



FAITH BUILDS  
COMMUNITY

**WORKING  
TOGETHER  
IN BARKING  
& DAGENHAM**

**PART 1: ACTION PLAN**

**The  
Faith  
& Belief  
Forum**

Formerly 3FF (Three Faiths Forum)



**Barking &  
Dagenham**



“A better connected,  
faith friendly borough,  
where people of all  
backgrounds feel safe,  
celebrated and included”

2  
**FOREWORDS**

4  
**VISION AND CONTEXT**

8  
**KEY FINDINGS**

12  
**RECOMMENDATIONS  
AND ACTION PLAN**

22  
**COMMUNITY VOICES**

24  
**APPENDICES**

# FOREWORDS



**Bishop Trevor Mwamba**  
**Chair, Barking and Dagenham Faith Forum**  
**Vicar of St Margaret's Church, Assistant**  
**Bishop in the Diocese of Chelmsford**

The Barking and Dagenham Faith Forum have enjoyed collaborating with the Faith & Belief Forum and the Council to produce this wonderful guide capturing the 'spirit of working together' that is central to our faiths. Each of us within ourselves have the ability to achieve the goals of this policy.

Our faiths teach us that to create a world without fear, we must be without fear. To create a world of justice, we must be just. To create a world of love, we must have love within. To create a world of peace, we must have peace within. To create a world of diversity, we must value and celebrate diversity. To respect and understand other faiths, we must be humble. We reflect outward what we are within. As we think so we are.

This document challenges us to look within ourselves to see the changes we need to make so we can overcome our personal and societal prejudices that make it difficult for us to work daily for the inclusion of all people. It also gives us the opportunity to create strong and positive relations between people of different faiths and beliefs and show that diversity enriches and adds value to our society.

This document aspires to connect people of different faiths and beliefs, so we can create a society which is fair to people of all backgrounds – religious and non-religious. By encouraging people to engage more across differences and learn to understand each other better.

Above all the genius of this document is that it is pragmatic in setting guidelines for how the Council and Faith groups can better work together to transform our borough into one in which everyone's voice is heard and reflected in the vision and activities of our wonderful Borough.

To this we in the Barking and Dagenham Faith Forum subscribe.



**Councillor Saima Ashraf**  
**Deputy Leader of Barking & Dagenham Council and**  
**Cabinet Member for Community Leadership & Engagement**

Barking and Dagenham is a vibrant and diverse borough, where people from all different faiths, beliefs and backgrounds live, work and thrive together.

Our culture is an expression of who we are and the fact that we share different opinions, aspirations and backgrounds is what makes us unique. As people of faith or none; we are uniting to express ourselves in a multitude of ways.

Our community continues to grow and become more diverse, with the borough experiencing rapid change and growth over recent years. The pace of this change has created a unique set of challenges for the council, wider faith community and our residents. With around 170 organisations of faith in the borough, we have a responsibility to take collective action and explore solutions for addressing these challenges together in mutual interest.

Barking and Dagenham Council recognises, values and welcomes the diversity, creativity and contribution of the many organisations of faith that inhabit our borough. This policy, which has been developed in partnership with our faith community, will help to ensure that residents' needs are continually put at the forefront of our work.

This collaboratively designed policy is a first of its kind. Nothing like this has been attempted in any other local authority and it represents a brave step forward in realising the ambitious vision of a "faith friendly borough that is inclusive of all faith and belief". The Council's recent signing of the Charter for Faith & Belief Inclusion, alongside the Barking & Dagenham Faith Forum, sets out our commitment to work together to foster good relationships between people of different beliefs in communities, workplaces, and in wider society.

Barking and Dagenham Council are committed to promoting equality and tackling social exclusion, hate crime, discrimination and intolerance. This policy will help us achieve this, in cooperation with our many organisations of faith, through setting out actions to which we can all subscribe, own and act on. The Council has a part to play in helping faith organisations to be successful, but equally faith-based organisations hold a collective responsibility to the communities they serve. Their foundations are ones built on trust, shared values and community engagement. It is our desire to see these foundations thrive and ensure that all people in Barking & Dagenham have opportunities to become part of our vision for "One Borough, One Community. No-one left behind".

It is my hope that this policy helps us to enjoy a prosperous partnership with the faith community, one which positively benefits them, the Council and residents. We invite faith organisations to monitor the actions in the policy and above all, maintain their dialogue with us, so we can be sure we are doing all we can to help residents succeed, live better together and achieve a rich, fulfilling life in the borough.

# VISION AND CONTEXT

**“A better connected, faith friendly borough, where people of all backgrounds feel safe, celebrated and included”**

## Vision and Aims

*Faith Builds Community: Working Together in Barking and Dagenham*, is a new, two-part document which has been collaboratively created by the Faith & Belief Forum (F&BF)<sup>1</sup>, London Borough of Barking and Dagenham (the Council), and Barking and Dagenham Faith Forum (B&D Faith Forum). Together the three parties undertook extensive engagement with stakeholders in the local community and facilitated the creation of a shared action plan.

The vision of this document is a better connected, faith friendly borough, where people of all backgrounds feel safe, celebrated, and included and the invaluable contribution faith communities make to the borough is realised and amplified, faith-based needs are understood and met, and where faith-based organisations, including B&D Faith Forum, are leading voices with platforms to represent their communities.

This document recognises the role that all organisations and residents in Barking and Dagenham have in realising this vision.

## This document aims to:

Summarise the local context which impacts how faith-based organisations and the Council currently work together

Showcase, celebrate and draw learning from the current work of Barking and Dagenham's faith communities

Highlight the views and experiences of residents from different faiths and beliefs about living, working and praying in Barking and Dagenham

Set actions for faith-based organisations and the Council, including on shared issues of concern such as the use of buildings, hate crime reporting and safeguarding

## Key Terms

There are some key terms that it is important to define at the beginning of the document. A fuller list of terms can be found in the Appendix.

**Faith and belief:** This term refers to the protected characteristic of 'religion and belief' in the Equality Act 2010. This includes religious and non-religious beliefs (such as atheism, secularism and humanism).<sup>2</sup>

**Faith community:** People who share a religious identification or affiliation and who may or may not take part in regular worship. People in the same faith community may have very different beliefs and practices and may share no connection in their daily lives.

**Faith group:** An individual group within a faith tradition, such as an individual church or a regular group meeting of those within a faith, or with a strong tie to a faith tradition.

**Faith-based organisations:** Include places of worship (church, temple or mosque) as well as voluntary and community organisations (VCS) that are to some extent grounded in a faith tradition, but which may serve the community more widely.

**Interfaith:** interaction and relations between groups from different faith and belief backgrounds

**Intra-faith:** interaction and relations between groups from the same faith and belief background (among Christians, the term used is often ecumenical).

## National Context

This document fits into the wider national context of increasing engagement between local Councils and faith groups. Three challenges have driven this increased engagement: 1) understanding ethnic and religious diversity; 2) addressing poverty and deprivation through increased partnership; 3) fostering cohesive and integrated communities.

There has been rapid increase in ethnic and religious diversity nationally in the past two decades, especially in London. The Equality Act of 2010 includes 'religion and belief' as one of nine protected characteristics, which means that people cannot be discriminated against on the basis of their religion or belief.<sup>3</sup> Therefore, there is a duty on public bodies.

Persistent poverty and inequality are a pressing concern for all boroughs, Councils and faith groups. Boroughs in London with the highest levels of deprivation also have a high percentage of faith groups.<sup>4</sup> Therefore there are concerns that people from faith groups are particularly vulnerable to deprivation and social exclusion. Faith groups are also recognised for their contributions to addressing deprivation through social action, as noted by the All-Party Parliamentary Group on Faith and Society.<sup>5</sup>

Both the Casey Review and the national government's 'Integrated Communities Strategy' expressed concerns that different communities may be isolated and living separately.<sup>6</sup> The recent increase in reported hate crime and instances of radicalisation negatively affect community cohesion.<sup>7</sup> Faith groups play an important part in supporting people who are isolated and connecting communities by encouraging 'social mixing'.<sup>8</sup> This social mixing can have a positive impact on reducing prejudice and improving social mobility.

