



# Submission to the Labour Party's 2020 London Mayoral Manifesto Consultation



## EXECUTIVE SUMMARY

The 2020 Mayoral Election is a valuable opportunity for British Muslims to make their voices heard, and the initiative by the London Labour Party to hold a consultation on the contents of its manifesto is hugely welcome. This grassroots approach towards policymaking can only benefit the communities the London Labour Party is seeking to represent, and the Muslim Council of Britain welcomes the opportunity to feed into this manifesto consultation.

In this submission, the following recommendations have been made:

- I. A safer and more secure London
  - i. Assess how the Online Hate Crime Hub could effectively investigate all reports of hate crime, and ensure prosecutions are brought forward.
  - ii. Work within faith communities to understand the barriers to reporting hate crime and the culture of mistrust of the police and government institutions.
  - iii. Look at working within faith and minority communities to overcome these barriers and this culture of mistrust.
  - iv. Continue to prioritise community policing and develop joint initiatives between police, youth organisations, faith communities and schools to tackle the root causes of knife crime.
  - v. Continue to advocate for increased funding for the police, ensuring police forces have enough resources to restore community links and recruit more police officers.
  - vi. Support the complete overhaul of the UK Government's controversial Prevent strategy, and call for a fresh approach following the review of all counter-terrorism related legislation.
  - vii. Ensure approach to Countering Violent Extremism is proportionate and kept under review.
2. Housing, planning and development
  - i. Support for community groups campaigning to drive up standards in the private rental sector.
  - ii. Lobby for further investment from the UK Government to ensure adequate funds are available to tackle the housing crisis.
3. Environment and culture change
  - i. Empower individuals, communities and businesses across London to be more conscious of the impact of actions on the planet.
4. Transport
  - i. Records road casualties by gender, age, socio-economic group, ethnicity and faith to develop initiatives for groups particularly at risk of being involved in road casualties.
  - ii. Work with vulnerable communities, particularly Muslim communities, to understand what can be done to make public transport safer.
5. Social integration and equality
  - i. Promote the definition of Islamophobia amongst the public sector and across organisations in London to help to tackle this form of prejudice and discrimination.
  - ii. Engage with a cross-section of Muslim communities to understand how they feel the effects of Islamophobia.
  - iii. Consider funding charities or third sector organisations who specialise in anti-racism education to conduct workshops in schools across London.
  - iv. Work proactively and positively engage with all communities to better understand needs.

- v. Establish long-term mentoring schemes for children from deprived backgrounds.
- vi. Assess the potential benefit of rolling out initiatives to improve diversity for all types of underrepresented groups, including faith groups.
- vii. Support campaigns like Visit My Mosque Day by encouraging Assembly Members to take part.

#### 6. Health and education

- i. Engage with faith communities to facilitate lifestyle changes to improve public health.
- ii. Encourage the recording of faith of patients by the London Health Board to give a better understanding of background to allow for a more tailored approach to healthcare.
- iii. Work with Russell Group universities in London to encourage British Muslims to access them.

#### 7. Economic fairness, skills and prosperity

- i. Establish internships and work experience schemes for particular faith groups, and partner public sector organisations with Muslim communities to facilitate exposure and opportunities.
- ii. Support initiatives which promote lifelong learning to adults in all communities.
- iii. Support the delivery of outreach programmes to promote female role models within Muslim communities.

## I. INTRODUCTION

- i. The Muslim Council of Britain (MCB) is a national representative umbrella body with over 500 affiliated national, regional and local Muslim organisations, including mosques, charities and schools. It is an independent, democratic body, established to promote consultation, cooperation and coordination on Muslim affairs in the United Kingdom. It is a broad-based, representative organisation of Muslims in Britain, accommodating and reflecting the variety of social and cultural backgrounds and outlook of Muslim communities.
- ii. The MCB is pledged to work for the common good of society as a whole; encouraging individual Muslims and Muslim organisations to play a full and participatory role in public life.
- iii. London is home to 37.4% of British Muslims, making up 12.4% of London's population.<sup>1</sup> In many respects, the issues that concern Muslims will be no different to those facing fellow Londoners. For the 2019 General Election, the MCB published a report entitled *British Muslim Perspectives at the 2019 General Election*, which reflected a considered view from British Muslim communities about the key areas of concern in terms of public policy. This was developed following the extensive surveying of over 500 of the MCB's affiliates and members of wider British Muslim society, to understand the policy areas they are looking for politicians to prioritise.
- iv. The 2020 Mayoral Election is a valuable opportunity for British Muslims to make their voices heard, and for political parties to understand the concerns of Muslims. This submission is based on the MCB's *British Muslim Perspectives at the 2019 General Election*, and is submitted with the hope that the recommendations outlined here will be taken up by the London Labour Party to make a positive impact on British Muslims and indeed, society at large.

