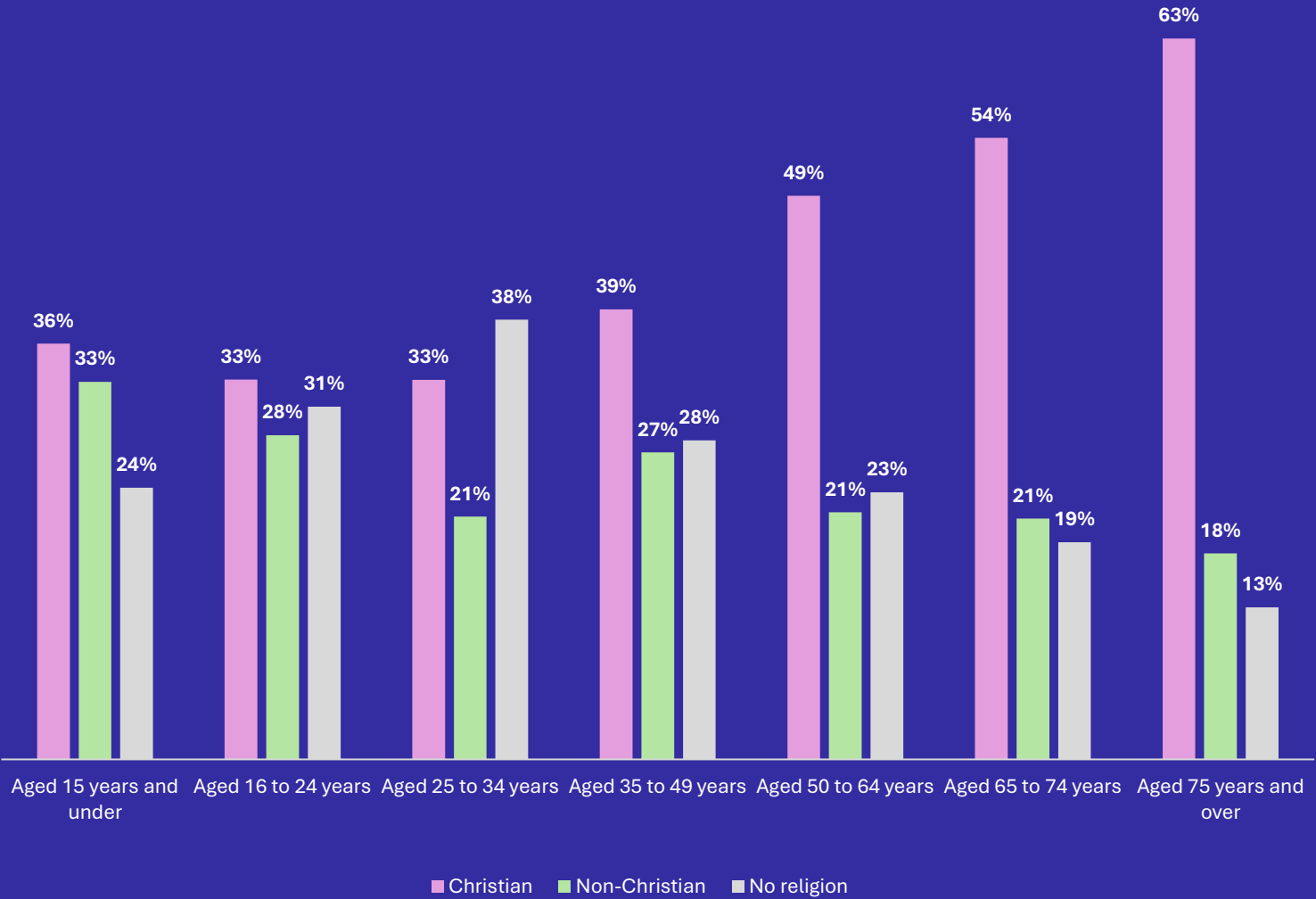


FAITH IN THE CITY



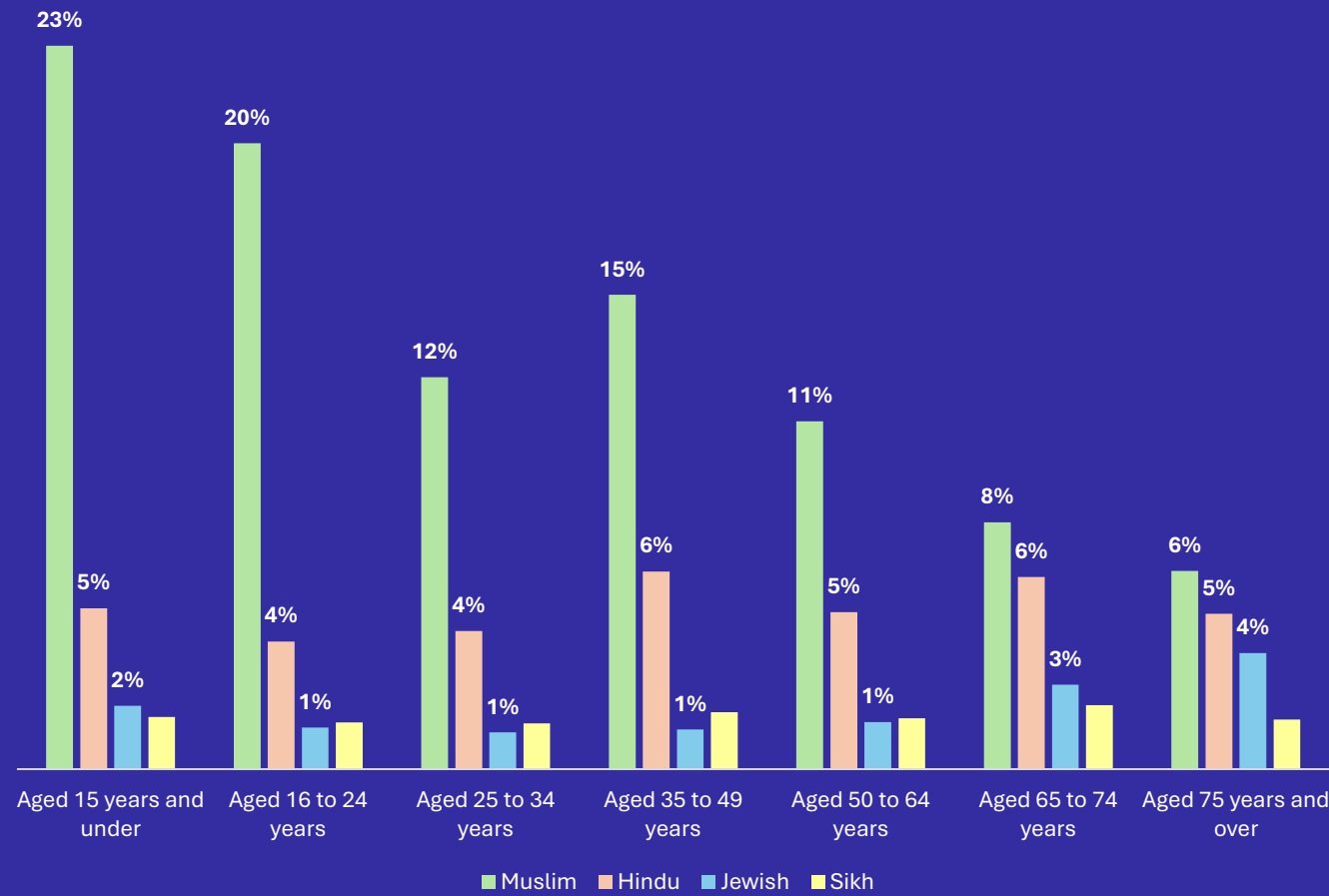