## Local Context and Faith Engagement

The borough has experienced rapid increase in ethnic and religious diversity, more than the rest of London. Between 2001 and 2011, the proportion of the population identifying as coming from black, Asian and minority ethnic (BAME) backgrounds increased from 15% to 50% between 2001 and 2011, while those identifying as white British reduced from 79% to 49%.<sup>9</sup>

As the 7<sup>th</sup> most deprived borough in London, Barking & Dagenham faces major challenges in health, housing, education and skills. The combination of rising population levels and reduction in funding from central government, means the Council must face these challenges with reduced resources.<sup>10</sup>

Rapid population change in the borough has the potential to affect community cohesion as new neighbours may not know each other. Between 2012 and 2014 approximately one quarter of the population moved into the borough, and the same proportion moved out. This rapid change can be unsettling and can break down the trust between members of the community. Reported hate crimes against ethnic and religious minorities have risen,<sup>11</sup> raising fears that extremist groups may use social tension to further divide communities.

In response to these challenges, the Council has taken significant steps to engage with diversity, address inequality and increase participation of local communities, including faith groups.

The Growth Commission of 2016 made over 100 recommendations for generating growth in a way that benefits all borough residents, including:

- A commitment that no-one, and no ethnic group, is left behind, and that the Council will support every person and every family to fulfil their potential, through education, work and, where needed, social support.
- A renewal of the civic culture through the development of a vibrant community with high levels of volunteering, organised and empowered to underpin, support and challenge the public and private sectors.<sup>12</sup>

The recommendations of the Growth Commission led to The Borough Manifesto, a 20-year plan for the future of Barking and Dagenham. The vision for the manifesto is 'one borough; one community; no-one left behind'. The manifesto is a set of aspirations and targets, jointly owned by public, private, community and voluntary sector organisations, all of which will need help and support from a range of organisations (including faith groups), and the local community, if they are to be successful.<sup>13</sup>

In order to understand and address inequality in the borough, the Council adopted an updated Equality and Diversity Strategy in 2017, with a vision 'to create a place where people understand, respect and celebrate each other's differences; a place where tolerance, understanding and a sense of responsibility can grow and all people can enjoy full equality and fulfil their potential'.<sup>14</sup> Faith groups are a core part of this strategy.

With the rapid growth of faith groups in the borough, provision of faith spaces is an important area of engagement. In Strategic Objective 2 of 'Planning for the Future of Barking and Dagenham: Core Strategy' a commitment was made to 'ensure provision of social infrastructure, which includes places of worship'<sup>15</sup>. In 2017 the Council commissioned an evidence base study by CAG Consultants to better understand the makeup and needs of faith groups in the borough and provide an audit of existing places of worship and other faith facilities.<sup>16</sup> The CAG study recommended that the Council: seek opportunities

for improving engagement with faith groups, including a longer-term strategy to engagement; and develop a strategy for practical challenges in engaging with faith groups.

The Council has supported the development of major projects to increase civic engagement and participation required by the Manifesto. Some strategies/projects particularly relevant to faith groups are:

- The Cohesion and Integration Strategy 2019 – 2024 sets the foundation for achieving the vision set out in the Borough Manifesto by reinforcing the links that keep and bring people together, across, opinions and beliefs, culture, ethnicity, age, and gender, and to ensure that no one is left behind. The Strategy has five priorities: 1) to increase the opportunities for people from different background to meet and interact, 2) to celebrate our culture, heritage and cultural diversity, 3) to help all residents to integrate in our community, 4) to listen better, and 5) to create new and better jobs accessible to all and ensure a fair distribution of the benefits of regeneration across the borough.<sup>17</sup>
- The Voluntary, Community and Social Enterprise Sector (VCSE) Strategy 2019 sets a four-year vision to strengthen the VCSE sector (including small community groups running street parties, through online communities, faith communities, as well as large borough-based and national charities). The strategy champions a healthy, independent and influential VCSE working in our community for the benefit of all through achieving three goals: 1) increasing participation, 2) enabling and embedding relationships based on trust; and 3) building the sector's capacity.<sup>18</sup>
- Connected Communities is a £1.4million programme to a) generate insights into the change needed to improve social cohesion locally; b) directly improve social cohesion; c) mitigate the impacts of high levels of demographic change on services.<sup>19</sup>

## Local Faith Communities

The number of faith groups in Barking and Dagenham is growing and changing. The CAG report identified 128 faith groups in the borough in July 2017.<sup>20</sup> The number of members in these groups range from 10 to 5,000, including at least four groups of Christians and Muslims numbering more than 1,000.

**Christian faith groups:** 109 of these groups were Christian groups, including more established denominations such as Church of England, Methodists, Baptists and Catholics, as well as newer groups such as African Christian and other Pentecostal groups. Most groups reported some growth in the last five years.<sup>21</sup>

**Muslim faith groups:** There were 14 Muslim groups identified.<sup>22</sup> Most were formed in the past 20 years, and half were formed within the past 10 years. Most groups serve a local population and the number of regular attendees is growing.

**Sikh faith groups:** The Sikh population has experienced significant steady growth over the last five years. There is one large Gurdwara, which serves the Sikh populations of four boroughs.

**Hindu faith groups:** The Hindu population has also experienced significant steady growth over the last five years. As there is not at present a Hindu temple in Barking and Dagenham, Hindu residents largely travel to Redbridge or Newham to perform puja.

**Buddhist faith groups:** There are at least two Buddhist groups that meet in the borough. There is one Buddhist temple in Dagenham, the only temple serving that particular strand of Buddhism (Nicherin) in Northern Europe.

**Jain faith groups:** There is at least one Jain group that meets in the borough. There is one Jain temple, which is currently being redeveloped.

**Baha'i faith groups:** The size of the Baha'i population is understood to be relatively small, with at least one group that meets in the borough.

**Jewish faith groups:** The Jewish population is shrinking, with the synagogue which once operated in the borough closing in 2014.<sup>23</sup>

It is important to note that residents do not practice their faith neatly within borough lines. There are many Barking and Dagenham residents who attend places of worship in neighbouring boroughs, and many residents of neighbouring boroughs who come to places of worship in Barking and Dagenham.

There are many faith schools and faith-based charities in the borough, and all students learn about religion in schools, supported by teachers and the local Standing Advisory Council on Religious Education (SACRE). According to the Charity Commission, there were 79 faith-based charities operating in Barking and Dagenham in 2018.<sup>24</sup>

B&D Faith Forum has been running since 2011 in its current form and is led by five Trustees, with a wider membership representing Christian, Muslims, Sikhs and Jains. The Faith Forum's mission is to demonstrate that faith builds community, promote religious and racial harmony in Barking and Dagenham and promote the social inclusion of those who are excluded on the grounds of their ethnic origin, religion, belief or creed. They achieve this through:

- Educating about different religious beliefs, including an awareness of distinct features and common ground
- Promoting mutual understanding and respect of different faiths and non-religious beliefs
- Providing a local network that enables members of faith communities to participate more in the wider community
- Increasing opportunities for faith communities to engage with service providers and adapt services to better meet the needs of faith communities

Current and recent activities include supporting National Interfaith Week events in the Town Hall, fundraising for a Knife Bin which sits on Ripple Road, an Interfaith Heritage Walk, planned Interfaith Dialogue events, a learning partnership with Oxford Brookes University and work with local schools.

# KEY FINDINGS

Consultation for this document, with both faith communities and the Council took place in the period November 2018 to May 2019. More than 100 people were consulted. Faith communities were consulted through: an online survey of 51 participants; 40 face-to-face meetings with faith leaders and people of faith from different faith groups; 5 consultation meetings with community organisations that support faith groups; hosting 3 focus group workshops; and attending existing community events and meetings. The Council were consulted through: more than 10 meetings and workshops with 13 members of staff from different teams. Diversity was prioritised throughout the consultation, both in terms of faith groups and diversity within faiths.



A full report on this engagement can be found in 'Part 2: Engagement Report'. The key findings from this report are summarised below. Through our engagement seven themes emerge which go on to inform the Action Plan.

