

Inclusive Cities working towards integration - *Peterborough Together*

Our strategic vision

Peterborough is a city where its citizens hold a wide range of views, cultures and beliefs. It is also a city where people hold a great deal of respect and trust both between and within communities, as people focus not on what makes us different, but concentrate on the values which we all share in common. This provides a strong platform from which all partners can work together to further improve integration in Peterborough. We all have roles to play in this, for example by supporting local community action and promoting opportunities to enhance community cohesion and integration.

Peterborough is also a place of opportunity and heritage. It has a rich history and plans for a bold future. Those plans will make this one of the best places to live in the country, with improved educational, health, environmental and job opportunities. With our aspiration to become the Environment Capital of the country, we want residents and visitors alike to take note of and pride in the quality of life that all our residents appreciate and enjoy.

These outcomes are ambitious and achievable. They are also, largely, within our gift. We know what we want to achieve, we have a good sense of the challenges we face, and we have the talent and focus to overcome those challenges and realise those ambitions.

However, we also know from experience that it will be far easier to achieve those improvements in life outcomes if we are united as a place, sharing a common sense of purpose and taking great pride in the diversity of our people, their history and their talents.

Being both an Inclusive Cities and a Local Integration Area provides us with a genuinely unique opportunity to design, test and review new ways of working, to learn from the experiences of other areas, and to both be informed by, and to inform, national government policy and delivery. We want our programmes to be the catalyst for positive action and long-term change across the wider system to benefit all of our communities - working with the 100% of existing, new and arriving residents, towards a shared goal of inclusive growth.

Building our narrative

We have begun to develop our shared vision, and in the early stages of implementing the programme, we will deepen our work on telling our stories and framing the conversation across the City on what integration and inclusion means for our citizens, and what *Peterborough Together* can do.

Peterborough Together Partnership

This programme is supported and scrutinised by the Peterborough Together Partnership. Members have a broad range of skills, experience and understanding of community issues in Peterborough and include representatives from;

- Athena - Local Business Leader as Chair
- Youth MP
- Citizens Advice Peterborough
- Peterborough Council for Voluntary Services
- Peterborough Community Groups Forum
- Soroptimists International
- Primary and Secondary Heads Forums
- Peterborough City College
- Faith organisations including mosques, churches and the Peterborough Interfaith Council
- Parish Council Liaison Forum
- Peterborough Disability Forum
- University Centre, Peterborough
- Clinical Commissioning Group
- Cambridgeshire Constabulary
- JobCentre Plus
- Cross Keys Homes - Registered Social Landlord
- Peterborough City Council/ Councillors
- Opportunity Peterborough
- Ministry of Housing, Communities and Local Government
- Nene Park Trust
- Business representatives

The Partnership is a broad Church - a place for everyone at the table. As plans are confirmed, the work of the programme will be driven by a smaller executive group. The Partnership has oversight of the work to deliver the programme for both the Integrated Community Strategy pilot and Inclusive Cities agenda, which are brought together in

one delivery plan.

The Partnership will benefit from the extended national and international networks facilitated by being a part of these two programmes:

Inclusive Cities: Bristol; Cardiff; Liverpool; Glasgow; London; Welcoming America

Local Integration Area: Peterborough, Waltham Forest; Blackburn; Bradford and Walsall

Priority 1: Increasing economic opportunity

How this supports the strategic priorities of the city:

All of our residents from all backgrounds need to have the best opportunities possible to develop their skills, work experiences and earnings potential. Increasing economic opportunity enables our residents to fulfil their potential, to improve their quality of life, to contribute to the economic vibrancy of the city, to sustain their home and to move in and around Peterborough. We want to ensure that the challenges that prevent people from accessing learning or employment opportunities are removed, especially amongst our most isolated communities, and that our employers are doing all they can to support their workforce to grow and develop

| | Priority area | Actions to achieve this priority | Taskforce lead(s) responsible for delivery | Local authority lead responsible for delivery | Resources needed to accomplish the priority and action | Timescales | Success Criteria |
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| 1.1 | Understanding and unlocking the potential of our workforce: | Understanding profile and barriers to economic potential for local people, with a focus on looking at specific | Research lead | Economic Integrated Communities Lead | Engagement from planning services, Opportunity Peterborough, Combined Authority, Job | March 2019 | Number of Engagements (Employers, Employees and Unemployed) Number and range of training courses provided Number of short term projects identified, proposed and delivered |