Future of London is multi-faith

2021 Census: religion by age group in Greater London



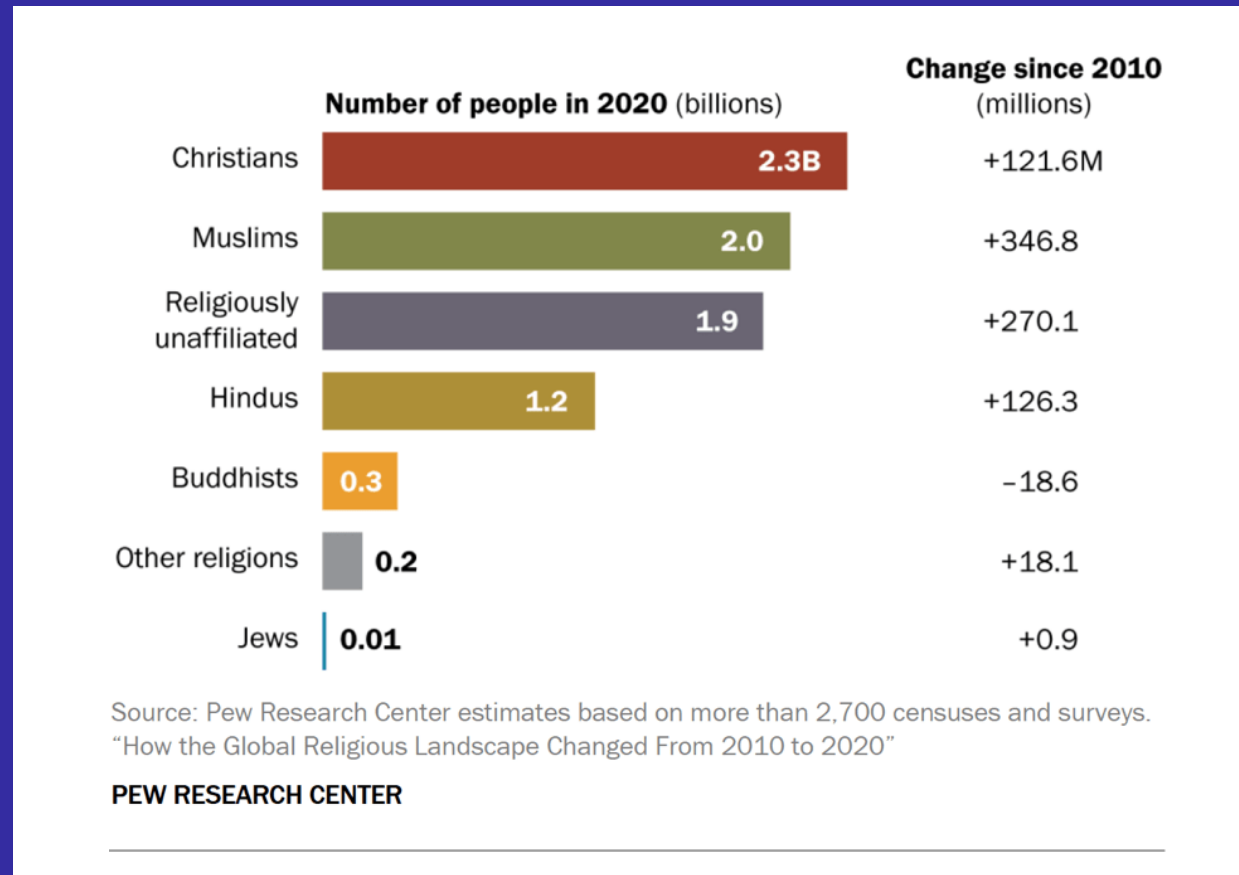