## 1. Engagement with Faith Communities

### Celebrating Faith Based Social Action

Faith groups already lead on a huge amount of community work, run by volunteers, from welcoming refugees to supporting victims of domestic violence, running foodbanks and homelessness/refuge shelters to campaigning against knife crime. Many groups noted that social action is a key way they interact beyond their own community. Some faith groups already collaborate with the Council on this work, but others operate in isolation and often don't feel recognised for the great work they are doing.

**"I do think the Council could be and need to be more aware of the positive work of faith groups. It is my understanding that some in the Council think that faith groups are very narrow in their reach and their work is exclusively delivered to those within their community. This view I question but even if it were the case, faith groups are still supporting and benefitting the lives of Barking and Dagenham residents – something to be celebrated."**

### Responding to Hate Crime and Prejudice

Some groups, overwhelmingly Muslim, have experienced faith-based hate crime and were worried about underreporting and categorisation once reported. Those groups spoke about the importance of victims being able to speak to someone they trust before reporting. Across faiths, many more groups have experienced tension between residents of different backgrounds in local communities and online. Groups frequently referenced a lack of understanding or stereotyping about faith and wanted to do more to address this.

**"I have lived in the borough for 56 years and never experienced a hate crime, but I have experienced people's lack of understanding in regard to religious customs. Hate Crime is an issue for our community and as a Faith Leader I'll do whatever I can to protect and support my community."**

### Accessing Space and Buildings

As noted in the CAG Report, their growing attendance and community work means faith groups see space, including parking, as key. There is a widespread acknowledgement across faith groups about the practical problems associated with shared spaces of worship between different faiths, but alongside that there is positivity towards shared community space between different faiths and shared spaces of worship between different groups of the same faith.

**“When we moved to the Church, we saw that 95% of the time the building was empty, and this was a misuse of what God had provided us. We opened the Church to be a shelter twice a week, and then a foodbank came looking for a new home, an act of God! and we now house the foodbank. Three other churches and music classes now use our building too.”**

### Safeguarding Vulnerable People

Faith groups have a basic understanding of safeguarding, but groups attached to established denominations have more access to support, and smaller independent faith groups asked for more support. There were mixed feelings in local Muslim communities about Prevent, and feelings that safeguarding work should apply equally to all community and faith groups, and not be aimed at any faith group particularly.

**“With safeguarding and hate crime it can be so sensitive. It’s really important that people have someone they can speak to who they know and trust.”**

### Respecting Different Faiths

Groups ranged from having socially progressive to socially conservative views, which differed considerably within people of the same faith, but were united on ideas of love and respect for all. Many groups, particularly Christians, wanted to be understood as individual groups with individual needs rather than ‘faith groups’ in general. They asked for freedom to express their faith identity fully and feel comfortable in spaces which allow them to do this.

**“There should be rights for all groups to hold their beliefs and not be penalised for holding a conservative view. Just because we hold these views doesn’t mean we don’t love and respect others who hold a different view.”**

### Faiths Working Together

Some faith groups are enthusiastic about interfaith and the Faith Forum, others are more wary of overt interfaith work, however there was an overwhelmingly positive response to faiths working together on shared social action. Groups identified a lack of large scale, sustained interfaith initiatives.

**“Working with others can be challenging but we can come together around social issues if not spiritual issues.”**

### Promoting Diverse Voices

Groups have noticed fluctuating engagement with faith from the Council over time and question intentions behind this. They recognise that some faith groups are much better connected with the Council than others, and that there is potential to work together to do more.

**“It’s positive that the Council are wanting to do more on faith. They haven’t always got it right in the past, for example with the support of the Faith Forum, but I got involved because I respect and trust the people on the Faith Forum.”**

## 2. Engagement with the Council

### Responding to Hate Crime and Prejudice

Many Council staff talked about being concerned about the high levels of prejudicial comments they see online from residents, including towards people of faith. Staff talked about the need to ensure communities are knowledgeable about what a hate crime is and reporting routes.

**“We want to send the message that the Council views this as unacceptable and that we will not tolerate hate crime on any level.”**

### Accessing Space and Buildings

Council staff mentioned that there is high demand for council premises in the borough. Staff talked about faith groups needing more support to stick to their leases. In terms of rates relief, faith groups may not be aware that only groups who do community work beyond their own faith community are eligible for 100% rates relief.

**“We want faith-based organisations to help us create a sense of shared responsibility when it comes to engaging with and creating opportunities for the wider community.”**

### Safeguarding Vulnerable People

Council staff talked about a desire to support faith groups to ensure they meet safeguarding duties. They also spoke about partnering with faith groups to improve awareness of local and national services available to vulnerable people.

**“Safeguarding children and vulnerable adults is something that all of us have a duty to uphold.”**

### Promoting Diverse Voices

Events organised by Council teams were spoken about as a key opportunity for partnering with faith groups, and some Council staff identified this as an area of improvement for the Council. Council staff spoke about a desire for training around Faith Inclusion for events and services.

**“Faith groups are an amazing resource and the Council should think more about how to harness this.”**

## 3. Future Hopes

Faith groups recognised that there was lots of potential to do more work together, and saw the Faith Forum’s work as a good start. They talked about the Council as a connector and a bridge builder, who could hold directories, put faith groups in touch with each other, provide advice, accessible online information in simple English and training as well as celebrate faith and faith based social action.

Council staff talked about wanting to continue to work closely with faith groups, and to improve representation of faith voices throughout events and services. Other areas of future focus raised by Council staff included space, hate crime and safeguarding.

## 4. Challenges

A key tension was that faith groups expressed vastly different and often contradictory views on a number of this document’s themes. There is more evidence of these conflicting opinions in ‘Part 2: Engagement Report’. Inevitably, a policy that seeks to set a shared vision of the future risks alienating those faith groups with non-majority views. This is of particular concern given that key themes were that some faith groups currently engage with the Council much more than others, and that many faith groups would like to be treated as individuals. It is important that this policy reflects and seeks to engage those groups that currently engage with the Council less. This is a key challenge for the Council, the Faith Forum and faith groups to work together on going forward. To offer a positive vision that is broad enough to engage with a wide range of local faith groups, who hold very different opinions and work together across these differences effectively.

A further challenge was capacity. Limits to funding and resources mean that it is difficult to see how some of the ideas suggested in engagement will be achieved. It is also important to note that the Faith Forum is made up entirely of volunteers, who all already devote a lot of time to their own communities.



# RECOMMENDATIONS AND ACTION PLAN

The action plan below was developed as a collaboration between F&BF, the Council, B&D Faith Forum, and the more than 100 people from different faiths, beliefs and backgrounds who fed into the consultation. They relate directly to the seven themes that emerged as important to the local community.

There was wide agreement that faith was a priority in Barking and Dagenham, and that there is already impactful, inspiring faith-based work and partnerships in the community. Faith-based organisations vary greatly in terms of their size, capacity, budget, and the interfaith activities they are comfortable with. At the same time the Council have many priorities to juggle and Council teams have limited capacity, budget and remit. As such the action plan below has been developed with this diversity in mind, and the authors are hopeful that all stakeholders will be able to implement the actions in a way that is appropriate and achievable for them.

The action plan is formed of seven recommendations, each with specific actions for faith-based organisations, the Council and other stakeholders. As a key partner is ensuring the delivery and legacy of this policy B&D Faith Forum have agreed to champion many of the actions set out. Specific actions have also been assigned to F&BF which will be delivered as part of their wider Faith in Barking and Dagenham project; work that is funded until June 2020.



## 1. Celebrating Faith-Based Social Action

The Council and faith-based organisations should work together to raise the profile of faith-based social action, and convene spaces for collaboration and learning.

### Faith-based organisations will:

- Invite Council staff to social action projects and events, to showcase their work.
- As well as other funding streams from outside the borough, utilise the Barking and Dagenham crowdfunding platform to raise funds from their community and beyond (see Appendix 3).
- Through their activity and website, the B&D Faith Forum will promote the social action delivered by faith-based organisations, by theme e.g. homelessness projects, youth groups.

