

INTEGRATED COMMUNITIES AND INCLUSIVE CITIES ACTION PLAN 2018-20

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 - including budget for 18/19	Timescales	Success Criteria
1.1	Understanding and unlocking the potential of our workforce	Understanding the profile and barriers to economic potential for local people, with a focus on looking at specific communities and any disparities between them Engagement with employers and	Research lead Job Centre Plus, Employers and business	Economic Integrated Communities Lead	Engagement from planning services, Opportunity Peterborough, Combined Authority, Job Centre Plus Funding for DWP co-ordinator - £25k	March 2019 March 2020	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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		planning department in relation to growth potential	community		Commissioned research via University Centre Peterborough - £24k		
1.2	Supporting people furthest from employment	<p>Extension and further targeting of the 'Job Smart' programme - provision of bespoke and tailored support</p> <p>Delivery of careers fairs in communities where there is low employment</p> <p>Increased opportunities in volunteering to act as a gateway into paid employment</p> <p>Support for people who fail their habitual residency test</p>	Job Centre Plus	Economic Integrated Communities Lead	<p>DWP, Job Centre Plus, Employers and Local Businesses</p> <p>Additional Job Smart provision - £40k</p> <p>Careers Fairs - £3k</p> <p>ESOL for work courses - £4k</p> <p>Volunteering coordinator - £11.5k</p>	<p>March 2019</p> <p>March 2019</p> <p>2019 - 2020</p>	<p>Number and range of Job Smart support packages delivered to communities</p> <p>Number of different community settings where support packages are delivered</p> <p>Number of referral sources</p> <p>Proportion of individuals engaged with who find a work placement</p> <p>Personal Interventions offered as a proportion of all HRT failures</p> <p>Uptake of ESOL for work</p> <p>Proportion of ESOL for</p>

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							<p>work candidates who progress to further ESOL courses</p> <p>Number of people supported via the 'Do it' website into voluntary action</p> <p>Increased Community Bespoke Careers Fairs</p> <p>Increased numbers of Employers signing up to Disability Confident</p> <p>Increased number of Employers utilising Access to Work</p>
1.3	<p>Childcare as an enabler into employment</p> <p>Note this project is on hold pending confirmation of MHCLG funding</p>	<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 areas</p>	Early Years and Childcare Community Access post	TBC	<p>Community engagement resources</p> <p>Childcare providers</p> <p>Early Years and Childcare Access Post</p>	TBC	<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 Early Years Foundation Stage outcomes for those children considered most vulnerable and/or isolated</p> <p>Sufficient, appropriate early years and childcare options to</p>

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							<p>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, and our 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.

	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
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	Community Cohesion	Planning and Growth	<p>Survey and GIS Mapping to be commissioned - £60k</p> <p>Planning coordination and New Communities Strategy</p>	GIS mapping completed by March 2019	<p>(£) Revenue funding from S106/CIL</p> <p>Numbers of HMOs in key geographical areas</p> <p>Perceptions of Crime and Safety in Article 4 areas</p>

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		Use of legislation to manage and control numbers of HMOs (Article 4 direction)			Manager - £24k		Stable levels of Environmental crime and ASB Perceptions of integration
2.2	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	To be commissioned through Citizens UK - £105k	<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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<p>2.3</p>	<p>Integrated communities fund for local initiatives</p>	<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. Maximum funding bid of £20k per applicant</p> <p>Ensure community-led organisations can develop services to support people who are less integrated socially or economically</p>	<p>Community Cohesion team, Faith and community groups</p>	<p>Community Cohesion</p>	<p>£150k available, with a further possibility of an additional £150k subject to MHCLG funding</p> <p>Grant fund manager £20k</p>	<p>2018/19 - develop grant fund applications and criteria, publish and invite bids</p> <p>Funding awarded from March 2019, with further application rounds 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>
<p>2.4</p>	<p>Connecting Communities: Asset Based Community Development</p>	<p>To build relationships within local communities, identifying and training “connectors” to build on the strengths and</p>	<p>Public Health, Community and Faith groups</p>	<p>Public Health & Community Cohesion</p>	<p>To be commissioned - £105k</p>	<p>2018/19 - Identification and initial engagement of community leaders</p> <p>Promotion event and</p>	<p>Number and diversity of participants in the programme</p> <p>Willingness to be trained and to adopt ABCD approaches</p> <p>Number of citizen led</p>