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| | | communities and any disparities between them Engagement with employers and planning department in relation to growth potential | Job Centre Plus, Employers and business community | | Centre Plus £tbc - 2 years | March 2020 | |
| 1.2 | Supporting people furthest from employment | Extension and further targeting of the 'Job Smart' programme - provision of bespoke and tailored support Delivery of careers fairs in communities where there is low employment Increased opportunities in volunteering to act as a gateway into paid employment Support for people who fail their habitual residency test | Job Centre Plus | Economic Integrated Communities Lead | DWP Job Centre Plus Employers and Local Businesses £tbc - 2 years | March 2019 March 2019 2019 - 2020 | Number of and range of Job Smart support packages delivered to communities Number of different community settings where support packages are delivered Number of referrals sources Proportion of individuals engaged with who find a work placement Personal Interventions offered as a proportion of all HRT failures Uptake of ESOL for work Proportion of ESOL for work candidates who progress to further ESOL courses Number of people supported via the 'Do it' website into Voluntary sector Increased Community Bespoke Careers Fairs |

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| | | | | | | | <p>Increased numbers of Employers signing up to Disability Confident</p> <p>Increased number of Employers utilising Access to Work</p> |
| 1.3 | A workforce which reflects the community it serves | <p>Successful engagement with underrepresented communities in the workforce</p> <p>Recruitment of underrepresented communities in the workforce</p> | Cambridgeshire Fire and Rescue Service - lead body acting as a catalyst for change and dissemination of best practice | HR Lead - tbc | | | <p>Increase engagement with hard to reach communities</p> <p>Increase, over two years, in non-White British Recruitment (Male and Female)</p> <p>To make positive steps towards reaching Cambridgeshire Fire and Rescue Service' aspiration of increasing the diversity of its workforce from 4.5% to 9.7%</p> |
| 1.4 | Childcare as an enabler into employment | <p>Raising awareness of and improving access to the early years funded entitlement</p> <p>IMproving 'school readiness' of children from targeted communities</p> <p>Increasing availability of childcare options within targeted</p> | Early Years and Childcare Community Access post | | <p>Community engagement resources</p> <p>Childcare providers</p> <p>Early Years and Childcare Access Post - £tbc</p> | <p>Appointmen t and marketing material - December 2018</p> | <p>Increase take up of the 2,3 & 4 year old funded entitlement, plus the extended entitlement, from those children and families within the targeted area/communities</p> <p>Improve EYFSP outcomes for those children considered most vulnerable and/or isolated</p> <p>Sufficient, appropriate early years and childcare options to meet family need for those within the targeted areas/communities</p> <p>Raise parental awareness of early years and childcare offer</p> |

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Priority 2: Bringing Communities Together

How this supports the strategic priorities of the city:

Our focus here is on improving integration within and between neighbourhoods and communities - developing community leadership, protecting the most vulnerable, and repositioning communities at the heart of the decision-making and service delivery processes in their own neighbourhoods. Without this, we have little chance of achieving the breadth of ambition that we strive to through our work – it is essential that the whole system, including communities, sees and feels something different, built on a foundation of trust, accountability and transparency, and where constructive challenge and shared innovation are the norm.

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| 2.1 | Introduce planning mechanisms to support maintaining mixed and sustainable communities | Develop a new communities strategy to secure the right infrastructure to facilitate integrated communities of the future Use of legislation to manage and control numbers of HMOs | | Planning and Growth Planning and Growth | Survey and GIS Mapping required Planning coordination and New Communities Strategy Manager £ tbc | GIS mapping completed by March 2019 | (£) Revenue funding from S106/CIL Numbers of HMOs in key geographical areas Perceptions of Crime and Safety in Article 4 areas Stable levels of Environmental crime and ASB Perceptions of integration |

