



HM Government

Integrated Communities Action Plan

February 2019



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Ministerial Foreword



The 70th Birthday of our National Health Service last year was a moment of celebration for the country. Equally, it was a chance to reflect on the incredible contributions of the people who built it. From the Windrush generation of 1948 to today's workforce of more than 200 different nationalities, the NHS is a symbol of how our country has been strengthened by the contributions of our diverse communities.

It's why this Government's vision for integrated communities – as set out in our Integrated Communities Strategy Green Paper in March 2018 – is so important. It is our commitment to building a fairer society, where everyone can progress. It's a reflection of our belief that there is strength in diversity. Moreover, our Race Disparity Audit has put a spotlight on what we need to be doing better. No community should feel excluded, and everyone should understand and embrace the benefits and opportunities of a diverse society.

Since taking on my role, helping us build thriving, liveable and resilient places where people get along – from our high streets to our community spaces – has been a priority for me. I've been lucky enough to experience first-hand how faith groups and ethnic minorities make our places better, safe and stronger. Rather than a problem to be fixed, they are something to celebrate.

Our action plan will do that and more. It will build the capacity of our leaders, strengthen our communities, improve integration through learning English and give people the infrastructure they need to thrive.

But it is just the beginning of an ongoing conversation, one that spans not only across government departments and civil society, but a meaningful two-way dialogue with all of our communities. Because we know that real integration doesn't just happen in action plans; it happens in our communities – neighbour to neighbour and day-to-day.

I look forward to seeing where these conversations take us and charting a course for better ways of working together, for better integration, greater opportunities and stronger communities.

Delivering our vision for integrated communities

In March 2018, the Government published the Integrated Communities Strategy Green Paper for consultation.¹ The Green Paper set out the Government's vision for building integrated communities where people – whatever their background – live, work, learn and socialise together, based on shared rights, responsibilities and opportunities.

Responses to the consultation showed broad support for the scale of ambition expressed in the Green Paper. [The Government's response document](#) provides a summary of the consultation responses received and the Government's position on points raised.

This document sets out a new Integrated Communities Action Plan to drive forward work across Government to create socially and economically stronger, more confident and integrated communities. It complements the wider work that Government is taking to address barriers that can limit opportunity and undermine integration, including action taken as a result of the Race Disparity Audit² and our renewed Hate Crime Action Plan.³ It complements the Civil Society Strategy that sets out Government's vision for how Government will work with and support civil society to create thriving communities and realise social value, enriched lives and a fairer society for all.

Together, the actions in this Action Plan represent a different way of working, with new partnerships between government at all levels and civil society. Our work with the five Integration Areas, though in its early stages, demonstrates that a place-based approach supports partners in a local community, including local government, the social sector (voluntary, community and social enterprise organisations), local businesses and employers, schools and faith organisations, to work together to identify their priorities and the best ways to address them. Through this programme and others, we are focused on testing what works in practice and putting processes in place for sharing what we learn together.

We aim to deliver the commitments in this Action Plan by the end of this Parliament. To help us deliver this plan, progress will be monitored by the recently-established Inter-Ministerial Group on Safe and Integrated Communities, which brings together Ministers from the main contributing Departments.

Delivery of the priorities set out in the Green Paper, and included in this Action Plan, will be supported by specific funding from the Ministry of Housing, Communities and Local Government up until March 2020. This includes funding of £50m to support the Integration Area programme, based on the areas' local plans, the new Integrated Communities Innovation Fund and the Integrated Communities English Language Programme, continued support for the Near Neighbours and Strengthening Faith Institutions programmes, and funding to tackle the hate crime that can divide people and to celebrate the occasions and commemorations that bring us together.

However, as this is a cross-Government plan of action, MHCLG funding will be complemented by the resources of other Government Departments as they develop and implement their own commitments to support integration in our communities. We will look to secure additional funding beyond March 2020 when departmental budgets are set later in the Parliament.

This Action Plan is for England. As the Green Paper set out, the majority of the policy proposals are in areas where responsibility is devolved to Scotland, Wales and Northern Ireland. There are some actions which relate to the immigration system, which are reserved matters, and the UK government will engage the devolved administrations as policies develop. We will also continue to share learning about the integration challenges and our learning of what works in tackling them.

