



# UNITED KINGDOM

## Good Ideas from Successful Cities

Municipal Leadership on Immigrant Integration

*Cities of Migration is a Maytree idea*

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## Good Ideas from Successful Cities: the View from the UK

The London 2012 Olympics presented many in our country with a fresh and optimistic view on migration. Over a third of the Team GB medal winners have a migrant background, and athletes such as Mo Farah and Jessica Ennis have been embraced as role models for the nation.

The UK is a country built on migration from within Europe and the Commonwealth. The rich cultural diversity created by this is visible in so many of the country's cities. London promotes itself as one of the most diverse cities in the world, with more than 300 languages spoken within it. In the next five years the city of Leicester will become the first English city which is "majority minority" – by 2015 it is estimated that the adult population will be less than half white. Cultural and ethnic diversity has become a huge source of pride to the UK. The food we eat, our cultural pastimes, social networks and working lives have all been influenced and enhanced by migration in some way.

Diversity caused by migration has happened over hundreds of years in some cities while in others it has been more recent. Urban areas such as Lincoln, Peterborough, Edinburgh and Sheffield have attracted migrant workers from the European Union and/or received asylum seekers through national dispersal processes. Population changes have been rapid and in some cases unwelcomed by established communities. Local services can be stretched and in a time of economic strain migrant communities can become easy scapegoats in the media. Some new communities have found themselves marginalised, isolated and without a voice in local democratic structures. Established migrant communities that have lived in cities for several generations can unfortunately experience similar challenges. Cultural sensitivities, social stereotyping and poverty can all affect integration and cohesion in urban areas.

In UK cities, local authorities and civil society groups have been instrumental in ensuring that the complex and varied needs of new and established migrant communities are considered within the provision of services such as education, housing and health, as evidenced by the West Midlands Strategic Migration Partnership. As well as addressing practical areas of need, local authorities and civil

society groups have sought to improve emotional well-being and cohesion by creating youth advisory programmes like YIAG in the London Borough of Waltham Forest.

Regardless of how long they have lived in a city, migrant communities all wish to build a life and make a positive contribution to society, which the projects featured in this UK Snapshot enable them to do. "Good ideas" such as these are in no way standard across cities in the UK, and it is crucial to share them, if elements are to be adopted by others. The Cities of Migration project is vital in ensuring that good integration practice is disseminated across sectors and networks. Projects featured in this UK Snapshot demonstrate that migrant communities can contribute to and be part of an active and diverse city life. Cities of Migration reminds us of the best things about living in a city – cultural diversity, tolerance, opportunity and friendship.

We hope you'll enjoy the examples in this UK Snapshot and find elements you can learn from and build on within your own towns and cities.



Sara Llewellyn  
Chief Executive,  
Barrow Cadbury Trust

*The Barrow Cadbury Trust supports the Cities in Migration project under its Migration and Europe program which aims to ensure that migration is managed in an equitable and socially just manner and that both the voices of migrants and receiving communities are heard in the public debate. The Barrow Cadbury Trust is a charitable foundation, committed to supporting vulnerable and marginalized people in society through grant-making and partnership work. Its vision is of a peaceful, equitable society, free from discrimination and based on the principle of social justice for all.*

# About Cities of Migration

**Cities of Migration** is led by the Maytree Foundation in partnership with international foundations active in the migration and integration field: the Barrow Cadbury Trust (United Kingdom), Bertelsmann Stiftung (Germany), the Tindall Foundation (New Zealand) and the Fundación Bertelsmann (Spain). In the United States, the project is supported by the Carnegie Corporation of New York and the J.M. Kaplan Fund. In Europe, the project is supported by Open Society Foundations' 11-city At Home in Europe project.

Community partnerships also help sustain our work: The Runnymede Trust (United Kingdom); OMEGA (New Zealand); National League of Cities (United States).