Growth of Islam in London

2021 Census: religion by age group in Greater London

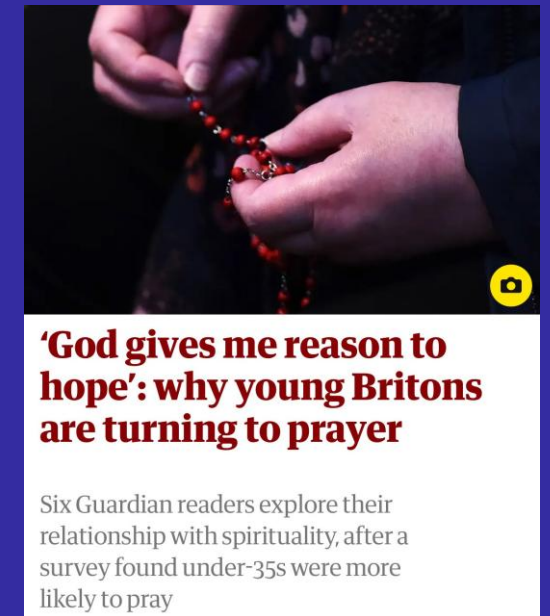
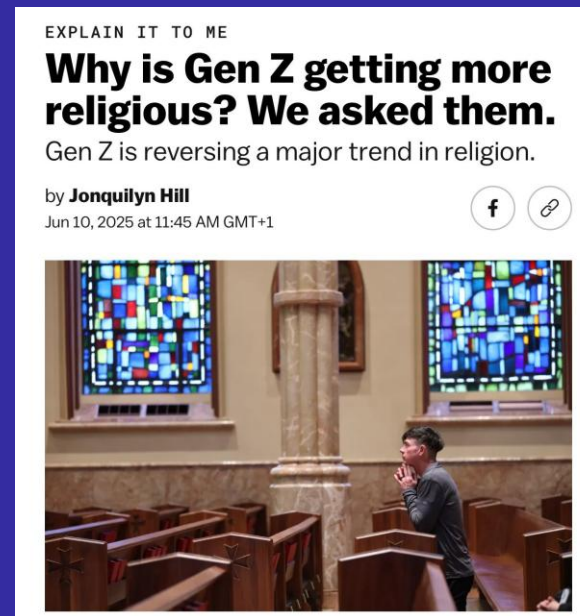
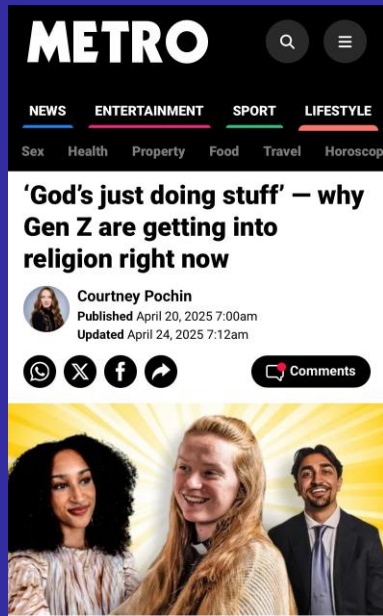