1 HM Government, March 2018, *Integrated Communities Strategy Green Paper*
<https://www.gov.uk/government/consultations/integrated-communities-strategy-green-paper>

2 *Ethnicity Facts and Figures website*
<https://www.ethnicity-facts-figures.service.gov.uk/>

3 HM Government, October 2018, *Hate Crime Action Plan 2016-2020*
<https://www.gov.uk/government/publications/hate-crime-action-plan-2016>

Progress to date

Since we published the Green Paper, the Government has made good progress on several commitments that were not dependent on the outcome of the consultation. We have:

- published a refreshed Hate Crime Action Plan,⁴ which sets out how we will tackle the harms directed at particular groups, including antisemitism and anti-Muslim hatred, and support victims of these abhorrent crimes more effectively.
- launched a new Integrated Communities Innovation Fund, to stimulate and test innovative approaches to integration and increase understanding of what works and why in promoting effective integration.
- opened a new Integrated Communities English Language Programme to providers who will boost the English language skills and confidence of people who may have lived in the UK for a number of years without learning the language.
- awarded funding to Youth United Foundation to give more young people from diverse backgrounds across the country the opportunity to join national youth groups like the Scouts, Police Cadets and Guiding. The funding will provide a national network of youth integration champions and roll out long-term approaches to developing lasting relationships between young people from different backgrounds.
- published the revised National Planning Policy Framework,⁵ which strengthens the importance which planning authorities must give in making policies and decisions that create spaces that foster rather than undermine quality of life or community cohesion.
- announced a series of measures to tackle ethnic disparities in the workplace, including a Race at Work Charter. Developed jointly with Business in the Community, the Charter commits businesses to five actions corresponding to the calls for action in the McGregor-Smith Review one year on report, to drive forward a step change in the recruitment process of ethnic minority employees. It has secured over 100 signatories to date.⁶
- published a consultation on the introduction of mandatory ethnicity pay reporting by large employers, the first of its kind, which sets out what information should be published to allow for meaningful action to be taken to improve fairness in the workplace.⁷
- responded to our call for evidence on out of school settings⁸ and published guidance setting out how the government, Ofsted and local authorities can work collaboratively to help ensure children attending unregistered independent schools and out of school settings are safe and receiving a suitable education.⁹
- updated our application criteria for new free schools, to strengthen our expectations on integration and community cohesion.

4 HM Government, October 2018, *Hate Crime Action Plan 2016-2020*

<https://www.gov.uk/government/publications/hate-crime-action-plan-2016>

5 Ministry of Housing, Communities and Local Government, July 2018, *National Planning Policy Framework*

<https://www.gov.uk/government/publications/national-planning-policy-framework--2>

6 *Race at Work Charter*

<https://race.bitc.org.uk/issues/racecharter>

7 Department for Business, Energy and Industrial Strategy, October 2018, *Ethnicity Pay Reporting: Government Consultation*

<https://www.gov.uk/government/consultations/ethnicity-pay-reporting>

8 Department for Education, April 2018, *Out-of-school education settings – Report on the call for evidence conducted November 2015 to January 2016*

<https://www.gov.uk/government/consultations/out-of-school-education-settings-registration-and-inspection>

9 Department for Education, March 2018, *Unregistered independent schools and out of school settings – Departmental advice for collaborative working between the Department for Education, Ofsted, and local authorities*

<https://www.gov.uk/government/publications/regulating-independent-schools>

- distributed new information booklets for adults and children resettled through the Vulnerable Persons Resettlement Scheme, the Vulnerable Children's Resettlement Scheme and unaccompanied children transferred from Europe, to help their integration into life in Britain.
- awarded funding of £1m over two years to Reset, a civil society-led consortium, to build the capacity of community groups wishing to support refugees through community sponsorship.
- published the Civil Society Strategy which sets out how government will work with and support civil society in the years to come, so that together we can build a country that works for everyone.¹⁰
- published the Loneliness Strategy which contributes to building more integrated communities by taking steps to address social isolation.¹¹
- launched the next phase of returners funding from the Government Equalities Office, with a focus on those with additional barriers to participating in the labour market including people who speak little English, alongside further funding to provide more bespoke employment support for very marginalised women who have little or no work history.