## 2. A SAFER AND MORE SECURE LONDON

- i. Since the 2016 referendum on European Union membership, there has been a rise in the following of far-right ideologies as a result of some political parties encouraging anti-immigrant and anti-Muslim sentiments, leading to an increasingly divided society. Religious hate crime rose by 40% between 2017-18 across England and Wales to the highest levels ever recorded,<sup>2</sup> with data from the Home Office showing that more than half of religiously-motivated attacks were directed at Muslims.<sup>3</sup>
- ii. In 2017, the Mayor of London introduced a new police unit – the first of its kind in the UK – to help tackle online hate crime and improve support for victims. The Mayor's leadership in this space, to protect victims of hate crime and deliver on his manifesto promise to ensure a zero-tolerance approach to hate crime, is hugely commendable. This initiative was very much welcome by Muslim communities considering the amount of hate crime against Muslims which takes place online. Whilst the Online Hate Crime Hub has only resulted in a very small number of charges, over 1,000 incidents were logged between April 2017 and December 2019, which is a clear demonstration of the scale of hate crime in London, and evidence that more must be done by City Hall to enforce the law on hate crime, but this cannot be done without additional funding for the Metropolitan Police, which is controlled by the UK Government and has been subject to drastic cuts in the last decade. **With sufficient funding, City Hall**

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<sup>1</sup> Census 2011, ONS Table QS208EW, *Office for National Statistics*, January 2013

<sup>2</sup> Religious hate crime rises 40% in England and Wales – with more than half directed at Muslims, *The Independent*, 16 October 2018

<sup>3</sup> Hate crime, England and Wales, 2017 to 2018: data tables, *Home Office*, 16 October 2018

**should assess how its Online Hate Crime Hub could effectively investigate all reports of hate crime, and ensure prosecutions are brought forward in all circumstances where appropriate.**

- iii. There is significant under-reporting within Muslim communities, both to the police and to third-party monitoring agencies of Islamophobic hate crime. This is partly due to a trust deficit between the police and Muslim communities, which is not easily recoverable. **City Hall should work within faith communities to understand the barriers to reporting hate crime and the culture of mistrust of the police and government institutions. City Hall should look at working within faith and minority communities to overcome these barriers and this culture of mistrust, with the aim of improving relations between communities and the police, and encouraging people to report crime to the police and feel like their concerns will be heard.**
- iv. Knife crime is on the rise across the UK, but is particularly prevalent in urban areas, affecting many Muslim and BAME communities, with 61% of Muslims polled by the MCB identifying this as the most important issue pertaining to security.<sup>4</sup> Local police forces should be encouraged to work with mosques and places of worship to install knife amnesty bins, as many places of worship have already done. **City Hall should continue to prioritise community policing and develop joint initiatives between police, youth organisations, faith and cultural communities and schools to tackle the root causes of knife crime.**
- v. More responsive and sensitive policing is required to restore confidence, and there needs to be a greater focus on the recruitment of officers from minority backgrounds to reflect the diversity of the communities they work with. Cuts to policing budgets have also affected the opportunity for community organisations to build links and relationships with the police as their numbers have been drastically reduced. **City Hall should continue to advocate for increased funding for the police, ensuring police forces have enough resources to restore community links and recruit more police officers.**
- vi. The global war on terror has had a profound impact on UK Muslim communities, particularly on life within its capital city. The UK Government's highly controversial Prevent strategy, part of its approach on counter terrorism, has proven to be ineffective and disproportionately biased against Muslims. The Prevent strategy, taken together with increasingly wide-ranging illiberal counter-terrorism powers, has continued to subject British Muslim communities to heightened suspicion, border stops, wider societal alienation and a chilling effect on freedom of speech, association and belief. This is despite the fact that the fastest-growing terror threat in the UK now comes from the far-right. The Mayor of London carried out a full and frank assessment of counter-extremism legislation initiatives and the work of Prevent in London. The Mayor of London found Prevent had a number of historical and current failings, and stressed the need for a rethink of policy to make the strategy more effective.