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| | | (Article 4 direction) | | | | | |
| 2.2 | Community organising and community leadership | <p>Create a 'civic infrastructure' in Peterborough in which organisations that previously related to one another in a formal and strategic manner start to relate to one another substantively around shared values</p> <p>Promote active citizenship across gender, race and ethnicity, sexuality, disability and generational divisions, identifying and training new participants and new leaders</p> | Community Cohesion team, Faith and community groups | Community Cohesion | £tbc | <p>2018/19 - recruit community leaders, carry out baseline mapping</p> <p>2019/20 community leaders trained, community campaigns launched</p> | <p>Engagement from community organisations</p> <p>Stable community environment in which to deliver</p> <p>Capacity of individuals/organisations</p> |

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| 2.3 | Integrated communities fund for local initiatives | <p>Support local community-led initiatives that promote integration, for example, initiatives that build a sense of civic pride and celebrate local events, or those that bring local people together around a common cause or issue</p> <p>Ensure community-led organisations can develop services to support people who are less integrated socially or economically</p> | Community Cohesion team, Faith and community groups | Community Cohesion | £tbc | <p>2018/19 develop grant fund applications and criteria, publish and invite bids.</p> <p>Funding awarded in March 2018 with further application round in 2019/20</p> | <p>Clear objectives and criteria within the funding processes</p> <p>Engagement from across different sectors and communities in Peterborough</p> <p>Diverse range of applications</p> |
| 2.4 | Connecting Communities: Asset Based Community Development | To build relationships within local communities, identifying and training “connectors” to build on the strengths and assets | Public Health, Community and Faith groups | Public Health | £tbc | 2018/19 Identification and initial engagement of community leaders Promotion | <p>Number and diversity of participants in the programme</p> <p>Willingness to be trained and adopt ABCD approaches</p> <p>Number of citizen led activities</p> |

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| | | within their communities. | | | | event and launch Recruitment & induction of community builders | |
| 2.5 | Time Credits | To improve opportunities for social mixing through volunteering, and through this to enable better access to opportunities and leisure and cultural activities. | Community Cohesion team, faith and community groups | Community Cohesion | £tbc | 2018/19 commission an organisation to develop the Time Credit model for Peterborough Engage with local organisations to map existing and future volunteering opportunities Engage local businesses | Engagement of Time Credit partners Engagement of local community groups/charities Engagement of local volunteers |

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| | | | | | | and stakeholders in the programme | |
| | | | | | | April 2019 launch | |
| 2.6 | Supporting the most vulnerable - Domestic abuse and sexual violence (DASV) | <p>Improving the understanding of DASV by developing community awareness and the reporting mechanism</p> <p>Preventing DASV in our communities</p> <p>Developing community and faith champions to support victims of DASV, removing language and cultural barriers as well as providing support in familiar spaces</p> | Community Cohesion, faith and community groups | DASV team | £tbc | <p>November 2018: Outcome of the core working group to submit its report</p> <p>January-March 2019: Establishment of support network</p> | <p>Number of women attending the support network as proposed in the key points summary above.</p> <p>Number of women exposed to DASV who were sign posted to relevant authorities thereby reducing reliance on limited emergency police response team involvement in such cases.</p> <p>Number of women who sought earlier help before escalation of DASV.</p> |

Priority 3: Young People

How this supports the strategic priorities of the city:

Our focus on young people will help us and them to better understand the challenges they face, see or perceive in relation to integration, and to capture and develop their own ideas for how they can be overcome. We aim to embed a sense of place via our youth curriculum concept, and to strengthen the voice of young people in informing policy direction and decisions.

| | Priority area | Actions to achieve this priority | Taskforce lead(s) responsible for delivery | Local authority lead responsible for delivery | Resources needed to accomplish the priority and action | Timescales | Success Criteria |
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| 3.1 | Through research, understand more about what the issues and opportunities are for young people in the City, in relation to integration and inclusion | <p>Pull together quantitative data to get a clear view of the demographics of young people in the City</p> <p>Undertake a youth survey, including in depth focus group work with young people</p> <p>Consider inclusion issues through the lens of education settings, and where there is emerging best practice</p> | YMCA - Chair of Youth Select Committee | <p>Ray Hooke, Intelligence Lead</p> <p>Integration Coordinator</p> | <p>Research expertise</p> <p>Local and national examples of best practice</p> <p>£ tbc</p> | <p>March 2019</p> <p>March 2019</p> <p>September 2019</p> | Phase 2 of programme determined by August 2019 |