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		assets within their communities				launch Recruitment & induction of community builders	activities
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	Commission Tempo to deliver the Time Credit programme - £30k	2018/19 - commission an organisation to develop the Time Credit model for Pboro Engage with local organisations to map existing and future volunteering opportunities Engage local businesses and stakeholders in the programme April 2019 launch	Engagement of Time Credit partners Engagement of local community groups/charities Engagement of local volunteers

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2.6	Supporting the most vulnerable - domestic abuse and sexual violence (DASV) Note this project is on hold pending MHCLG funding	Improving the understanding of DASV by developing community awareness and the reporting mechanism Preventing DASV in our communities Developing community and faith champions to support victims of DASV, removing language and cultural barriers as well as providing support in familiar spaces	Community Cohesion, faith and community groups	DASV team		Jan 2019 - Spec developed Jan-Mar 2019 - Establishment of support network	Number of women attending the support network Number of women exposed to DASV who were signposted to relevant authorities thereby reducing reliance on limited emergency police response team involvement in such cases Number of women who sought early help before escalation of DASV
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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	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> <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>	YMCA - Chair of Youth Select Committee	Ray Hooke, Intelligence Lead Integration Coordinator	<p>Research expertise</p> <p>Local and national examples of best practice</p> <p>Youth Integration Co-ordinator - £20k</p> <p>Commission a longitudinal study - £20k</p>	<p>March 2019</p> <p>March 2019</p> <p>September 2019</p> <p>July 2019</p> <p>July 2019</p>	Phase 2 of programme determined by August 2019

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		Host a citywide youth event to bring together the findings				July 2019	
3.2	Young People's voice	Strengthen role of current Youth Council and the Children in Care Council within PCC to influence and act more systematically to influence relevant policy areas which impact on inclusion and integration issues Deliver a programme of engagement and co-production activities	AD for Housing, Communities and Youth PCVS	Matt Oliver, Service Manager, Targeted Youth Support	Links to PCVS Youth Investment Fund initiative Youth Engagement worker - £20k Data and research - £12k Young people survey - £12k	August 2019 October 2019	The involvement of a representative sample of young people in Peterborough City Council's Youth Council, or equivalent forum
3.3	Developing a Youth Curriculum for informal and formal education spaces	Develop a 'prepare for life' curriculum - support for navigating challenges when young people leave home Build on the National Citizen Service to support	Education lead / representative PCC Community and Youth lead	Matt Oliver, Service Manager, Targeted Youth Support	Youth curriculum & partner forum project resources Youth Curriculum lead officer Total £90k		The number of key partners signed up to the curriculum The number of youth projects that are signed up to the Peterborough Together Youth Curriculum The number of access points to the curriculum

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		<p>and enable young people to see and feel themselves as 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>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	<p>To bring together young champions from across different faith and no faith organisations to form an interfaith network which actively participates in and organises or co-organises activities</p>	<p>Establish a young people’s Interfaith network</p>	<p>Interfaith Council - TBC</p>	<p>TBC</p>	<p>Engagement with faith partner and supporting networks including the Standing Advisory Council for Religious Education (SACRE), Youth Council, schools and academies along with youth groups in Peterborough.</p> <p>Commission an Interfaith Officer and provide project resources</p>	<p>March 2019</p>	<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> <p>Number of faith or other issues young people have been able to influence</p>

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					- £37,500		
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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 (i) helping people to develop their employment opportunities and (ii) supporting school age children.

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	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
4.1	To develop a sustainable model of ESOL delivery that meets the needs of learners in an efficient and effective way.	Undertake consultation with learners to determine their learning needs Work with ESOL providers to develop a stronger partnership and explore	City College Peterborough Community Cohesion team	Community Cohesion team	Commission research to map learner needs, map existing ESOL provision and produce report - £25k	2018/19 - research commissioned 2019/20 - research completed, results analysed and shared with	Learner engagement Ability to galvanise partnership of providers to adopt a common vision and model ESOL offer reflects the needs of learners Additional capacity of

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		<p>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>providers</p> <p>National best practice of ESOL delivery explored and considered for implementation</p> <p>Preferred model developed</p>	ESOL provision locally
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System and Programme Support

The ICS programme will be supported by the following (costs are 2018/19 and are inclusive of on costs):

- Senior Analyst - £26,221
- Information Co-ordinator - £19,039
- Programme manager - £26,000
- Bringing Communities Together Project Officer - £20,000
- Business Support Officer - £14,000
- Communications and marketing - £70,000 (funded to 2020)

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