**The Mayor of London should continue to advocate for a complete overhaul of the UK Government's controversial Prevent strategy, and call for a fresh approach following a comprehensive, in-depth, independent review of all counter-terrorism related legislation that does not rely on Prevent and its flawed underlying premise.**

- vii. Alongside the UK Government's counter terrorism strategy, the Mayor of London set up a London-specific Countering Violent Extremism programme in 2017 to deliver a more tailored

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<sup>4</sup> British Muslim Perspectives at the 2019 General Election, *Muslim Council of Britain*, November 2019

counter radicalisation activity across London. We welcome the Mayor's acknowledgement that there is no single solution to fix the threat of violent extremism, with a number of factors contributing to this behaviour. This strategy recognises the need to root out inequality and poverty, which all too often lie at the heart of disenchantment and resentment, feelings extremists seek to exploit.

- viii. This year, City Hall has launched a new grassroots fund to counter violent extremism, with funding from Google to fight intolerance and extremism. It is key that this policy is truly developed through engaging, consulting and building trust with experts and communities as partners, as it currently sets out to do. Any Countering Violent Extremism strategy, if it is to be successful, must be evidence-based and must seek to understand the root causes of violence, and tackle those.
- ix. With London witnessing a number of terrorist attacks, it is key that **City Hall's approach to Countering Violent Extremism must be proportionate, effective and kept under review to ensure it does not have the same negative impact that the UK Government's Prevent strategy has had on Muslim communities.**

### 3. HOUSING, PLANNING AND DEVELOPMENT

- iv. According to the MCB's *British Muslims in Numbers* report, 28% of Muslim households live in social housing, compared to 17% of overall households.<sup>5</sup> A disproportionately large proportion of Muslims also find themselves in temporary accommodation. The MCB found social housing to be the second most important issue (59%) to British Muslims in terms of social security.<sup>6</sup> Based on 2011 Census data, 35% of Muslim households are overcrowded, lack at least one bedroom, and do not have central heating or have to share a kitchen or bathroom, compared to 13% of the total population.<sup>7</sup> No other faith group has been found to have similar levels of deprivation.
- v. The availability of suitable social housing and truly affordable housing is vital. The efforts by City Hall to build more council, social rented and genuinely affordable homes to rent and buy is extremely welcome, and such efforts must be continued. Whilst City Hall does not have powers over the private rented sector, it should consider undertaking a scoping exercise to fully understand the quality of private rented accommodation, the conditions people are living in and their fitness for purpose, in order to develop a plan for improvement. **City Hall could provide support for community groups campaigning to drive up standards in the private rental sector, and lobby for the devolution of powers over the private rented sector.**
- vi. **City Hall should continue to lobby for further investment from the UK Government to ensure adequate funds are available to tackle the housing crisis, and should push for the introduction of government schemes to encourage and provide those from low income backgrounds with the opportunity to get onto the property ladder.**

### 4. ENVIRONMENT AND CULTURE CHANGE

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<sup>5</sup> *British Muslims in Numbers*, Muslim Council of Britain, January 2015

<sup>6</sup> *British Muslim Perspectives at the 2019 General Election*, Muslim Council of Britain, November 2019

<sup>7</sup> *Our Shared British Future*, Muslim Council of Britain, March 2018

- i. Whilst Muslim communities have been taking small steps to tackle climate change, the recent global drive towards sustainability must be harnessed to plan for the huge leaps needed to be made by all. Climate change is not an issue confined to one city or country, and not something that can be solved by individual or local governments.
- ii. In Britain, many mosques and Islamic centres have launched campaigns to encourage environmentalism – from caring for and cleaning up local environments, to introducing green initiatives like the use of reusable crockery. **City Hall must work to empower individuals, communities and businesses across London to be more conscious of the impact of actions on the planet, and to foster an understanding of what everyone can do to combat the impact of climate change.**

## 5. TRANSPORT

- i. London's transport system is depended on by many, and with almost 40% of Muslims in the UK living in London, British Muslims are a key stakeholder. Ensuring London's transport system is safe, affordable, accessible and reliable is of huge benefit to all in society.
- ii. Since 2016, the Mayor of London has worked hard to keep Transport for London (TfL) affordable, by freezing all TfL fares, which are expected to save the average London household £200 by 2020 and by introducing the Hopper Fare which allows for unlimited bus journeys in an hour for the cost of one ticket. These measures strongly benefit low income communities, and with Muslims, on average, belonging to low socio-economic groups, these measures have and will continue to benefit Muslims in London.
- iii. For Muslims, who are subject to more than half of all religiously motivated hate crime attacks, safety on London's transport network is hugely important. Between June 2018 and June 2019, crime on the TfL network increased by 71%, with violent crime rising by 5% and hate crime increasing by 10%.<sup>8</sup>

Initiatives like the “We Stand Together” movement, launched in 2016 between police and TfL to combat hate crime on public transport, and to encourage more people to come forward and report hate crime so action can be taken against offenders are important. However, more must be done to make Londoners feel safe. **City Hall should work with vulnerable communities, particularly Muslim communities, to understand what can be done to make public transport safer**, which could include the presence of more TfL staff, particularly at night and during busy periods.