Mirrors global trends

Pew Research Centre, 2010-2020

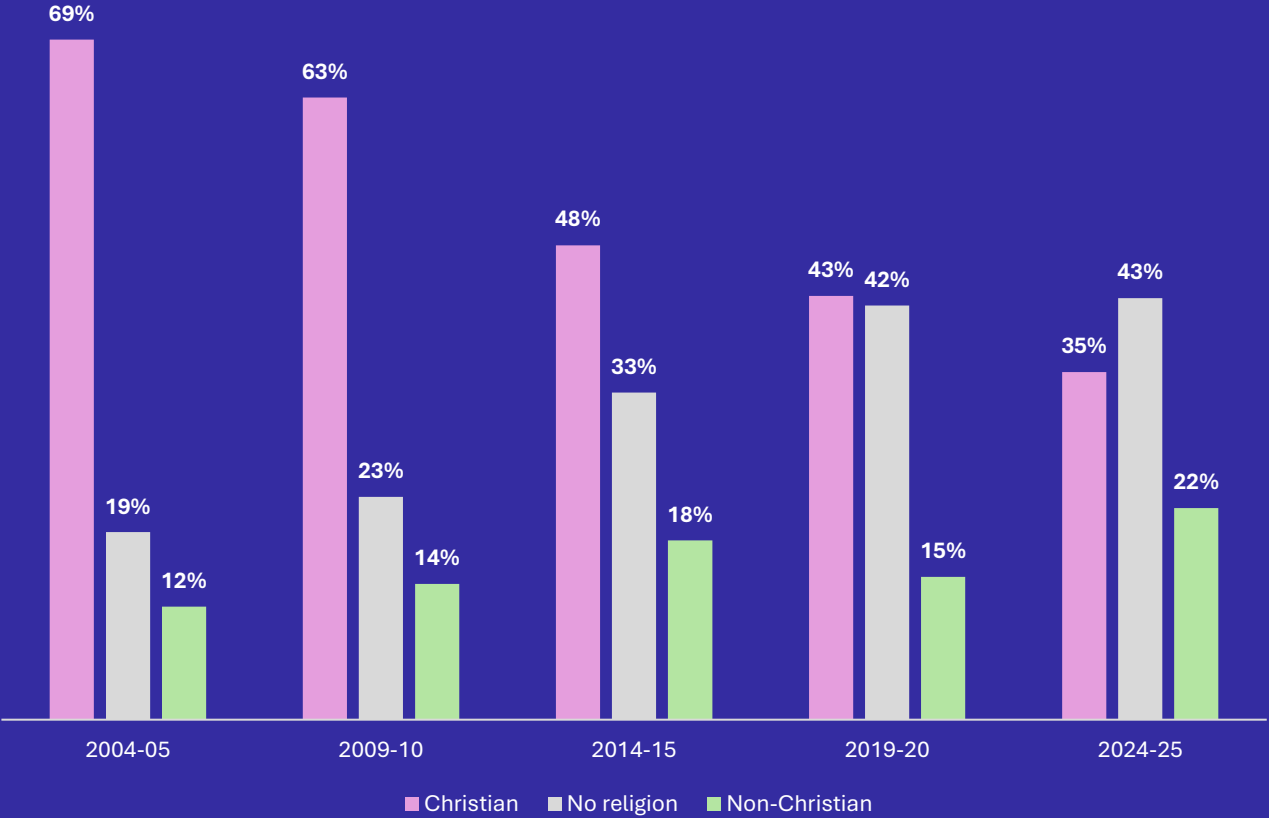


A post-pandemic faith awakening?



Reflected in makeup of City workforce

Annual Population Survey: Workers in City of London 2004-25



A landmark research and engagement programme to understand the faith and belief needs of the Square Mile and put forward ideas for the future.

Our vision:

To make the City of London the most faith friendly and religiously literate business community in the world, enabling it to attract and retain the very best global talent.