Driving integration at the local level

Our Integration Area programme has also made rapid progress since it was launched alongside the Green Paper in March 2018 in five Integration Area – Blackburn with Darwen, Bradford, Peterborough, Walsall and Waltham Forest. Each Area has set up a Local Integration Partnership to bring local partners together, including businesses and the social sector and faith sectors. Through engagement and consultation with local people, each Local Integration Partnership has identified its local priorities and the most effective ways to address them. Blackburn with Darwen and Walsall's local integration strategies were recently published.¹² The remaining Areas will publish their local integration strategies in early 2019. These strategies will set out an ambitious vision to address the challenges specific to their place and help create stronger, more integrated places.

We will be announcing the successful projects to be funded by the final £26m of the Controlling Migration Fund. These projects have been put forward by local authorities across England where the scale and pace of recent migration has had an effect on local services and communities. Projects include a range of activities of local relevance including tackling rogue landlords, environmental crime and migrant rough sleeping, as well as measures that support social integration and building socially stronger communities.

10 Department for Culture, Media & Sport, August 2018, *Civil Society Strategy: building a future that works for everyone*
<https://www.gov.uk/government/publications/civil-society-strategy-building-a-future-that-works-for-everyone>

11 Department for Digital, Culture, Media & Sport, October 2018, *A connected society: a strategy for tackling loneliness*
<https://www.gov.uk/government/publications/a-connected-society-a-strategy-for-tackling-loneliness>

12 Blackburn with Darwen Borough Council, December 2018, *Our Community Our Future: a social integration strategy for Blackburn with Darwen*
<https://theshuttle.org.uk/wp-content/uploads/Blackburn-with-Darwen-Integration-Area-Strategy-Final.pdf>
Walsall Council, January 2019, *Walsall for All: Our vision for integrated and welcoming communities*
<https://www.walsallforall.co.uk/ourstrategy>

Strengthening leadership

Building integrated communities and challenging segregation by bringing people together should form a key part of all policy and public service delivery. To ensure leaders are confident and equipped to do this, we will make it as easy as possible for them to access support and advice and to share expertise and experiences. We will also work to achieve greater control for all communities, regardless of income or background, over decisions which are made about the areas where they live and the services they receive.

| Action | Lead Department | Delivery date |
|--|-----------------|--------------------------------------|
| We will work with all public authorities so that their equality objectives, which they are required to develop and publish, also include activity to promote integration. | All departments | Ongoing |
| All Government Departments will identify and review a number of priority policies and services to determine how they might best drive integration, with progress reported through the Inter-Ministerial Group on Safe and Integrated Communities. | All departments | Initial reviews by end of March 2019 |
| We will work closely with Business in the Community to provide practical support to businesses on how they can promote better integration between people from different backgrounds, harnessing and showcasing existing good practice examples including making the most of volunteering opportunities for their employees to support local communities. | MHCLG | Ongoing |
| We will support the new Cohesion and Integration Network (COIN) to enable it to identify best practice on promoting integration and tackling segregation and to share this widely. | MHCLG | From January 2019 |

Supporting new migrants and local residents

Britain is an open and tolerant country which has a long history of welcoming migrants and the benefits they bring, as well as meeting our international obligations to refugees. We want those that choose to live in this country to build a good understanding of life in Britain, and learn English, so they can make the most of the rights, responsibilities and opportunities this brings. We should be proud that many people choose to live in our country. We want everyone to play a full part in our society and to make the most of the economic and social opportunities available to them. However, integration is a two-way-street – local residents share a responsibility to welcome newcomers to their communities, including migrants, and provide the environment and opportunities for them to take part in community life that will enable effective integration.