### The Council will:

- Continue to designate a team to attend the meetings of the B&D Faith Forum to ensure strong relationships are built and there is an awareness of the group's current projects.

- Work with the B&D Faith Forum to share faith-based social action success stories through the Council's website and social media.
- Continue to celebrate faith-based social action in the Borough Recognition Awards.
- Continue to support the social action of faith-based organisations by sharing relevant funding opportunities, including youth specific funding, through the Belief in Barking and Dagenham newsletter and on social media.
- Work with community organisations and the B&D Faith Forum to convene shared learning spaces for practitioners delivering faith-based social action.
- Work with F&BF and the B&D Faith Forum to identify opportunities to organise an annual celebration event for residents and businesses to show support to faith-based social action.

### Others will:

- Businesses and press will promote some social action projects and events of benefit to their stakeholders.

## 2. Responding to Hate Crime and Prejudice

**The Council and faith-based organisations should work together to improve residents' knowledge of how to identify and report hate crimes.**

### Faith-based organisations will:

- Continue to educate their communities on recognising all forms of hate crime, how to report them, and signposting to support offered by local and national organisations (see Appendix 3).
- Faith-based organisations will nominate a member to be the first point of contact for individuals who have experienced a hate crime – offering advice on how to report and / or reporting on the behalf of others.
- Work together to break down misunderstanding and stereotypes about faith communities through the educational faith events of the B&D Faith Forum, as well as local and national initiatives.

### The Council will:

- Work with nominated individuals from faith-based organisations to build confidence in reporting hate crime, including exploring opportunities for training and increasing Council communications, as well as increasing discussion about hate crime within faith communities / networks of faith-based organisations.
- Ensure all teams are aware of the support offered by local and national organisations in relation to hate crime, and will signpost individuals who approach them for support
- Continue to educate local communities of the support offered by local and national organisations in relation to hate crime. This will be done through the Belief in Barking and Dagenham newsletter, by having information clearly explained on their website and through social media. The B&D Faith Forum will support the Council by signposting support on their website.
- Convene a joint conversation between the Council, the police, the B&D Faith Forum and local communities exploring feedback on current reporting processes, the handling of hate crime incidents, and whether there is / why there might be underreporting of hate crimes.

### Others will:

- The police and other reporting bodies will work with local communities to ensure their services in relation to hate crime are fit for purpose and accessible. They will ensure that there are effective ways of communicating concerns with how reporting is dealt with.
- The police will offer to visit faith-based organisations, including places of worship, to build stronger relationships, to inform communities about what constitutes a hate crime, how they are logged, and the role the police play in combatting hate crime.
- F&BF, with the support of the B&D Faith Forum, will explore how their Schools programme could help to combat stereotyping of people of faith.

## 3. Accessing Space and Buildings

**The Council and faith-based organisations should work together to seek to ensure there is sufficient space for residents of different faiths to worship and practice their faith, as well as to work together to ensure policies are fair and transparent and are followed by all.**

### Faith-based organisations will:

- Continue to follow the terms of their lease, and adhere to all minimum health and safety standards and regulations for buildings, as well as following the Good Neighbour Guide (see Appendix 2), and communicating these duties with their communities.
- Continue to follow the local parking rules and regulations, and ensure there is engagement with the wider community.
- When using Council buildings, work with the Council to resolve issues when the terms of their lease or duties from the Good Neighbour Guide are not being met.
- Continue to support other faith-based organisations and members of the community by considering providing / sharing space for community activities, meetings and parking. This information can be shared on the B&D Faith Forum website.
- Promote sensible parking, by encouraging members to travel by public transport in the first instance, adhere to parking regulations and ensuring that pedestrian access to walkways is maintained.

### The Council will:

- Work with faith-based organisations where possible to explore opportunities to access appropriate available premises, as well as to apply to hire a park or open space for events (see Appendix 3).
- Continue to educate faith-based organisations on local venues to hire or for worship and celebration of festivals through the Belief in Barking and Dagenham newsletter and through social media.

- Work with faith-based organisations to resolve issues when the terms of their lease, when using Council buildings, or duties from the Good Neighbour Guide are not being met including health and safety on site.
- Create accessible plain language guidance about setting up a new place of worship, including expectations with regards to changing the use of a building, managing noise, parking, and waste management. This information can be shared on the B&D Faith Forum website.
- Review their policy for granting 100% rates relief on buildings in order to make it transparent and accessible for faith-based organisations e.g. by giving a full definition of “religious purposes”.
- When there is significant building development, include faith-based organisations and the B&D Faith Forum in community consultation so that the needs of faith communities will be considered.
- Ensure that evidence of wider community benefit is sought, in applications for planning consent, which propose change of use of light industrial sites for use by faith organisations.
- Will ensure that its planning frameworks promote community and faith engagement, and through the process ensure that faith communities are anchored in the local community.

### Others will:

- Businesses and voluntary sector organisations will consider providing / sharing space for activities, meetings and parking.



#### 4. Safeguarding Vulnerable People

The Council and faith-based organisations should work together to safeguard all vulnerable people, including co-creating and delivering appropriate strategies for particular issues that affect residents. Safeguarding should be understood and addressed in the context of people’s lives, including their faith, and can include complex and difficult issues.

##### Faith-based organisations will:

- Create a Safeguarding Policy for children and vulnerable adults relevant to their organisation and the scope of their work, and review and update the policy every three years
- Designate a Safeguarding Lead, who should participate in online or in person training from an organisation listed in Appendix 3.
- Ensure that staff and volunteers whose role requires it has a DBS check which the Safeguarding Lead assesses
- Follow charity commission guidance<sup>25</sup> to protect people who come into contact with your charity (if applicable) through its work, from abuse or mistreatment of any kind.
- Work to ensure that trustees understand their legal duties around protecting people

##### The Council will:

- Provide training for Safeguarding Leads within faith-based organisations across the breadth of safeguarding concerns (for up to 60 people annually), including options that are not funded by the Home Office.
- Designate a member of the Safeguarding team as a ‘Contact point’ for faith-based organisations. They will support faith-based organisations with their Safeguarding duties, including by providing a free downloadable pack for faith-based organisations with a template Safeguarding Policy.
- Provide a self-assessment safeguarding checklist as part of the free pack, which will be measured against agreed standards by the relevant faith based organisation.
- When dealing with the aftermath of a report of a Safeguarding concern, the Council will support faith communities to move forward positively, ensuring they are aware of services available to them locally and nationally.

##### Others will:

- The police and other reporting bodies will work with faith-based organisations to ensure their services in relation to safeguarding are fit for purpose and accessible. They will ensure that there are effective ways of communicating concerns with how reporting is dealt with.

## 5. Respecting Different Faiths

**The Council and faith-based organisations should work together to improve their understanding of different faith communities, and should work together in a spirit of respect and ongoing learning.**

### Faith-based organisations will:

- Work together to enhance an attitude of respect among faith communities through the shared social action projects of the B&D Faith Forum.
- Work together to educate wider community about the diversity of traditions, beliefs and practices in the borough through the education events of the B&D Faith Forum.
- Work together to resolve challenges between and among faith communities by building relationships with other faith leaders.
- Participate in shared community events and celebrations that highlight faith in the local community, like Barking Gurdwara's Nagar Kirtan, the B&D Faith Forum's Interfaith Week events, the annual Community Carols and Eid celebrations.
- Seek to enhance their work by applying for funding from local and national grants and trusts.

### The Council will:

- Continue to support the activities of B&D Faith Forum and explore opportunities to source funding together to increase impact.
- Staff from across Council teams will participate in Faith Inclusion Training, provided by F&BF, to better understand the diversity among faith communities and their needs.
- Create a mechanism for staff from across different teams to meet annually with the B&D Faith Forum to assess how they are connecting and engaging with faith-based organisations and to share good practice.