Co-Convenors



Sughra Ahmed

Fmr Associate Dean of Religious Life
Stanford University



Rabbi Alex Goldberg

Dean of Religious Life
University of Surrey

Rabbi of Guildford

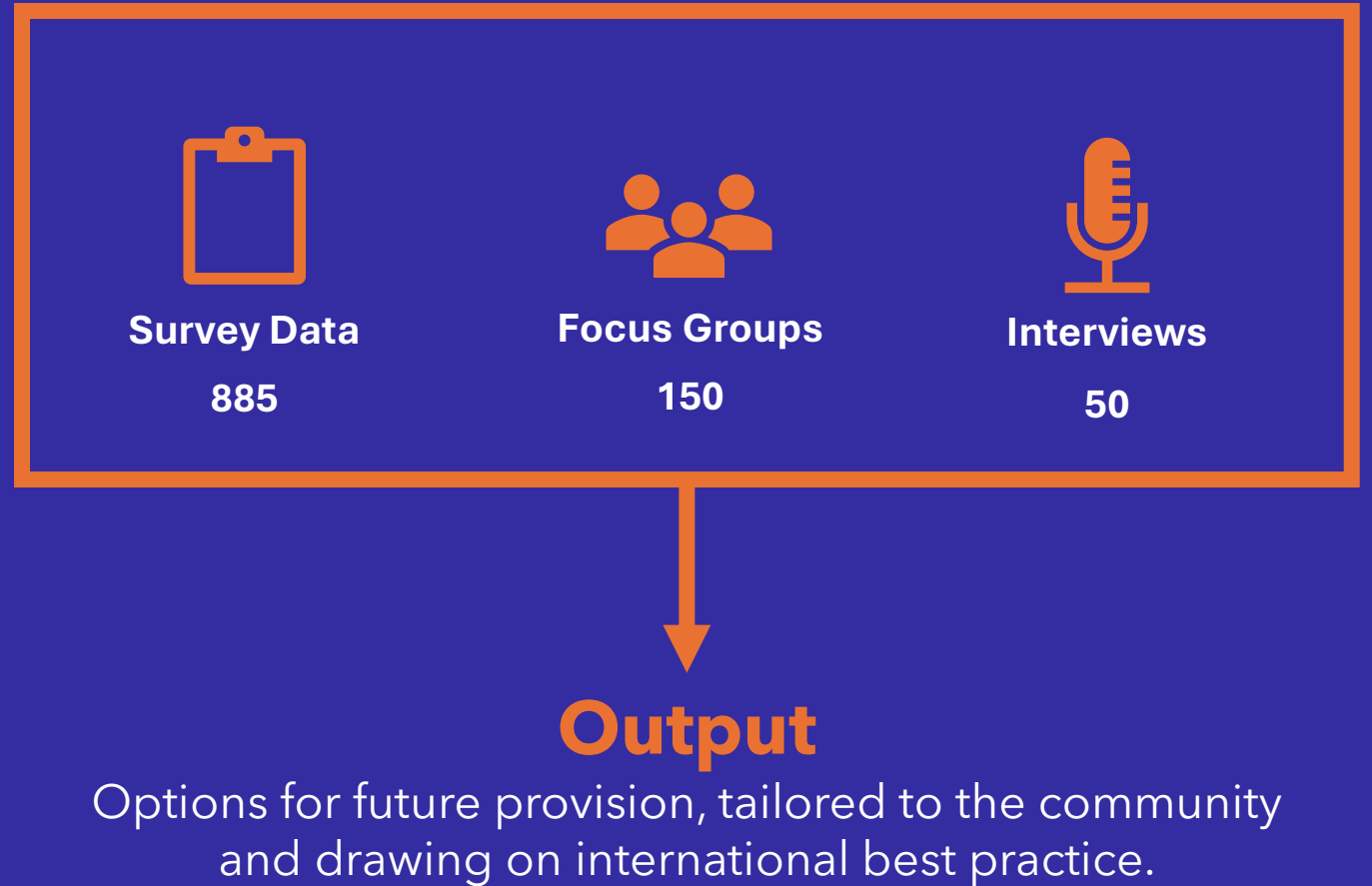


Michael Wakelin

Fmr Head of Religion
BBC

We spoke to 1000+ people

- What is the current faith and belief provision?
- What else is needed?
- How could those needs be met?



Focus Groups and interviews

Focus groups in-person and online

Hosted by businesses, including Amazon, Schroders, Macfarlanes and HSF.

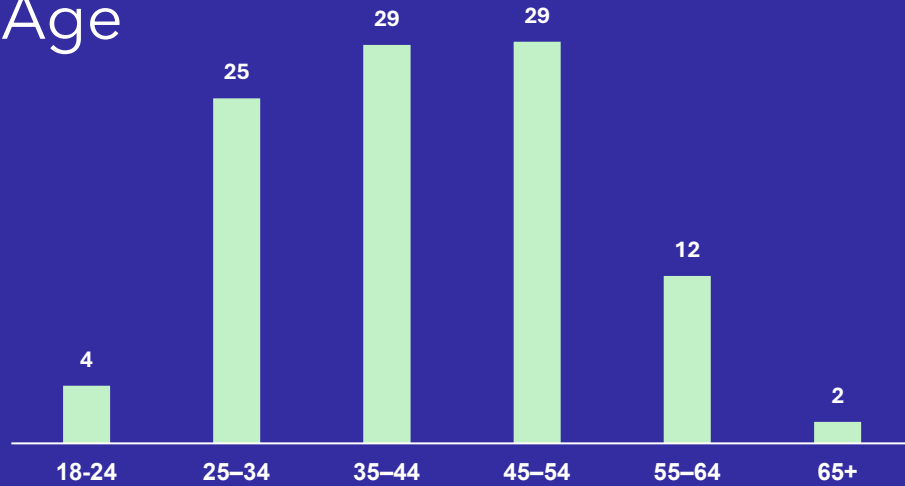
- 2 x HR/EDI leaders
- 2 x Christian
- 2 x Muslim
- 2 x Dharmic (Hindu, Sikh, Jain, Buddhist)
- 2 x Jewish
- Barts Hospital Staff
- Individual businesses

