-to-be-published research carried out with the Runnymede Trust.



Working in Partnership

The Mayor can't change social integration on his own. It is vital to work with other groups, especially those civil society organisations and communities already blazing a trail. Achieving social integration also means working with and lobbying central government, supporting borough councils, influencing employers and businesses, and providing city-wide leadership.

Citizenship and Integration Initiative

Since January 2017, City Hall has come together with civil society, charities and independent funders to create a new way of working together to promote social integration. Trust for London hosts a pooled fund in partnership with Unbound Philanthropy, the Paul Hamlyn Foundation, City Bridge Trust and the Pears Foundation. The aim is to raise £1m over four years, backed by equivalent investment from the Mayor. This funding pays civil society organisations to second staff with specialist expertise, lived experience and excellent community networks into the GLA. In addition, it funds community-based projects which help to achieve the group's shared goals.

Joining forces in this way has given the Mayor's social integration team solid foundations rooted in lived experience, activism, and community. The initiative has drawn on the collective expertise and networks within civil society to achieve real change for Londoners. It has also put the voices of civil society organisations at the heart of our decision making. City Hall has hosted secondees from Migrants Organise, Citizens UK, Coram Children's Legal Centre, Just for Kids Law (Let us Learn), New Europeans, Hope Not Hate and Project 17. Their unique insight and input has helped shape various initiatives. This includes our work supporting EU Londoners, projects and research on young Londoners with insecure status, voter registration scheme and our Citizenship Ceremonies.

The organisations involved in the CII can achieve far more by working together with the GLA and each other than they could by working separately. The initiative has pushed citizenship and integration further up the political agenda. It has also drawn drawing on the lived experiences of Londoners to allow City Hall a greater voice on complex issues. 'The CII demonstrates real partnership working between City Hall, independent funders and civil society – putting community voices at the heart of City Hall policy and project development – resulting in real change for Londoners' – Bharat Mehta, Trust for London.

The Mayor's Equality, Diversity and Inclusion Advisory Group

Tackling barriers to equality is a vital part of the Mayor's social integration approach. The EDI Advisory Group was established to bring together expert representatives from equalities groups and civil society to guide City Hall's work to tackle inequality and create a fairer city, ensuring City Hall has a strong understanding of the range of issues Londoners face.

More than 200 people applied to be part of the group. The 18 members who were chosen have given their views on Mayoral strategies such as the skills and employment vision for London. Other issues include involving older Londoners in making the city more age-friendly, reducing hate crime, and organising an event to mark the 50th anniversary of Stonewall. Younger voices are not always heard by policy makers. That's why the Mayor used the Stonewall event to find out about the experiences of younger LGBT+ Londoners, particularly those from BAME backgrounds.

The group also helped to organise a workshop to tackle in-work poverty. The findings from the workshop will be used to create a report setting out what changes the government and others need to make.

Two group members chaired a meeting between the Mayor and Deaf and disabled organisations from across London to talk to each other directly. It was the first in a series aiming to use the experiences of Deaf and disabled Londoners to create more inclusive policy and practice.



MAYOR OF LONDON