## Partners



## Supporters



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# Leading with Ideas

Cities of Migration tells stories about cities that are animated by the energy and opportunity that immigration provides. Whatever their size or history, successful cities are led by innovative, forward-looking local governments that work hard to serve the best interests of the public, including new immigrants. These cities view inclusion and the diversity of the city as core values and assets in today's global economy.

When we embarked on a search for municipal good ideas, our goal was to learn more about the capacity of local governments to use the authority and instruments of public office to accelerate the settlement and integration of newcomers. How can city services, policies and practices help build inclusive communities and contribute to economic resilience and prosperity across the urban landscape?

We learned that cities are uniquely positioned to learn from one another and to adapt and replicate good practice. Whatever the legal and jurisdictional framework, or differences in municipal responsibilities, cities around the world are accountable to their constituents and have a wide range of levers to introduce change – through policy instruments (equality, inclusion, nondiscrimination), as service providers (settlement, education, housing, police, etc.), as employers and diversity managers, and as the drivers of the local economy – from infrastructure and procurement to support for investment, entrepreneurship and small business incubation.

Our main report, *Good Ideas from Successful Cities: Municipal Leadership in Immigrant Integration*, explores these themes through a selection of nearly 40 profiles of municipal practice and policies from cities across Canada, the US, Europe and Australasia. In this companion report, ***United Kingdom: Good Ideas from Successful Cities***, we present an additional snapshot of municipal leadership and excellence in immigrant integration from cities in the **United Kingdom**. Each of these five city profiles includes a selection of related international city practices to encourage comparative perspective and enriched learning.

These can be reviewed in full at [www.citiesofmigration.org](http://www.citiesofmigration.org) where the multiple approaches and comparative perspective of the international Good Ideas collection offer inspiring models of city success that are ready to travel and be adapted to your own city of migration.

## Acknowledgements

We are indebted to our partners for their international perspectives and contributions, and to the growing network of city and community leaders, experts, practitioners and activists whose practice and daily work are shaping a growing consensus about the importance of immigration to our economic future and why open, inclusive cities are essential to the democratic values we aspire to.

We would also like to acknowledge the local councils and municipal agencies whose leadership is represented in these pages and the important work they are modelling for others locally, nationally and internationally. We thank them for their insights and expertise, and for challenging us all to transform good ideas into effective levers of change.

**Kim Turner**  
Project Leader, Cities of Migration  
Maytree Foundation





“Only by embracing the skill, enthusiasm,  
and entrepreneurialism of all of our residents  
– regardless of their place of birth – will  
London, and Europe, emerge from the global  
downturn stronger, brighter, and ready for the  
future.”

Mayor Boris Johnson  
London





## BLACKBURN (LANCASHIRE)

### Meet Your Neighbours

Promoting friendship and understanding among young people through inter-faith dialogue

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What happens when you take a group of girls from different schools – one Muslim, one Roman Catholic and one secular – on a two-day trip to get to know one another? They talk.

In 2007, 18 teenage girls from different backgrounds spent a weekend together in Darwen, Lancashire, for that very purpose: to discuss their religious beliefs and cultural traditions and discover the similarities between them.

The “Meet Your Neighbours” program was developed by Blackburn with Darwen Borough Council after a 2006 report found Blackburn to be one of England’s most segregated cities. The borough has a large, established and growing Asian community and half of all schools are at least partly segregated on religious grounds. With a population of 145,000, the area has the highest proportion of Muslims (19%) outside of London.

“Meet Your Neighbours” was designed to build bridges across faith groups through intercultural dialogue. Ice-breaking exercises helped the girls discover shared interests, participate in group activities, and have conversations about cohesion and difference. Two weeks after their weekend program they reunited to share the experience with funders, teachers, school governors and parents. They were also encouraged to share what they had learnt with their peers at school.