- iv. Road safety is paramount, and the Mayor of London's ‘Vision Zero’ action plan to eliminate all deaths and serious injuries from London's road network is bold, ambitious and very much needed. Progress has already been made, and it is welcome to see road safety in London already having improved from 2017 to 2018. In 2018, the number of people killed on London's roads fell to the lowest level ever recorded, with no children killed in road traffic collisions during 2018. However, the number of serious casualties increased, particularly amongst car occupants, and the number of children seriously injured as car passengers increased.<sup>9</sup>

Much more needs to be done to make London's roads safer, but the first step in devising policy to achieve this is to understand where the problems lie. Data produced by TfL on road safety is not broken down by demographics, so it is not possible to see whether particular

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<sup>8</sup> TfL: [Crime on London public transport soars](#), *CityAM*, 5 December 2019

<sup>9</sup> [Casualties in Greater London during 2018 factsheet](#), *Transport for London*, July 2019

groups are more vulnerable to being involved in road accidents than others. **City Hall should ensure TfL records casualties by gender, age, socio-economic group, ethnicity and faith in order to develop specific campaigns and initiatives for groups particularly at risk of being involved in road casualties to improve road safety.**

## 6. SOCIAL INTEGRATION AND EQUALITY

- i. Britain rightly prides itself as a nation that is inclusive of all religions and accommodates those who wish to practice their faith. However, the rise and seeming acceptability of Islamophobia, in political discourse, in sections of the media, online and on our streets significantly undermines the quality of our pluralism. Three in five Muslims believe there is more prejudice against Muslims than other religious groups, with 70% of Muslims having reported that they have experienced religion-based prejudice in the last year.<sup>10</sup>
- ii. Islamophobia is still seen as an acceptable form of prejudice, demonstrated by many surveys including a YouGov poll which found that 37% of the British public admitted they would be more likely to support policies to reduce the number of Muslims in Britain.<sup>11</sup>
- iii. In 2018, the All-Party Parliamentary Group on British Muslims, through extensive consultation, developed a definition of Islamophobia:

“Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.”

This definition allows a clear demarcation between unacceptable racist-like “othering” expressions of Muslimness or perceived Muslimness, and critical discourse on the religion of Islam and Muslims which is part of healthy debate. A definition of Islamophobia is instrumental to the political will and institutional determination to tackle it.

- iv. The definition has now been endorsed and accepted by a cross section of Muslims, civil society organisations, academics, political parties and councils, including the Greater London Authority. The Mayor of London in particular has been vociferous, not only in calling out and condemning Islamophobia, but in endorsing and promoting the need for a definition to tackle the issue. **City Hall should promote the definition of Islamophobia amongst the public sector and across organisations in London to help to tackle this form of prejudice and discrimination.**
- v. Recognising and endorsing the definition of Islamophobia is the first necessary step towards tackling Islamophobia, but much more needs to be done within communities and institutions to facilitate societal change for the better. **City Hall should engage with a cross-section of Muslim communities to better understand how they feel the effects of Islamophobia, as a first step towards developing policies which would seek to tackle the root causes of Islamophobia.**
- vi. With Islamophobia, antisemitism, racism and xenophobia on the rise in society, it is vital that all children from all backgrounds learn and practice non-discrimination. Children can and should be taught early about equality, respect and tolerance. Whilst education is not within the remit of the Mayor of London, **City Hall should consider funding charities or third sector organisations who specialise in anti-racism education to conduct**

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<sup>10</sup> [Britain's conflicting attitudes towards equality](#), *Equality and Human Rights Commission*, October 2018

<sup>11</sup> [A review of survey research on Muslims in Britain](#), *Ipsos Mori Social Research Institute*, March 2018

**workshops in schools across London to complement the school curriculum** and ensure children in London are given the opportunity to explore and understand the importance of tolerance and acceptance.