| Action plan | Lead Department | Delivery date |
|--|-----------------|-----------------------------|
| We will revise the content of the Life in the UK test to give greater prominence to British values. | HO | Ongoing |
| We will strengthen the language requirements for those seeking to become British citizens, as well as keeping under review the impact of English language requirements on visas. | HO | Ongoing |
| We will provide information for all visa application routes about life in modern Britain, so that those applying for a visa to come to the UK are aware of our values before they arrive. This information will be aligned with the revised Life in the UK test. | HO / MHCLG | Ongoing |
| We will trial, through the Integration Area programme, a package of information for recent migrants to help them integrate into their communities, including practical information to help them understand and use local services as well as access opportunities to meet, mix and build social connections with neighbours and the wider community. | MHCLG | From April 2019 |
| We will seek to increase the provision of information to refugees recognised after arrival in the UK, to enable their successful orientation and adaptation to life in the UK. | HO | By Spring 2019 |
| We will work across Government and with civil society and other partners to improve co-ordination of existing services for refugees recognised after arrival in the UK so that initial support can be accessed more quickly, building on the learning from existing programmes including the Post Grant Appointment Service, the Local Authority Asylum Support Liaison Officers pilot and the Controlling Migration Fund. | HO | Work ongoing since May 2018 |

| Action plan | Lead Department | Delivery date |
|--|-----------------|--|
| <p>We will continue to work with the existing network of ESOL regional coordinators to support the development and sharing of learning and best practice in English language training for refugees. We will also invest in developing resources for ‘pre-entry’ level English language training, with a particular focus on the needs of refugee learners.</p> | HO / DfE | <p>Ongoing engagement with ESOL coordinators</p> <p>Pre-entry level resources delivered by Spring 2019</p> |
| <p>We will support the development of interventions to help refugees overcome the barriers they can encounter when seeking employment in the UK. This will include:</p> <ul style="list-style-type: none"> • continuing to work with the Refugee Employment Network as it develops a co-ordinated approach across the refugee employment sector to support refugees on employability and finding work; and • working with the Job Centre Network, as well as employers, to understand the needs of refugees and help them into work. | HO | Ongoing |
| <p>We will support those working with refugees to understand and meet the particular mental health, wellbeing and social needs of refugees, identifying and sharing examples of good practice. This will include working with NHS England to invest in the development of a continuous professional development module to upskill frontline therapists to meet the mental health needs of refugees.</p> | HO | CPD module – two year programme starting in 2019 |
| <p>We will test the feasibility of an outcomes fund for refugee integration, which would offer the opportunity for different Government departments to work together with local government, investors, and delivery partners to develop and fund innovative interventions to achieve integration outcomes for refugees.</p> | HO | Feasibility testing to be completed by May 2019 |
| <p>We will evaluate the impact of the Controlling Migration Fund, including evaluating the pilot scheme of Local Authority Asylum Support Liaison Officers and its learning for mainstream policies and systems.</p> | MHCLG | Final report by April 2020 |

Education and young people

Educational settings should prepare all children, young people and adults to participate fully in life in modern Britain. They should be inclusive environments which enable students to mix and build positive relations with those from different backgrounds, and equip learners with the skills, knowledge and values to become active citizens. English language skills are an important part of this, which is why we are supporting the provision of English learning, as set out in the next chapter, and we will ensure this supports common objectives, such as teaching on shared values. The measures below support the education sector to drive forward integration, as part of the cross-Government commitment to building strong integrated communities where people, whatever their background, live, work, learn and socialise together, based on shared rights, responsibilities and opportunities.

| Action plan | Lead Department | Delivery date |
|---|-----------------|---------------------------------------|
| We will continue to support teachers to promote British values across the curriculum including, for example, through providing additional examples of good practice. | DfE | Early 2019 |
| We have strengthened expectations for new free schools on promoting integration and will assess the potential impact of each application on the intake of neighbouring schools. | DfE | Ongoing |
| We will work with Ofsted to ensure there continues to be strong coverage of integration through schools' promotion of fundamental British values within their new inspection handbook due to be consulted on in 2019. | DfE | Autumn 2019 |
| We intend to legislate to strengthen the enforcement regime for independent schools that fail to meet the required standards. | DfE | At a suitable legislative opportunity |
| We intend to legislate to require all independent education settings where children attend full-time during the school day to register, and intend to consult on proposed changes to the law on this issue in 2019. | DfE | At a suitable legislative opportunity |
| We intend to legislate to strengthen Ofsted's powers in relation to unregistered schools and work closely with Ofsted on the proposed changes in 2019. | DfE | At a suitable legislative opportunity |
| We intend to publish advice on the independent school standards, so that schools know what is expected of them; and a policy about the circumstances in which government would move to enforcement action. | DfE | Spring 2019 |
| We are developing advice for admission authorities in the Integration Areas on different models of admission arrangements which can be used to enable them to prioritise applications from a wider, more representative area. We intend to refine this based on feedback from the admission authorities and share this best practice more widely. | DfE | Ongoing |