- When planning events and services, each Council team will continue to assess the needs of their target audience and take into consideration basic faith-based access requirements, including<sup>26</sup>:
  - Access to prayer spaces
  - Access to single gender bathroom facilities
  - Creating alcohol free spaces or hosting alcohol free events
  - Clear labelling of all food and drinks, preferably indicating vegan, vegetarian, halal, kosher and alcohol- and caffeine-free options.
  - When worship, prayer or religious ceremony is a feature of an event, making this explicit in the advertisements and providing options for people to participate in the event without joining in.
- Continue to support community events that highlight faith in the local community, like Barking Gurdwara's Nagar Kirtan, the B&D Faith Forum's Interfaith Week events, the annual Community Carols and Eid at Eastbury. Where the Council is involved in planning, ensuring that a range of different groups from within a faith are involved in the planning and delivery of the event.
- As part of Equalities work, create opportunities for conversations at the intersections of faith and other strands of identity for those who want them e.g. faith and disability.

### Others will:

- F&BF will offer Interfaith Awareness training for faith-based organisations, and Faith Inclusion Training for organisations which are not faith-based
- Businesses and voluntary sector organisations will consider participating in Faith Inclusion Training to better understand the diversity among faith communities and their needs (see Appendix 3).
- Some residents will participate in events of B&D Faith Forum, which will be advertised on their website as well as through the Belief in Barking and Dagenham newsletter and on social media.
- Some schools will host interfaith school workshops for young people, and teacher training on the topic of Faith and Belief in the Classroom (see Appendix 1).

## 6. Faiths Working Together

**The Council and faith-based organisations should work together to provide opportunities for residents of different faith backgrounds to meet and learn about each other, enabling further collaboration and improved understanding among groups.**

### Faith-based organisations will:

- Mark National Interfaith Week, by having an open day for residents, by publicly celebrating their own community, or by organising or participating in an interfaith activity or event.
- Through their website, the B&D Faith Forum will advertise their interfaith meetings and activities in advance, as well as will host a directory of contacts of faith-based organisations.
- The B&D Faith Forum will seek to maintain a diverse board of trustees, in line with the faiths and beliefs of the local population.
- Work together through the educational faith events and the shared social action projects of the B&D Faith Forum.
- Consider accessing Council-led community cohesion funds and initiatives to help build relationships with local community.

### The Council will:

- Provide a point of contact with responsibility for supporting faith-based organisations with their interfaith activities.
- Use Interfaith Week to promote engagement with faith-based organisations across Council teams.
- Create a system for monitoring levels of their engagement with faith-based organisations, and aiming for this to stay consistent over time.
- Utilise the B&D Faith Forum as one avenue for consulting with people of faith in the borough, as well as the Belief in Barking and Dagenham newsletter and social media for reaching a wider pool of faith-based organisations.

### Others will:

- F&BF, in collaboration with Studio 3 Arts and local artists will design arts-based workshops for people of different faiths and beliefs to come together to explore art.
- F&BF, with the support of the B&D Faith Forum, will organise a residential experience for young adults from different backgrounds to come together to explore leadership.



## 7. Promoting Diverse Voices

The Council and faith-based organisations should work together to ensure faith-based organisations are fairly represented in borough events and programming across the year.

### Faith-based organisations will:

- Engage with Council-led events, and encourage their communities to get involved
- The B&D Faith Forum will offer feedback on Council-led events they attend, particularly when there are barriers to participation for people of faith or lack of representation of different faiths and cultures

### The Council will (Through the Culture, Events and Participation teams):

- Engage with faith-based organisations, faith leaders, the B&D Faith Forum, and young people of faith, to improve the diversity of new and established events, and engage them in decision making.
- Continue to mark faith-based festivals and celebrations throughout the year through social media and in-person events which are in meaningful partnership with faith-based organisations, with a particular focus on underrepresented groups, in meaningful partnership with faith-based organisations
- Create an application process for different faith and community groups to apply for partnership on the commemoration of different historical events

### Others will:

- Some voluntary sector organisations will attend meeting of the B&D Faith Forum to promote their projects and events, and to seek out partnerships with faith-based organisations



# COMMUNITY VOICES

## WHAT DO YOU ENJOY ABOUT BEING PART OF A FAITH COMMUNITY IN BARKING AND DAGENHAM?

There are many diverse faith groups, faith leaders, and residents from faith backgrounds living, working and praying in Barking and Dagenham. Here is a summary of quotes from residents interviewed during the consultation stage which show the rich variety of residents' feelings about what their faith means to them...

**"My faith underpins what I do – my work and my home is at the centre – without my community I would be lost."**

**"My faith is the most important thing in my life – I can't imagine my life without God. The worship and having a family to depend on. All following the same belief. It provides peace, fellowship and the truth."**

**"I enjoy being able to contribute to the fabric of the community in Barking and Dagenham through social action. My faith gives me assurance that someone has my back up there and moves me to care for everybody. He wants us to work together in love."**

**"My church gives me a family, warmth, and makes me feel like I am at home – I know that people have my back and my best interests at heart – we are knitted together and can face challenges together."**

**"I enjoy the fact that Islam is a peaceful religion."**

**"I enjoy the freedom to worship together with fellow Christian believers."**

**"I enjoy my faith because it means I am active in my community. Faith is being active."**

**"I like that my children can grow up with others who share their values and that I have a community of parents who I trust will nurture and also challenge my children."**

**"I like that the Gurdwara is a social, cultural, religious and political centre. There is everything from birthday parties to weddings, weekly congregations of 300 on a Sunday to religious festivals, sports classes for young people to langar. There is variety and all aspects of life revolve around the Gurdwara."**

**"Faith for me is service to God and the community and seeing the broken restored."**

**"Creating peace and unity is important to me and being able to practice that in Barking and Dagenham is really special. I try to help people to create a sense of family and community in the area. Lots of people have come from other countries so it's very important!"**

**"I enjoy being part of the Jain community, its small but we always get together and celebrate our festivals. I'm also passionate about sharing Jainology's history with others."**

**"Our motivation for this church is to see the community thriving."**

**"Faith challenges us to look at social problems in our communities and do something about it. This was after all the message of Jesus. My faith gives me the satisfaction of helping, the motivation to help."**

**"We are a Japanese school of Buddhism, but we have people from all over the world who come to us to practise. Like all faith groups we are a group of people with a shared aim of improving ourselves and seeing what we can do for the people around us."**

**"My faith is everything, life changing. What I enjoy about the Salvation Army is the emphasis on serving people around us. This element of our work has helped us interculturally and means that we're not segregated. People from all backgrounds – children that are Sikh, Muslim – have come into our church and joined our programmes."**

**"Our religion teaches us discipline and how we should engage with those around us."**

**"My religion encourages me to serve all local Muslims and Muslim communities that will grow as the borough grows."**

**"We are a working class and fairly non-affluent community, but I am very proud of how far we have come in supporting and providing activities for our community."**

# APPENDICES

## Appendix 1: Key Terms

A few key terms are defined at the start of the policy. This is a fuller list of key terms that it is helpful to define for this the document:

**Faith and belief:** This term refers to the protected characteristic of ‘religion and belief’ in the Equality Act 2010. This includes religious and non-religious beliefs (such as atheism, secularism and humanism).<sup>27</sup>

### Belonging, integration and social cohesion:

These terms have been used by successive national governments since 2001 to describe notions of ‘solidarity’ and ‘togetherness’ in diverse communities.<sup>28</sup> The Council has defined integration as follows: ‘Integration, for us, means the process of developing equality, participation and belonging to achieve cohesion in a community.’

**Faith community:** People who share a religious identification or affiliation and who may or may not take part in regular worship. People in the same faith community may have very different beliefs and practices and may share no connection in their daily lives.

**Faith group:** An individual group within a faith tradition, such as an individual church or a regular group meeting of those within a faith, or with a strong tie to a faith tradition.

**Faith-based organisations:** Include places of worship (church, temple or mosque) as well as voluntary and community organisations (VCS) that are to some extent grounded in a faith tradition, but which may serve the community more widely.

**Faith facility:** A physical space used by a faith group, whether for worship or other purposes.

**Worship uses:** The use of a faith facility for the purpose of worship.

**Community uses:** A useful catch-all term for ‘non-worship’ uses (whilst recognising that some would argue that all of life can be worship), such as the provision of community services, e.g. education, childcare, social care.