Following overwhelmingly positive feedback, the program was rolled out again in the following year, this time with 24 boys and resulting in similar outcomes. Open and honest dialogue builds understanding and relationships across perceived differences and opinions shaped by misconceptions and stereotypes. The project has fostered lasting inter-faith friendships and produced a toolkit that can be used by other local authorities with potential for



building lasting links between schools. As one teacher stated, “There is so much more that unites them than divides them.”

Related Good Ideas at [citiesofmigration.org](http://citiesofmigration.org)

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- MARSEILLE, FRANCE

***From Hope to Fraternity: Marseille Espérance***

Mayoral leadership brings together religious communities to create a forum for dialogue and community mediation

- TORONTO, CANADA

***Taking Teachers on Community and Faith Walks***

Inner-city teachers get to know the community by going outside the school

- VALLADOLID, SPAIN

***Semana Intercultural: Valladolid’s Week of Sharing Ideas and Cultures***

A cultural festival raises awareness and strengthens intercultural co-existence while promoting civic engagement through a collaborative planning process

#### Contact

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## HERTFORDSHIRE

### The Fire Station and the Polish Forum

Fire service provides meeting space and support services to migrant community, promoting civic engagement and local partnerships

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Hertfordshire, a county just north of London, has experienced a significant wave of Eastern European economic migrants since the 2004 expansion of the EU. The Polish community now comprises 8% of the population in the district of Welwyn Hatfield.

When Peter Hill, the local Fire Station Commander, learned that Polish newcomers needed a place to hold meetings, he offered the use of the station. Soon the Welwyn Hatfield Polish Forum was meeting regularly. It wasn't long before the Hatfield Fire Station was also offering ESOL (English for Speakers of Other Languages) classes and drop-in sessions on housing, health services and childcare.

In 2009 the Forum organized its first Polish Day to promote intercultural dialogue while celebrating Polish culture with music and dancing. Attended by 1,500 people, the event sparked local interest in the experiences of migrant workers, increased the community's visibility and strengthened the Forum's relationships with the borough council and local NGOs.

Two years later, the Polish Forum organized a voting day for parliamentary elections in Poland. The active support of the Hertfordshire County Council, the Polish embassy and the Broxbourne and East Herts CVS attracted major media attention. Election Day was a great success with 93% turnout among registered voters.

The Forum has helped increase civic participation by highlighting the rights of EU citizens in the UK, such as the right to vote in local and European elections, and by providing a successful model of sustainable community partnerships.



In 2009, Hatfield received the East of England Regional Councils' Equality Award for its work with the Polish community. For Keith Emsall, Executive Member for Community Safety and Culture, "The Fire Service is about so much more than putting out fires. It's about making people safe and giving people a better quality of life."

Related Good Ideas at [citiesofmigration.org](http://citiesofmigration.org)

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- BADALONA, SPAIN

***Making Space for a Sikh Parade***

A cultural street procession creates a common space for good neighbours

- WELLINGTON, NEW ZEALAND

***Bringing Maori Culture to Newcomers:***

***The Wellington Regional Settlement Strategy***

A collaborative approach to connect newcomers with Maori, the people of the land

- FORT WAYNE, UNITED STATES

***Gateway to Little Burma***

A new gateway city makes newcomer communities count – and be counted.

#### Contact

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## WALTHAM FOREST (LONDON)

### Mapping Community Cohesion in Waltham Forest

Community engagement is a council's strategy to deliver social cohesion

How does a council respond when young people are arrested on terrorism charges? For the London Borough of Waltham Forest, eleven arrests in 2006 were a game changer. Waltham Forest Council moved quickly to invest more resources into existing social cohesion work, first with the local Muslim community and later broadening its efforts to include all youth.

Waltham Forest is one of London's 32 city boroughs and among its most diverse. More than 40% of its residents have a minority ethnic background and one third of the population is under the age of 25.

The Council report, *Breaking Down the Walls of Silence*, found that many in the Muslim community felt unrepresented by council; its young people felt disengaged and often worried about gangs and gang culture; and intergenerational tension was on the rise.