| Action plan | Lead Department | Delivery date |
|--|--------------------|----------------|
| We will continue to support an expanded national school linking programme, drawing on the learning from the current programme, to promote linking arrangements between different kinds of schools, with further evaluation to identify and share learning about the impacts of the programme on supporting integration. | DfE / MHCLG | Ongoing |
| We will continue to work closely with the NCS Trust and their dedicated teams in the five Integration Areas to develop localised plans to increase uptake of National Citizen Service (NCS) programmes, as well as ensure young people in the Integration Areas are aware of the opportunities and benefits of participating in the NCS. | MHCLG / DCMS / DfE | Ongoing |
| We will work with the NCS Trust to increase mixing in areas of high segregation, with the Trust moving to a refreshed delivery model that will specify more clearly how NCS suppliers in all parts of the country work to achieve NCS's social mixing objectives, and social cohesion outcomes. | MHCLG | Ongoing |
| We are providing funding of up to £3 million to 16 local authorities to help boost their capacity to identify and tackle concerns in out-of-school settings and will continue to work with these councils to identify best practice as this programme progresses. | DfE | Autumn 2019 |
| Following the conclusion of our public consultation (launched 2 December 2018, closing 24 February 2019), ¹³ we will publish a voluntary code of practice for out-of-school setting providers which sets out best practice for how they can run a safe educational setting. | DfE | Spring 2019 |
| We will test in a number of pilot areas new guidance for parents, alongside our public consultation (closing 24 February 2019), to empower parents to make informed choices when considering out-of-school education settings. | DfE | Spring 2019 |
| We will work with a number of local authority pilot areas to develop locally-led, voluntary quality assurance arrangements for out-of-school settings, identifying and sharing good practice more widely. | DfE | Autumn 2019 |
| We will finalise and publish revised guidance on home education, following the consultation on the drafts, which will explain clearly to both local authorities and parents what their respective rights and obligations are, including making clear to local authorities how they are able to tackle poor elective home education more effectively. | DfE | Winter 2018/19 |

13 Department for Education, December 2018, *Out-of-school settings: voluntary safeguarding and code of practice* <https://www.gov.uk/government/consultations/out-of-school-settings-voluntary-safeguarding-code-of-practice>

Boosting English language

Supporting people to improve their English skills is fundamental to achieving our vision of integrated communities. Speaking and understanding English means you are less vulnerable to isolation, improves your work prospects, increases your chance of friendships with people from different backgrounds and allows you to feel more confident when accessing local services. Our measures aim to improve the local offer for learners and provide a good platform for all those that are seeking to learn English.

| Action plan | Lead Department | Delivery date |
|--|-----------------------------|------------------|
| We will publish a new national strategy for English language in England and will engage widely with the sector to help shape its content. | Cross-Government led by DfE | Autumn 2019 |
| We will develop teaching resources for learners with limited literacy skills and little experience of formal education in order to support access to higher-level ESOL training. | DfE | April 2019 |
| We will publish new guidance on effective practice in coordinating local ESOL provision, to support greater join-up of different providers and types of provision. | DfE | April 2019 |
| We will fund new community-based English language provision, under the Integrated Communities English Language Programme, to work with learners in segregated communities where we know there are significant numbers of people, in particular women, who speak little or no English. | MHCLG | April 2019 |
| We will, through a new targeted English Language Coordination Fund, support a number of local authorities with the highest levels of residents who do not speak English well or at all to deliver better local coordination of English language support and to enhance the offer for learners. | MHCLG | From Spring 2019 |
| We will work in partnership with volunteer groups, local authorities, academics and English language practitioners to identify how the needs of learners and volunteers in community-based English language conversation clubs can best be met. | MHCLG | From April 2019 |