**Local community:** The geographic local community surrounding a faith facility.

**Interfaith:** interaction and relations between groups from different faith and belief backgrounds

**Multi-faith facility:** A physical space used by groups from more than one faith, whether for worship or community uses.

**Intra-faith:** interaction and relations between groups from the same faith and belief background (among Christians, the term used is often ecumenical).

**Intra-faith facility:** A physical space used by more than one group from within the same faith, whether for worship or community uses.

## Appendix 2: The Faith & Belief Forum’s Faith in Barking & Dagenham Project

As the UK’s leading interfaith organisation, F&BF have over 20 years’ experience building good relations between people of different faiths and beliefs in schools, universities, workplaces and community groups. F&BF work with over 20,000 people every year across the UK.

During the 22-month Faith in Barking & Dagenham project, which started in September 2018, F&BF will be working towards the vision of this document – helping Barking and Dagenham become a better connected, faith friendly borough, where people of all backgrounds feel safe, celebrated, and included and the invaluable contribution faith communities make to the borough is realised and amplified, faith-based needs are understood and met, and where faith-based organisations, including B&D Faith Forum, are leading voices with platforms to represent their communities.

To achieve this vision, F&BF will be delivering a range of work, with different demographics in the borough, including:

- Supporting B&D Faith Forum to expand their good work, and to measure impact
- Using arts-based approaches, opening up conversations about faith, belief and identity in collaboration with artists from Studio 3 Arts
- Producing a creative film showcasing residents’ feelings about living, working and praying in Barking and Dagenham
- Delivering a training programme for young adults from different faith backgrounds, equipping them to be confident, inclusive leaders in their communities and workplaces
- Supporting local businesses to analyse their services and workplace through the lens of inclusion of people of faith
- Running Interfaith Awareness training for local faith-based organisations to improve confidence and skills for high-quality interfaith activities
- Provide interventions for teachers and young people through interfaith school workshops, teacher training on faith, belief and identity in the classroom, and opportunities to join our Faith School Linking programme

For further information please visit:

[faithbeliefforum.org/programme/faith-in-barking-dagenham](http://faithbeliefforum.org/programme/faith-in-barking-dagenham)

To join our mailing list, please email:

[lbbd@faithbeliefforum.org](mailto:lbbd@faithbeliefforum.org)

## Appendix 3: Relevant Local and National Policies

During the engagement phase, multiple faith leaders, the CVS and staff of the Council said that some faith groups are unclear about the expectations the Council has of them, especially when they are newly forming. Here are some existing policies, duties and opportunities relevant to faith communities.

### Good Neighbour Guide

Available at: [lbbd.gov.uk/good-neighbour-guide](http://lbbd.gov.uk/good-neighbour-guide)

The Good Neighbour Guide is the product of a one year consultation with Barking & Dagenham

residents. It lays out the ten most important considerations for being a good neighbour in the borough and where to find out more: manners and respect; fly-tipping; graffiti and eyesore gardens; anti-social noise; littering; getting to know your neighbours; dog mess; spitting; elderly neighbours; and crime.

### Property Relief and Reductions

More info at: [lbbd.gov.uk/relief-and-reductions](http://lbbd.gov.uk/relief-and-reductions)

Charities are entitled to relief from rates on any property used wholly or mainly for charitable purposes. Relief of 80% of the full rate bill is given to registered charities, and the Council have the discretion to remit the all or part of the remaining 20%. If your organisation is not a registered charity but is another type of non-profit making organisation, the Council have a discretionary power to grant relief on all or part of the bill. However, discretionary 20% top up is not applicable for buildings used solely or mainly for the use of religious purposes.

### Voluntary Safeguarding Code of Practice

Available at: [bit.ly/2UVyULM](http://bit.ly/2UVyULM)

This is non-statutory guidance from the Department for Education (DfE). It is intended to be a voluntary resource to help providers of out-of-school settings, including religious settings which offer education in their own faith, culture, religious texts, preparation for rites of passage etc., to understand best practice for creating a safe environment for the children in their care, and to give parents and carers confidence that their child is in a safe learning environment.

### Places of Worship: Security Funding Scheme

More info at: [gov.uk/guidance/places-of-worship-security-funding-scheme](http://gov.uk/guidance/places-of-worship-security-funding-scheme)

This government scheme provides funding for protective security measures to places of worship that are vulnerable to hate crime. Places of worship can submit bids for projects costing up to £70,000 for protective security measures and will be required to contribute at least 20% of the total cost of the project.

## Appendix 4: Further Guidance, Training, and Support

Below is have listed some organisations faith groups can contact to access further guidance, training and support in line with areas of interest that arose in our engagement.

### General Support

| Guidance | Events | Training | Funding |   |
|----------|--------|----------|---------|---|
|          |        |          | ✓       | <b>Barking and Dagenham Community Fund</b><br><a href="http://crowdfunder.co.uk/funds/barking-dagenham-community">crowdfunder.co.uk/funds/barking-dagenham-community</a><br>Crowdfunding harnesses the power of the community, along with the local Council to support projects within Barking and Dagenham. The Council has put aside up to £120,000 to match funding that is raised from other sources.   |
| ✓        | ✓      | ✓        | ✓       | <b>Barking and Dagenham CVS</b><br><a href="http://bdcvs.org.uk">bdcvs.org.uk</a><br>Barking and Dagenham CVS is an umbrella organisation for local voluntary and community organisations, and individuals who want to take part in community activities. The CVS provide training and one- to-one support to help organisations run effectively. You can contact the CVS for bespoke advice and support if you are thinking of setting up a new group or community project.              |
|          | ✓      | ✓        |         | <b>Faith in Barking and Dagenham</b><br><a href="http://faithbeliefforum.org/programme/faith-in-barking-dagenham">faithbeliefforum.org/programme/faith-in-barking-dagenham</a><br>The Faith & Belief Forum have started an exciting 22 month interfaith project Barking and Dagenham. Funded by the LBBD council, there will be a range of workshops, residential trainings and events which will help build good relations between residents of different faiths and beliefs.            |
| ✓        | ✓      | ✓        | ✓       | <b>Faith Action</b><br><a href="http://faithaction.net/members/register">faithaction.net/members/register</a><br>Faith Action are a national network of faith-based and community organisations seeking to serve their communities through social action and by offering services. Faith Action empower faith-based and community organisations by providing support, guidance and training, conducting research, disseminating key information, and being their voice to the Government. |
|          |        |          | ✓       | <b>Neighbourhood Community Infrastructure Levy (NCIL)</b><br><a href="http://barking-dagenham.objective.co.uk/portal/ncil-application">barking-dagenham.objective.co.uk/portal/ncil-application</a><br>Community groups can bid for up to £10,000 each. Money is usually used to fund local neighbourhood schemes, such as community projects and environmental improvements, with projects being assessed against the themes of the Borough Manifesto.                                   |

### Governance

| Guidance | Events | Training | Funding |   |
|----------|--------|----------|---------|---|
| ✓        |        |          |         | <b>Faith in Good Governance, The Charity Commission</b><br>Available at: <a href="http://gov.uk/government/publications/faith-based-charities">gov.uk/government/publications/faith-based-charities</a><br>The Charity Commission guidance for charities established with a religious purpose. In addition to information about generic legal requirements and good practice, it draws on charities operating across the faith spectrum and includes the perspectives of some of those associated with particular faith-based charities. Available in five languages. |
| ✓        | ✓      | ✓        |         | <b>Strengthening Faith Institutions</b><br><a href="http://sfitogether.org">sfitogether.org</a><br>Strengthening Faith Institutions professionalises places of worship. And a professional, well-governed faith centre can achieve its vision and access more funding. This is a package worth £1,500, offered for free to faith institutions.  |
|          |        | ✓        |         | <b>Training for Madrassahs and Mosques, Faith Associates</b><br><b>Madrassah Quality Standards Framework:</b> this programme is a diagnostic service to review the governance in place and other key areas for madrassahs. <a href="http://madrassah.co.uk/standards">madrassah.co.uk/standards</a><br><b>The Mosque Diagnostic Service:</b> this programme explores the services the mosque provides for its congregation and the wider community and offers advice and accreditation. <a href="http://beaconmosque.com/standards">beaconmosque.com/standards</a>    |