Three priorities were identified: understanding and responding to the impact of migration and newly arrived communities; building trust, contact and dialogue between communities; and promoting active citizenship and engagement. A broad-based strategy focused on interfaith activity, youth engagement and women's groups.

One of the programs was the Youth Independent Advisory Group (YIAG) which encourages active youth engagement with council and provides advice on community safety. Of special interest is YIAG's success in developing training for police regarding a controversial topic among the Borough's young people – how to improve police “stop and search” conduct.

Another YIAG program offers peer training to local youth on anger and conflict management. Participating



photo: London Borough of Waltham Forest

young offenders responded with positive comments, such as “I enjoyed having young facilitators. They could relate to me, they understood us more.”

Waltham Forest received the Beacon Status award in 2008, and again in 2010 with the Waltham Forest Metropolitan Police Service. In 2012 YIAG won the Peer Support Group of the Year Award – for the third time.

Related Good Ideas at [citiesofmigration.org](http://citiesofmigration.org)

- ANTWERP, BELGIUM

#### **Minding Minority Interests at City Hall**

A city council invites a federation of minority groups to improve community relations

- BARCELONA, SPAIN

#### **Fighting Fiction with Facts: the BCN Anti-Rumour Campaign**

City council enlists community agents to dispel myths about immigrants and fight discrimination with facts and good humour

- WELLINGTON, NEW ZEALAND

#### **New Zealand Police Finds Engagement with Migrant Communities**

Handbook of religious diversity helps police improve relations with minority groups

### Contact

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## BIRMINGHAM (WEST MIDLANDS)

### Making Maternity Services Migrant-Friendly

Mapping the health needs of migrant communities puts maternal health on the agenda

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In 2006, one-fifth of all births in the West Midlands were to women born outside the UK.

New research highlighted the challenges faced by migrant women giving birth and the complex needs of this frequently marginalized population. For the West Midlands Strategic Migration Partnership (WMSMP), maternal health became a strategic priority.

WMSMP was created in 1999 in response to the new regional dispersal policy for asylum seekers, and later expanded to include the integration of refugees and vulnerable migrants. Hosted by West Midlands Councils, the partnership aims to improve knowledge about migrant populations and promote their inclusion and access to public services using a multi-agency approach that includes statutory service providers such as Primary Care Trusts, voluntary sector organizations, as well as the UK Border Agency.

In 2008, WMSMP contributed to the first-ever review of the impact of migration on maternal health in Birmingham. Recommendations included a call for increased coordination between health actors, the need to tackle language barriers, and better information and training to health professionals. Additional research from University of Birmingham, *Delivering in an age of super-diversity* (2010), was incorporated into the *Migrant Friendly Maternity Services Toolkit*, offering local service-providers up-to-date information, guidance and practical case studies.

Other WMSMP projects include the “Hope” project which gives financial support to destitute pregnant women and new mothers to improve their access to healthcare, and a pilot project that trained midwives working with asylum seekers. The Primary Care Trust has also trained women



from deprived local communities to become pregnancy outreach workers to help others access the required services and support.

The WMSMP's work has been recognized by the International Labour Organization and the Social Care Institute of Excellence.

Related Good Ideas at [citiesofmigration.org](http://citiesofmigration.org)

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- AUCKLAND, NEW ZEALAND

**Lost in Translation: Auckland's Primary Health Interpreting Services**

Interpreting services to better serve the primary health care needs of diverse communities

- FREMONT, UNITED STATES

**Community Ambassadors for Seniors**

Reaching out to seniors in their own cultural and faith communities

- BILBAO, SPAIN

**Putting Women's Health in Women's Hands**

Promoting women's health in immigrant communities through “agents of empowerment”

#### Contact

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## WOLVERHAMPTON (WEST MIDLANDS)

### The Wolverhampton India Project

Immigrants and transnational networks give a city a strategic advantage in an ever more globalised world

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Tapping into the potential of immigrant communities and business networks to connect local economies to emerging markets is a smart local development strategy for cities. This was the impetus behind the Wolverhampton India Project, launched at the Houses of Parliament in 2007 by Wolverhampton City Council, the University of Wolverhampton and multi-sectoral partners.