Places and communities

To achieve integrated communities, it is important that everyone feels comfortable living alongside and mixing with people from different backgrounds. People should feel empowered to play a part in their communities and we recognise that shared spaces and shared activities help to create a sense of place and foster local residents' pride. We will work to create socially and economically stronger, more confident and integrated communities, where people have a real say over the decisions that matter most to them in their local area, including how neighbourhood services are provided and facilities are used. We will ensure that community voices are heard, valued and produce change so that no community is left behind and that we strengthen work to enable people to recognise and value the common themes that bind places and people together, promote opportunity and celebrate the great neighbourhoods we live and work in.

| Commitment | Lead Department | Delivery date |
|---|-----------------|--|
| We will work with the Integration Areas to identify the levers available to them in an open housing market to encourage greater integration. This will build on the available evidence, including how lessons from other reviews, such as the Race Disparity Audit, and from the consultation on the Social Housing Green Paper, can be applied. | MHCLG | Ongoing |
| We will support and empower people to take action to build integrated communities locally, through a new Community Guide to Action, and will continue to collaborate with partners to promote the guide, ensuring that communities across the country, whatever their local interest, have access to the information and advice which will enable them to improve their local area. | MHCLG | Early 2019 |
| We will work with My Society and Power to Change to launch a new online platform, <i>Keep It In The Community</i> , for local authorities and community groups to track usage of local assets like pubs and parks. | MHCLG | Spring 2019 |
| We will support the new Open Doors Project to be piloted in five areas across England, bringing empty commercial units into community use by local community groups looking for space. It will serve the dual purpose of creating new inclusive community spaces for use by, in particular, young and older people, including those at risk of experiencing social isolation, while also helping to halt the decline of high streets. | MHCLG | Prospectus published November 2018 Pilots established from March 2019 |
| We will run a Communities Roadshow, a series of visits undertaken by MHCLG Ministers across England to meet local people and see examples of work that is being undertaken at a local level, to build safer, stronger and more integrated communities which engage local people in decision-making processes. | MHCLG | Winter 2018 / Spring 2019 |

| Commitment | Lead Department | Delivery date |
|--|-----------------|---|
| We launched a new funding programme to support a second round of pocket parks and also to direct funding towards maintenance of parks, where they have fallen into disrepair. | MHCLG | Launched in December 2018 Grants allocated in March 2019 |
| We will continue to work with the Parks Action Group on how to enhance the sustainability of parks and green spaces and how they can best promote integration, including through the setting of standards for Green Spaces to help make those spaces safe, accessible and attractive places where local communities can meet, mix and strengthen social connections. | MHCLG | Engagement ongoing from November 2018 Standards setting for green spaces Autumn 2019 |
| We will work with sport bodies, such as Sport England, to support interventions that use sport and physical activity to build integrated communities and help address social isolation. This will include working with the English Football League (EFL) Trust to test the impact that Football Club Community Organisations can have on social mixing. | DCMS / MHCLG | Ongoing, with EFL work in 2019 |
| We will develop stronger, more confident communities, running an intensive programme of engagement with communities facing complex issues relating to race and faith to increase Government's understanding of which forms of engagement are most effective. We will undertake a series of community engagement programmes between January and April 2019, reach out to further communities throughout summer and autumn 2019, and produce a good practice guide on how to engage with these communities by the end of the year. | MHCLG | End 2019 |
| We will continue to work with Libraries Connected and the Libraries Taskforce to maximise their role in community integration, including supporting the further extension and development of the Libraries of Sanctuary programme, which recognises the role libraries can play in welcoming refugees and migrants into the local community. | DCMS | Ongoing |

Increasing economic opportunity

Work and progression in work plays a key role in supporting integration and our package of measures below highlights this. We believe that everyone, no matter what their background, should be able to reach their full potential. The Race Disparity Audit, published October 2017, highlighted disparities in employment outcomes for people from different backgrounds and we will continue to take action to address these disparities and the perceived lack of opportunity for groups with low social mobility.