### Safeguarding Vulnerable People

| Guidance | Events | Training | Funding |  |
|----------|--------|----------|---------|--|
| ✓        |        |          |         | <b>Child Protection and Adult Safeguarding Guide for Faith Based Establishments, Faith Associates</b><br>Available at: <a href="http://faithassociates.co.uk/publications/safeguarding-guide-2016">faithassociates.co.uk/publications/safeguarding-guide-2016</a><br>This guide has been developed to help faith institutions with advice and guidance in relation to safeguarding. It takes you through a six step process to ensure the necessary information, procedures and advice to ensure a safe environment for children and adults. |
| ✓        |        |          |         | <b>Child Safeguarding in Faith Communities, NSPCC</b> Available at: <a href="http://learning.nspcc.org.uk/safeguarding-child-protection-for-faith-communities">learning.nspcc.org.uk/safeguarding-child-protection-for-faith-communities</a><br>This website from NSPCC Learning provides guidance on how to approach safeguarding from within the beliefs, teachings and cultural context of faith communities, including a Safeguarding checklist.   |

|   |  |   |  |   |
|---|--|---|--|---|
| ✓ |  |   |  | <p><b>Faith and Domestic Abuse, Faith Action</b><br/>Available at: <a href="https://faithaction.net/download/faith-domestic-abuse-recommendations-faith-leaders">faithaction.net/download/faith-domestic-abuse-recommendations-faith-leaders</a><br/>This document has been written with input from different faith communities with different perspectives on how to deal with domestic abuse.</p>   |
|   |  | ✓ |  | <p><b>Online Safeguarding Training, Barking &amp; Dagenham Children Board</b><br/>Available at: <a href="https://bdsafeguarding.org/training-development">bdsafeguarding.org/training-development</a><br/>Online training courses include: Keep them Safe, Protect Children from Sexual Exploitation; Female Genital Mutilation (FGM); PREVENT Agenda; Preventing Extremism.</p>  |
|   |  | ✓ |  | <p><b>Safeguarding Training for Madrassahs and Mosques, Faith Associates</b><br/><a href="https://madrassah.co.uk/level-1-child-protection-safeguarding-training">madrassah.co.uk/level-1-child-protection-safeguarding-training</a><br/>Level 1 Child Protection Safeguarding Training will enhance your knowledge of protecting and safeguarding children and vulnerable people at madrassahs, Islamic supplementary schools and mosques.</p> |

**Responding to Hate Crime**

| Guidance | Events | Training | Funding |   |
|----------|--------|----------|---------|---|
| ✓        |        | ✓        |         | <p><b>Barking &amp; Dagenham Citizens Advice Bureau's Hate Crime Project</b><br/><a href="https://bdcab.org.uk/hate-crime">bdcab.org.uk/hate-crime</a><br/>Free, confidential and independent services; Incident monitoring and mapping; Advice, info, advocacy and support; Training and awareness events and talks; Research, policy and campaign work.</p>                                     |
| ✓        |        |          |         | <p><b>Looking after one another: The safety and security of our faith communities, The Inter Faith Network</b><br/>Available at: <a href="https://bit.ly/2JABICH">bit.ly/2JABICH</a><br/>This resource offers practical pointers for responding jointly to attacks on places of worship; working for calm in times of tension; and working to build and strengthen good interfaith relations.</p> |
| ✓        |        |          |         | <p><b>True Vision</b><br/>Available at: <a href="https://report-it.org.uk">report-it.org.uk</a><br/>True Vision is a police website providing information about hate crime or incidents and how to report them. Submit reports online.</p>  |
| ✓        |        |          |         | <p><b>Tell MAMA</b><br/>Available at: <a href="https://tellmamauk.org">tellmamauk.org</a><br/>MAMA is a secure and reliable service that allows people from across England to report any form of anti-Muslim abuse. Submit reports online.</p>  |
| ✓        |        |          |         | <p><b>Community Security Trust</b><br/>Available at: <a href="https://cst.org.uk">cst.org.uk</a><br/>CST is a charity working against antisemitism and racism in British society. Submit reports online.</p>  |

**Inclusion and Celebrating Diversity**

| Guidance | Events | Training | Funding |  |
|----------|--------|----------|---------|--|
| ✓        |        |          |         | <p><b>Building Dementia-Friendly Faith Communities, Faith Action</b><br/>Available at: <a href="https://faithaction.net/dementia">faithaction.net/dementia</a><br/>Faith Action have created a collection of inspiring examples of how faith communities from different traditions are promoting social interaction, healthy lifestyles, and becoming dementia friendly.</p>   |
|          |        | ✓        |         | <p><b>Disability Confidence &amp; Awareness Training, Disability Rights UK</b><br/><a href="https://disabilityrightsuk.org/how-we-can-help/training/disability-confidence-training">disabilityrightsuk.org/how-we-can-help/training/disability-confidence-training</a><br/>This training helps organisations become more inclusive in their culture and practices. Content is tailored wherever possible to be as effective as possible to the needs of your organisation.</p>   |
| ✓        |        | ✓        |         | <p><b>EDI Toolkit, the Methodist Church</b><br/>Available at: <a href="https://methodist.org.uk/for-ministers-and-office-holders/guidance-for-churches/equality-diversity-and-inclusion/edi-toolkit">methodist.org.uk/for-ministers-and-office-holders/guidance-for-churches/equality-diversity-and-inclusion/edi-toolkit</a><br/>The toolkit has nine modules and the Theological Underpinning for EDI. Case studies and stories play a central role in the toolkit as they evidence real experiences, positive and negative.</p> |
| ✓        |        | ✓        |         | <p><b>The Enabling Church Course, Churches for All</b><br/><a href="https://churchesforall.org.uk">churchesforall.org.uk</a><br/>Churches for All help churches create and sustain an environment where people with disabilities can participate fully in church life for the benefit of all.</p>  |
|          |        | ✓        |         | <p><b>Faith Awareness and Inclusion Training, the Faith &amp; Belief Forum</b><br/>Email: <a href="mailto:lbbd@faithbelieforum.org">lbbd@faithbelieforum.org</a><br/>This training upskills individuals who work with different faith communities to better understand and meet their specific needs. Recommended for Council staff and community groups which are not faith-based. Free trainings to be offered in 2019-20.</p>   |
|          |        | ✓        |         | <p><b>LGBT+Faith Training, the Faith &amp; Belief Forum</b><br/><a href="https://faithbelieforum.org/lgbtfaith">faithbelieforum.org/lgbtfaith</a><br/>This training builds skills for working with and supporting LGBT+ people of faith. Recommended for faith communities interested in LGBT+ inclusion and LGBT+ groups interested in faith inclusion.</p>   |
| ✓        |        | ✓        |         | <p><b>Mental Health Awareness Training, Mind</b><br/><a href="https://mind.org.uk/workplace/training-consultancy/courses-for-anyone">mind.org.uk/workplace/training-consultancy/courses-for-anyone</a><br/>Improve awareness of mental health, and to understand and recognise the causes, symptoms and support options for a range of common and less-common mental health problems.</p>  |

|   |  |   |  |  |
|---|--|---|--|--|
| ✓ |  |   |  | <p><b>More Than Welcome, Livability</b><br/> <a href="http://livability.org.uk/landing/more-than-welcome">livability.org.uk/landing/more-than-welcome</a><br/>                 This resource is a guide to guide your church in how to deepen relationships with disabled people and build a church where everyone belongs. From welcome, to inclusion, to participation.</p>              |
|   |  | ✓ |  | <p><b>Workshops for Faith Leaders, the Delicate Mind</b><br/> <a href="https://facebook.com/pg/TheDelicateMindNaazukZein">facebook.com/pg/TheDelicateMindNaazukZein</a><br/>                 The Delicate Mind is an award winning not for profit aiming to raise awareness and practical action around mental health through exploring the prisms of faith, masculinity and identity.</p> |