The project recognizes that some 15% of residents in Wolverhampton come from India, mostly from the states of Punjab and Gujarat. It aims to build on existing links to engage in a “win-win” partnership and strengthen economic, educational and cultural ties by increasing trade connections through joint ventures and partnerships with India to benefit Wolverhampton’s economy and Indian-owned businesses in particular. Partners like the UK India Business Council have increased their profile across the West Midlands while leveraging its national networks.

The Wolverhampton India Project has set up a dynamic collaborative framework which is not limited to business. Links between schools, colleges and the University have been encouraged through initiatives ranging from the provision of English teachers in rural Punjab schools to a joint partnership between two secondary schools to run a young enterprise business focusing on exports. In addition, the Wolverhampton Football Clubs and the JCT Mills FC in Punjab are participating in joint coaching and community initiatives.

In October 2011, the State Bank of India opened a new branch on the Wolverhampton high street, a decision based on the success of the project. Rajnish Kumar, its regional head, comments on the benefits to the broader community: “We recognize the potential of setting up



photo: Roger Kidd, via Wikimedia Commons

in the West Midlands due to the increasing number of Indian companies investing in the region, which has doubled over the last three years.”

Related Good Ideas at [citiesofmigration.org](http://citiesofmigration.org)

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- AACHEN, GERMANY

#### ***Relying on Immigrant Networks: Business Network Aachen***

The city establishes local immigrant network to develop international economic opportunities

- BOSTON, UNITED STATES

#### ***From Boston’s Back Streets to Mainstream Success***

Immigrant-owned businesses are fueling urban economies

- AUCKLAND, NEW ZEALAND

#### ***Unlocking Auckland’s Diversity***

Moving newcomer integration to the forefront of Auckland’s future

### Contact

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Wolverhampton City Council

Economic Development

Regeneration and Environment

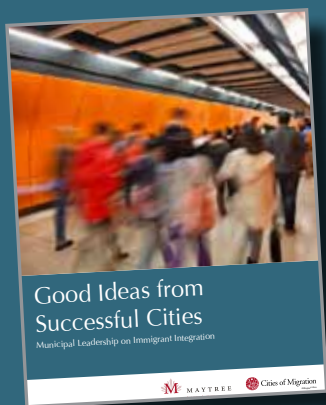
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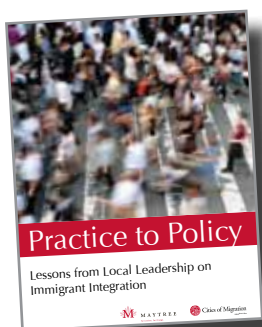
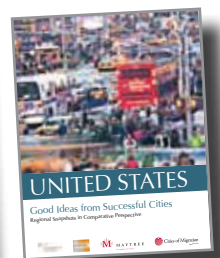
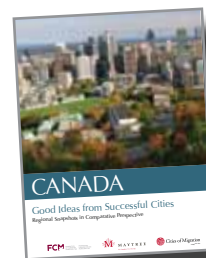
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In *Good Ideas from Successful Cities: Municipal Leadership in Immigrant Integration*, we share international good practices from cities across Canada, the United States, Europe and Australasia.



**Country Snapshots:** A series of companion reports offers additional examples of innovation and good practice from cities in selected countries.

Additionally, in *Practice to Policy: Lessons from Local Leadership on Immigrant Integration*, four international experts provide policy insights and recommendations for city leaders and their community partners.

[www.citiesofmigration.org](http://www.citiesofmigration.org)



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