Anti-racist education could include workshops where the meaning and history of racism is discussed through engaging and fun activities which explore stereotypes and prejudices. Young people should be given the space to discuss their own assumptions and feelings and to think critically about racism and discrimination. Additionally, teachers and school staff should be trained in how to recognise, respond to, record and report racist incidents, and how to have such conversations with pupils.

- vii. Since the 2016 referendum on European Union membership, Britain has been seen to become increasingly divided and all levels of government must look at ways in which to mend the rift in society that appears to have been primarily caused by the Brexit debate. **City Hall should work proactively with all communities, particularly minority communities, to better understand their needs. It is essential that City Hall positively engages with a cross section of Muslim communities.** Deeper community relations are vital in developing a more united, cohesive and stronger nation. Improving these relations between those of faith and those of no faith helps to develop mutual understanding and strengthens communities.
- viii. A better approach to promote integration through mutual understanding and respect should be developed across the board, particularly in schools, to help tackle the problem of stigmatisation and mistrust among different communities in Britain. This should take place through policies and campaigns that aim to bring people of different backgrounds, race and status together to deal with issues of mutual interest like homelessness, poverty and domestic and community violence.
- ix. A focus on community cohesion must be prioritised, but an important part of the work required to achieve this is through addressing the underlying causes of inequality. Inequality can be seen as a significant barrier to integration, and one of the reasons why many communities in more deprived areas of the UK voted to leave the European Union. These barriers include the lack of opportunities, discrimination and the disproportionate impact of austerity.
- x. The MCB's report on integration, *Our Shared British Future*, provides in-depth recommendations on improving community cohesion in the UK in different ways, including in terms of social integration, activism and challenging Islamophobia.
- xi. Improving social mobility in London will massively help efforts to make London more equal, and to make all Londoners feel more included in their city. Social immobility is often a result of poverty, discrimination and prejudice, and a lack of access to quality education. With British Muslims more likely to be growing up in deprived areas where resources and provisions are either inadequate or non-existent, they face particularly unique challenges with regards to social mobility. **City Hall should ensure its approach to tackling social mobility is not solely centred on education, but recognises that a wider approach is necessary.** Initiatives which seek to mix minority and majority communities to help break down barriers and build more understanding should be encouraged. **City Hall should establish long-term mentoring schemes for children from deprived backgrounds to provide sustained support and guidance for years to come.**

- xii. The Mayor of London's Workforce Integration Network, which supports underrepresented groups into good employment, is a commendable initiative that is very much needed to help young black men into employment and has seen impressive results. Workplaces must be representative of the communities they serve, and equal opportunity employers must be inclusive of faith at all levels of their organisations. Currently, most diversity initiatives are focused on improving gender and ethnicity balance. **City Hall should assess the feasibility and potential benefit of rolling out initiatives to improve diversity for all types of underrepresented groups, including faith groups.**
- xiii. Visit My Mosque Day is a national initiative facilitated by the MCB, which encourages over 250 mosques across the UK, including around 50 in London, to hold an open day to welcome in their neighbours from all faiths and none. This initiative is an important way of building bridges across communities and of creating opportunities to tackle negative stereotypes. **City Hall should show its support for campaigns like Visit My Mosque Day by encouraging Assembly Members and officials to take part across London.** Other places of worship should be encouraged to find ways to open their doors and their hearts to people of all faiths and none, in order that a tolerant, peaceful and integrated Britain is built.

## 7. HEALTH AND EDUCATION

- i. Health and education policy, while not under the responsibility of the Mayor of London, hugely impacts Muslim communities in unique ways, and it is evident that more must be done across governments to understand the specific impact of policies on different sections of society.
- ii. Health practices seem to be failing some Muslim communities, as demonstrated by poor health outcomes, and the particularly low Muslim participation in key national screening programmes, such as the NHS bowel cancer screening programme.<sup>12</sup> While younger Muslims have a similar self-declared health profile to the population as a whole, older Muslims, particularly women aged 65 and above, self-declared bad or very bad health (38% for these Muslim women, compared to 16% for all women in England).<sup>13</sup>
- iii. Detriments of ill health such as low income, poor housing and homelessness, disconnected communities, stigma and discrimination need to be addressed through a more holistic approach. Research has shown that a significant cause of under-diagnosis and under-treatment of conditions in BAME communities is down to a lack of awareness and understanding of the issues.