50 in-depth interviews with key stakeholders

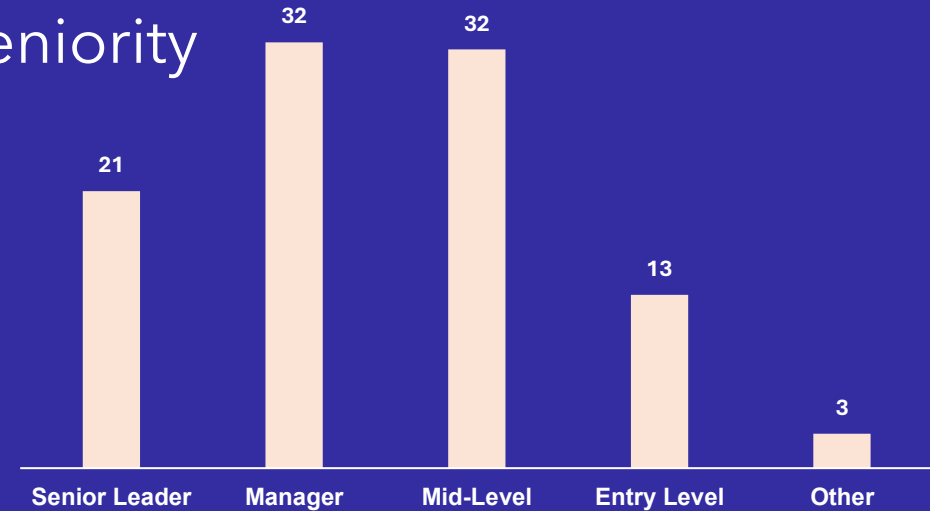


Snapshot of commuters

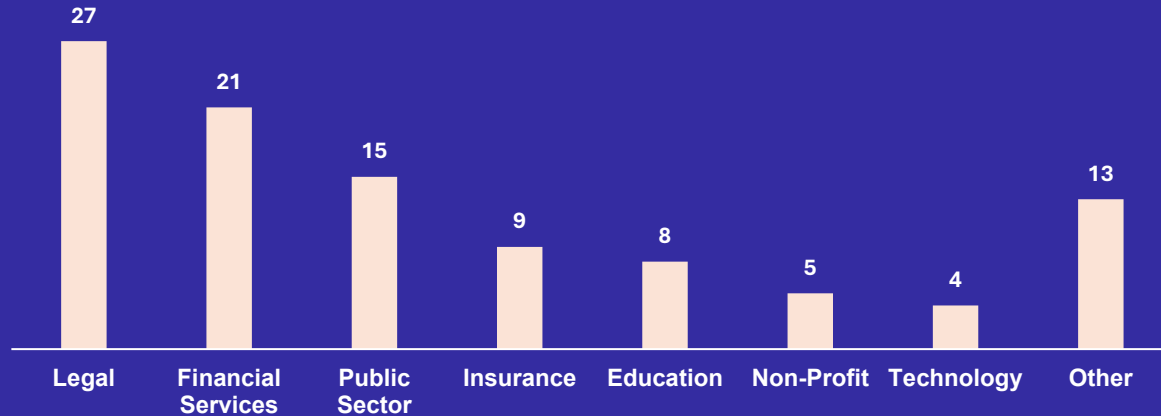
Age