| Action plan | Lead Department | Delivery date |
|---|-----------------|--------------------|
| We will ensure integration challenges are fully factored into the rollout of the Universal Credit Programme, learning lessons from the local approaches trialled in the Integration Areas about how to engage all sections of communities and help support them into employment. | DWP | Ongoing |
| We will continue to support people from ethnic minorities into work in places where there remains a large gap between their employment rates and that of people from White British background. This includes: <ul style="list-style-type: none"> • using the learning from the Department for Work and Pensions' 20 Challenge Areas to inform improvements to the delivery of employment interventions for BAME groups; • publishing a new research report in early 2019 to inform improvements and delivery of employment support for ethnic minority groups; and • following the delivery of employer-led mentoring circles in all 20 Challenge Areas, involving employers supporting ethnic minority jobseekers, a continuation of the mentoring circles will be delivered in 2019. | DWP | Autumn 2019 |
| We will provide additional funding to Jobcentre Plus in the Integration Areas so they can support more people from the most isolated communities into work, identifying and delivering new interventions to address local employment challenges as an important part of the new Local Integration Strategies. | DWP / MHCLG | From November 2018 |
| We will work with a number of Local Enterprise Partnerships (LEP), as local authorities continue to develop their Local Industrial Strategies, to build integration and inclusivity into their strategies. | MHCLG | Ongoing |
| We will continue to work with stakeholders through the diversity hubs in five cities – Birmingham, Bristol, Greater Manchester, Leicester and Greater London – to provide strategic advice on localised plans to increase uptake of apprenticeships by underrepresented groups, including Black and Minority Ethnic communities. | DfE / DWP | Ongoing |

| Action plan | Lead Department | Delivery date |
|---|-----------------|-----------------------------|
| We will provide funding of £30 million, through a new school nurseries capital fund, to create more high-quality school-based nursery provision for disadvantaged children. Decisions on bids will be announced later in 2019. | DfE | Later in 2019 |
| We will work with the Education Endowment Foundation to fund jointly a new Early Years What Works Fund, supporting projects to better understand what works to improve the outcomes of disadvantaged children via school-based nursery provision. Projects, to be delivered between 2018-2021, will be evaluated and lessons learned shared with local commissioners, schools and the wider early years sector. | DfE | Project delivery up to 2021 |
| We will continue to provide bespoke support and advice to local authorities, via our national delivery contractor, Childcare Works, to help improve the take-up of early education – particularly for disadvantaged children – amongst those communities identified as having the lowest take-up rates. | DfE | Ongoing |
| We will develop and publish key local performance measures on early language and wider development indicators, as well as take-up of the entitlements by parents, to show what is happening in each local authority and work with the areas where additional support is needed. | DfE | Spring 2019 |

Rights and freedoms

To deliver our vision for integrated communities based on shared rights, responsibilities and opportunities, we must respect and promote equal rights, particularly for those in isolated and segregated communities whose voices are too seldom heard. The Government will always protect people's legitimate rights – for example, to free speech, to hold traditional views and to practise their religion within the law – but we will not shy away from challenging cultures and practices that can act as barriers to integration, that are harmful to individuals or restrict their rights and hold them back from making the most of the opportunities of living in modern Britain. The measures aim to support faith groups, improve rights of marginalised individuals and bring about equality for all sections of society.

| Action plan | Lead Department | Delivery date |
|---|-----------------|---------------|
| We will support and empower marginalised women by investing in, and testing in the Integration Areas, innovative approaches to increase their civic and democratic participation, increase their participation in the workplace, challenge socio-cultural norms which can hold women and girls back, and tackle social isolation. | MHCLG / GEO | Ongoing |
| We will continue to engage with key stakeholders, including faith groups, academics and lawyers, to test views on the policy and legal challenges of limited reform relating to the law on marriage and religious ceremonies. We will then take forward, from April 2019, the detailed work to give best effect to the policy objective. | MoJ | April 2019 |
| We will refresh the membership of the Cross Government Anti-Muslim Hatred Working Group to include a broad-ranging representation of eminent community representatives, academics, and hate crime practitioners. The Group will advise and challenge the Government on tackling Islamophobia and anti-Muslim hate crime, and engage with communities to tackle their experiences of such crime. | MHCLG | February 2019 |
| We will support the Anti-Muslim Hatred Working Group to work with the Independent Press Standards Organisation (IPSO) to develop guidance for editors and journalists to tackle unnecessary negative portrayals of Muslims in the media. | MHCLG | Spring 2019 |
| We will fund the Anne Frank Trust to reach 1,560 children and young people, through a schools and community programme, providing them with the knowledge, skills and confidence to challenge all forms of prejudice and discrimination. | MHCLG | 2020 |
| We will work closely with the Walsall Integration Area to consider new ways for the local authority, social sector, and police to respond collaboratively to rising hate crime, with a view to sharing good practice in other areas. | MHCLG | 2018 – 2020 |