**Working Together with Other Faith Communities**

| Guidance | Events | Training | Funding |  |
|----------|--------|----------|---------|--|
|          | ✓      |          |         | <p><b>Barking &amp; Dagenham Faith Forum</b><br/> <a href="https://facebook.com/bdfaithforum">facebook.com/bdfaithforum</a><br/>                 Barking and Dagenham Faith Forum are a charity made up of local faith leaders. They run regular activities for the local community.</p>   |
| ✓        | ✓      |          |         | <p><b>The Inter Faith Network</b><br/>                 The Inter Faith Network offers advice and information to support interfaith in the UK:<br/> <i><b>Faiths Working Together Toolkit:</b></i> this resource contains practical tips for making contact, planning and publicising activities, and advice on key principles.<br/> <a href="http://bit.ly/2OoKXih">bit.ly/2OoKXih</a><br/> <i><b>The Inter Faith Week Toolkit:</b></i> this short guide contains suggestions for marking Inter Faith Week, practical guidance and links to further information.<br/> <a href="http://bit.ly/2TUMfaQ">bit.ly/2TUMfaQ</a></p> |
| ✓        | ✓      |          |         | <p><b>Guidance for Community Events, The Great Get Together</b><br/> <a href="http://greatgettogether.org/">greatgettogether.org/</a><br/>                 The Great Get Together is inspired by Jo Cox, who was killed on 16 June 2016. It is a series of events run by volunteers in local communities designed to bring people together and celebrate all that unites us. The website has tips and resources to help you take part.</p>   |
|          |        | ✓        |         | <p><b>Interfaith Training, the Faith &amp; Belief Forum</b><br/>                 Email: <a href="mailto:info@faithbeliefforum.org">info@faithbeliefforum.org</a><br/>                 This training provides a grounding in interfaith principles and tools for individuals and community groups who want to work with other faiths. Recommended for faith communities interested in working with others.</p>  |
|          |        |          | ✓       | <p><b>Small Grants, Near Neighbours</b><br/> <a href="http://near-neighbours.org.uk/small-grants">near-neighbours.org.uk/small-grants</a><br/>                 The Near Neighbours programme offers small grants between £250 and £5,000, as seed funding for local groups and organisations who are working to bring together neighbours. Eligible groups and organisations must be working to develop relationships across diverse faiths and ethnicities in order to improve their communities.</p>   |

**Accessing Space**

| Guidance | Events | Training | Funding |  |
|----------|--------|----------|---------|--|
| ✓        |        |          |         | <p><b>Application for rates relief for charities and other not-for-profit organisations</b><br/>                 The Council has a discretionary power to grant relief from rates to charitable non-profit making organisations.<br/>                 Their policy for decision making about organisations who get 100% rates relief is here: <a href="http://bit.ly/30tPKVa">bit.ly/30tPKVa</a><br/>                 The application for discretionary rates relief is here: <a href="http://bit.ly/2EkiSVE">bit.ly/2EkiSVE</a></p> |
| ✓        |        |          |         | <p><b>Events and Park Hire Guidance Pack</b><br/> <a href="http://bit.ly/2VSMG6v">bit.ly/2VSMG6v</a><br/>                 This guide provides all you need to know about using a park or open space for an event. Events with under 1000 people are now classed as ‘small events.’</p>   |
| ✓        |        |          |         | <p><b>Planning and building control</b><br/> <a href="http://lbbd.gov.uk/planning-and-building-control">lbbd.gov.uk/planning-and-building-control</a><br/>                 Council information about planning and building control, including guidance and policies, planning portal, and submitting a building control application.</p>   |

## Appendix 5: Endnotes

<sup>1</sup> More information about the Faith & Belief Forum and their Faith in Barking and Dagenham project can be found in Appendix 1.

<sup>2</sup> For a list of protected characteristics, see UK Government (2017), The Equality Act 2010: [legislation.gov.uk/ukpga/2010/15/contents](https://legislation.gov.uk/ukpga/2010/15/contents)

<sup>3</sup> UK Government (2017), The Equality Act 2010, [legislation.gov.uk/ukpga/2010/15/contents](https://legislation.gov.uk/ukpga/2010/15/contents)

<sup>4</sup> See GLA (2016). London borough profiles, [data.london.gov.uk/dataset/london-borough-profiles](https://data.london.gov.uk/dataset/london-borough-profiles)

<sup>5</sup> APPG on faith and society (2018), [faithandsociety.org](https://faithandsociety.org)

<sup>6</sup> Casey, L. (2016). The Casey Review: A review into opportunity and integration. London: Department for Communities and Local Government, [gov.uk/government/publications/the-casey-review-a-review-into-opportunity-and-integration](https://www.gov.uk/government/publications/the-casey-review-a-review-into-opportunity-and-integration) ; Ministry of Housing, Communities and Local Government (2018). Integrated Communities Strategy Green Paper, p. 16.

<sup>7</sup> Integrated Communities Strategy Green Paper, p. 12.

<sup>8</sup> The Casey Review: A review into opportunity and integration, p. 16; Home Office (2018). *Hate Crime England and Wales 2017-18 – Statistical Bulletin*.

<sup>9</sup> LBBD. (2016). Barking and Dagenham Together - Borough Manifesto.

<sup>10</sup> Barking and Dagenham Together - Borough Manifesto.

<sup>11</sup> For update statistics, see the Barking and Dagenham Social Progress Index, [lbbd.gov.uk/social-progress-index](https://lbbd.gov.uk/social-progress-index)

<sup>12</sup> Growth Commission (2016). Report of the Barking and Dagenham Independent Growth Commission: No-one left behind: in pursuit of growth for the benefit of everyone, p. 7.

<sup>13</sup> Barking and Dagenham Together - Borough Manifesto.

<sup>14</sup> London Borough of Barking and Dagenham (2017). Equality and Diversity Strategy 2017- 2021, p.9.

<sup>15</sup> CAG Consultants (2017). Faith groups and meeting places: Evidence base study, p. 15-16.

<sup>16</sup> CAG Consultants (2017). Faith groups and meeting places: Evidence base study.

<sup>17</sup> London Borough of Barking and Dagenham (2019). We all belong: A cohesion and integration strategy for Barking and Dagenham (Draft for consultation – 7 February 2019).

<sup>18</sup> London Borough of Barking and Dagenham (2019). Participation and partnerships: A strategy for strengthening the voluntary, community and social enterprise sector in Barking and Dagenham.

<sup>19</sup> See Trust for London (2018). Connected Communities: [trustforlondon.org.uk/funding/connected-communities](https://trustforlondon.org.uk/funding/connected-communities)

<sup>20</sup> Faith groups and meeting places: Evidence base study, p. 22.

<sup>21</sup> Faith groups and meeting places: Evidence base study, p. 2

<sup>22</sup> Faith groups and meeting places: Evidence base study, p. vi.

<sup>23</sup> Faith groups and meeting places: Evidence base study, p. vi.

<sup>24</sup> London Borough of Barking and Dagenham (2019). Participation and Partnerships, p. 19.

<sup>25</sup> [gov.uk/guidance/safeguarding-duties-for-charity-trustees](https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees)

<sup>26</sup> Faith Inclusion Training will give more detail on context and implementation

<sup>27</sup> For a list of protected characteristics, see UK Government (2017), The Equality Act 2010: [legislation.gov.uk/ukpga/2010/15/contents](https://legislation.gov.uk/ukpga/2010/15/contents)

<sup>28</sup> See N. Demireva (2017). 'Immigration, Diversity and Social Cohesion', *Migration Observatory Briefing*, [migrationobservatory.ox.ac.uk/wp-content/uploads/2016/04/Briefing-Immigration-Diversity-and-Social-Cohesion.pdf](https://migrationobservatory.ox.ac.uk/wp-content/uploads/2016/04/Briefing-Immigration-Diversity-and-Social-Cohesion.pdf)

“My faith underpins what I do – my work and my home is at the centre – without my community I would be lost.”



**Barking &  
Dagenham**