The British Islamic Medical Association (BIMA) is uniquely placed both Muslim communities as well as the healthcare sector, and works with local communities, commissioning groups and charities to deliver health promotion events to raise awareness of and tackle health inequalities. This includes teaching basic life support in mosques, and working on cancer screening and organ donation awareness. **City Hall should engage with faith and cultural communities, and organisations like BIMA, to recognise the importance of the work done already in communities by the third sector to facilitate the lifestyle changes that are necessary to improve public health.**

Policy must meet the needs of all sections of society by working alongside communities to design and implement initiatives which deliver tangible improvements. **City Hall should also encourage the recording of faith, as well as ethnicity, of patients by the London**

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<sup>12</sup> Evaluation of the UK Colorectal Cancer Screening Pilot, *UK CRC Screening Pilot Evaluation Team*, May 2003

<sup>13</sup> Elderly and End of Life Care for Muslims in the UK, *Muslim Council of Britain*, August 2019

**Health Board to give a better understanding of background and allow for a more tailored approach to healthcare.**

- iv. The education system in Britain must be of a standard to empower all students to reach their full potential. Education provision should cater to the needs of all children, ensuring equality and facilitating the religious lives of Muslim students, and students of other faiths.
- v. While 24% of the Muslim population aged 16 and above have a degree-level and above qualification,<sup>14</sup> there is still much more that can be done to encourage Muslims into Higher Education and address the barriers to accessing higher education. The number of British Muslim Higher Education students has increased, but only in the 'non-elite' universities. **City Hall could work with Russell Group universities in London to do more to encourage British Muslims to access them.** This could include working with Muslim institutions to provide workshops, taster days, competitions and tours, and use recently graduated alumni to give talks for Muslim students intending to pursue Higher Education, in order to provide as much information and support as possible.

## **8. ECONOMIC FAIRNESS, SKILLS AND PROSPERITY**

- i. Unemployment is a critical issue for British Muslim communities. While there are pockets of prosperity, the unemployment rate among Muslims is more than twice that of the general population (12.8% compared to 5.4%), and 41% are economically inactive, compared to 21.8% of the general population in the UK. British Muslims also experience the lowest earnings of any religious group, earning £350 less each month than the UK average.<sup>15</sup>
- ii. With 89% of Muslims identifying themselves as being from a non-White census ethnic category (2011 Census), it is imperative to consider the economic disadvantages and barriers facing those from BAME backgrounds. Muslim immigrants who came to the UK decades ago started at the bottom of the social ladder, but many remain there and belong to the most deprived socio-economic groups in the country. With almost half of all Muslims (46%) living in the 10 most deprived areas in England,<sup>16</sup> Muslims are significantly impacted by the structural disadvantages of living in areas with high rates of poverty. This includes higher crime rates, overburdened social services and comparatively worse educational institutions which serve to propagate structural disadvantages onto the next generation.
- iii. With the British Muslim population being younger than the overall population with a much greater proportion aged 15 and under, developing these skills and providing opportunities for young people would be particularly relevant for creating skilled employment in the future.<sup>17</sup> **City Hall should look at establishing internships and work experience schemes specifically for particular faith groups and BAME candidates, and partner public sector organisations with Muslim communities to facilitate exposure and opportunities in the public sector.**
- iv. Over a quarter of the Muslim population (26%) have no qualifications, which hinders employment opportunities and the ability to be active and integrated members of British society.<sup>18</sup> **City Hall should look to support initiatives which promote lifelong**

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<sup>14</sup> [British Muslims in UK Higher Education](#), *Bridge Institute*, October 2018

<sup>15</sup> [Do British Muslims face employment penalties?](#), *CSI Nuffield, Oxford University*, September 2016

<sup>16</sup> [British Muslims in Numbers](#), *Muslim Council of Britain*, 2015

<sup>17</sup> *Ibid.*

<sup>18</sup> *Ibid.*

**learning to adults in all communities.** There should be equal focus on both academic and vocational courses, with Further Education colleges working with local communities to identify demand and offer suitable courses. Greater focus should be given to adult education, allowing individuals to re-skill which would improve social mobility and employment opportunities. This should be made free at the point of use to allow for those unable to afford further education to access it.

- v. Muslim women are more likely to be economically inactive than other women, with employment prospects often being hindered by a triple penalty of being women, being BAME and being Muslim. **City Hall should work with faith-based and cultural communities to support delivering specific outreach programmes to promote female role models within Muslim communities, and to provide mentoring and role modelling to help Muslim women overcome barriers to employment.**