| Action plan | Lead Department | Delivery date |
|---|-----------------|---|
| We will publish a joint DCMS-Home Office White Paper in the winter, setting out a range of legislative and non-legislative measures detailing how we will tackle online harms and set clear responsibilities for tech companies to keep UK citizens safe. | HO / DCMS | Winter 2018/19 |
| We will support awareness campaigns to educate and inform couples and their children of the benefits of having a civilly registered marriage, including funding for voluntary organisations led by Register Our Marriage to roll out local targeted awareness campaigns in three areas. | HO / MHCLG | Early 2019 |
| <p>We will ensure our response on forced marriage is as robust as it can be, by:</p> <ul style="list-style-type: none"> • consulting on the possible introduction of a mandatory reporting duty for forced marriage cases; • consulting on updated multi-agency guidance on forced marriage to help ensure professionals understand forced marriage and their responsibilities. • launching a communications campaign to raise awareness of the issue; • consulting on including an explicit reference to forced marriage in the immigration rules to demonstrate that forced marriage is unacceptable in the UK; • working with the judiciary to examine whether anonymous evidence of forced marriage can be admissible as closed evidence in the appeals process. | HO | <p>Consultation on mandatory reporting duty and guidance closed in January 2019.</p> <p>Launch of communications campaign announced in November 2018.</p> <p>Consultation on the immigration rules to be launched early 2019.</p> |
| We will hold periodic roundtables with international partners to share learning and good practice about effective approaches to integration and to help improve our understanding of the ways in which overseas influences can undermine attitudes to rights and freedoms. | MHCLG / FCO | Ongoing |
| We will continue to support the Strengthening Faith Institutions programme, which improves the professionalism of places of worship so they are better equipped to support their local communities. | MHCLG | From December 2018 |
| We will support training of faith leaders to ensure they understand the English legal system, including equalities and marriage legislation, British culture and our shared values, and that they are well versed in their rights and responsibilities to better support their congregations. | MHCLG | Spring 2019 |

| Action plan | Lead Department | Delivery date |
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| We will amend the Immigration Rules to prohibit Religious Workers (granted a Tier 5 visa) from acting as a Minister of Religion. In doing so, individuals wishing to come to the UK and fill roles which meet our definition of a Minister of Religion will be required to do so via Tier 2, which requires demonstration of a higher level of English. | HO | Changes to the Immigration Rules implemented in January 2019 |
| We will establish a new taskforce to identify the barriers to Dar ul Ulooms (Islamic theological institutes) and other religious seminaries achieving higher education accreditation of the qualifications they offer. | MHCLG | May 2019 |
| We will continue to take steps to address the disparities that Gypsy, Roma and Traveller communities can encounter and which can serve to act as barriers to integration, building on learning from the six projects we funded in 2018. | MHCLG | Ongoing |

Measuring success

Measuring progress and sharing evidence of what works, and in what community contexts, is important for strengthening community integration. It is not only important to measure progress to help us learn about what works, and what does not, but it is also important to share this information to those working to support integration. Going forward, we will develop a clear set of measures to understand the success of interventions in building integrated communities as well as share best practice, learning and evidence on what works to help build upon success.

| Action plan | Lead Department | Delivery date |
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| We will publish a technical paper outlining the basket of indicators we intend to use to monitor integration going forward. | MHCLG | Spring 2019 |
| We will work closely with our partners to explore how the impact of the actions set out in this Integrated Communities Action Plan can be captured and the lessons shared widely. | MHCLG / All | Ongoing |
| We will ensure that all evaluation results and findings are disseminated, including through the Cohesion and Integration Network (COIN). | MHCLG | Ongoing |