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| | | <p>Establish a longitudinal behaviours and attitudinal survey with a cohort of young people</p> <p>Collate baseline data and good set of performance measures</p> <p>Host a citywide youth event to bring together the findings</p> | | | | <p>July 2019</p> <p>July 2019</p> <p>July 2019</p> | |
| 3.2 | Young People's voice | <p>Strengthen role of current youth council within PCC to influence and act more systematically to influence relevant policy areas which impact on inclusion and integration issues</p> <p>Deliver a programme of engagement and co-production activities</p> | <p>PCC - AD for Housing, Communities and Youth</p> <p>PCVS</p> | <p>Matt Oliver, Service Manager, Targeted Youth Support</p> | <p>Links to PCVS Youth Investment Fund initiative - key partner</p> | <p>August 2019</p> <p>August 2019</p> | <p>The involvement of a representative sample of young people in Peterborough City Council's Youth Council, or equivalent forum</p> |

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| 3.3 | Developing a Youth Curriculum for informal and formal education spaces | <p>Develop a 'prepare for life' curriculum - support for navigating challenges when young people leave home</p> <p>Build on the NCS to support and enable young people to see and feel themselves a citizen of Peterborough</p> <p>Develop an appropriate schools based curriculum which builds a common set of values and meanings around the notion of being a citizen in modern Britain</p> | <p>Education lead / representative</p> <p>PCC Community and Youth lead</p> | <p>Matt Oliver, Service Manager, Targeted Youth Support</p> | | | <p>The number of key partners signed up to the curriculum</p> <p>The number of youth projects that are signed up to the Peterborough Together Youth Curriculum</p> <p>The number of access points to the curriculum</p> <p>The range of curriculum content being delivered</p> <p>% of young people in Peterborough aged 11 – 18 who have accessed the Youth Curriculum and report an increased level of understanding about what it means to be a citizen in Peterborough</p> |
| 3.4 | To bring together young champions from across different faith and no faith organisations to form an interfaith | Establish a young people's Interfaith network | Interfaith Council - TBC | TBC | Engagement with faith partner and supporting networks including the Standing | March 2019 | <p>Number of young people taking part in young people interfaith network</p> <p>Number of young people signing up as champions to promote interfaith work in the city</p> <p>Number of young people organised interfaith activities</p> |

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| | network which actively participates and organises or co-organises activities | | | | Advisory Council for Religious Education (SACRE), Youth Council, schools and academies along with youth groups in Peterborough. ftbc | | Number of faith or other issues young people have been able to influence |
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Priority 4: Developing English Language opportunities

How this supports the strategic priorities of the city:

We recognise that, in order for communities to be truly integrated, the ability to easily communicate with one another in a shared language is vital, and so this theme proposes to develop a more strategic and effective approach to managing the demand and supply of English language training. The mismatch between the demand for English language learning opportunities and the availability of supply is a constant challenge for the city, and so we seek to rebalance this through work to develop the supply chain and to ensure those that want or need to learn are provided with the right opportunities to do so in the most appropriate and flexible way for them. Two of our key outcomes around improving English language are, helping people to develop their employment opportunities and supporting school age children.

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| 4.1 | To develop a sustainable model of ESOL delivery that meets the needs of learners in an efficient and effective way. | <p>Undertake consultation with learners to determine their learning needs.</p> <p>Work with ESOL providers to develop a stronger partnership and explore opportunities for joint funding bids</p> <p>Explore different ESOL infrastructure models that will enhance the current partnership, develop smaller providers and create a more effective offer for learners.</p> | <p>Peterborough City College</p> <p>Community Cohesion team</p> | Community Cohesion team | £tbc | <p>2018/19 research commissioned</p> <p>2019/20 research completed, results analysed and shared with providers. National best practice of ESOL delivery explored and considered for implementation. Preferred model developed</p> | <p>Learner engagement</p> <p>Ability to galvanise partnership of providers to adopt a common vision and model</p> <p>ESOL offer reflects the needs of learners</p> <p>Additional capacity of ESOL provision locally</p> |
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