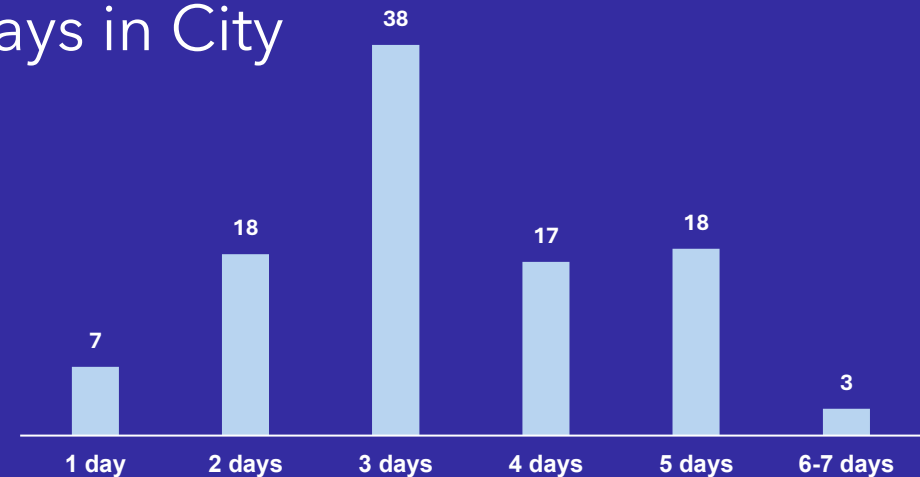
Seniority



Sector

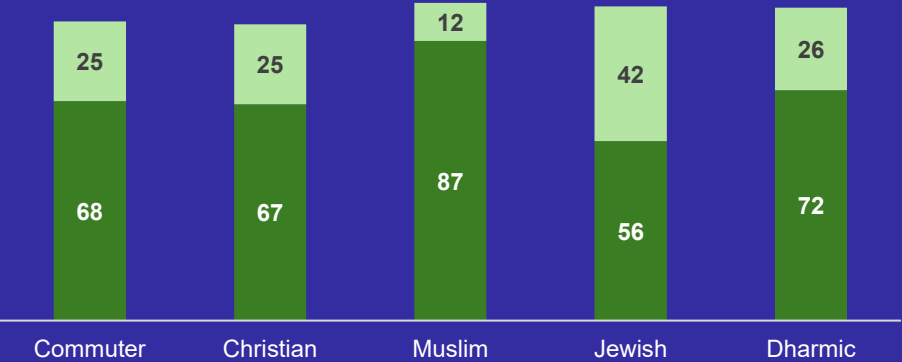


Days in City

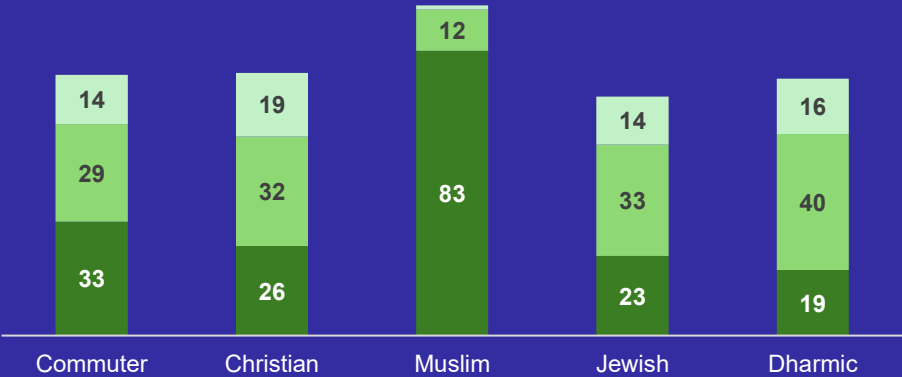


Commuters of faith

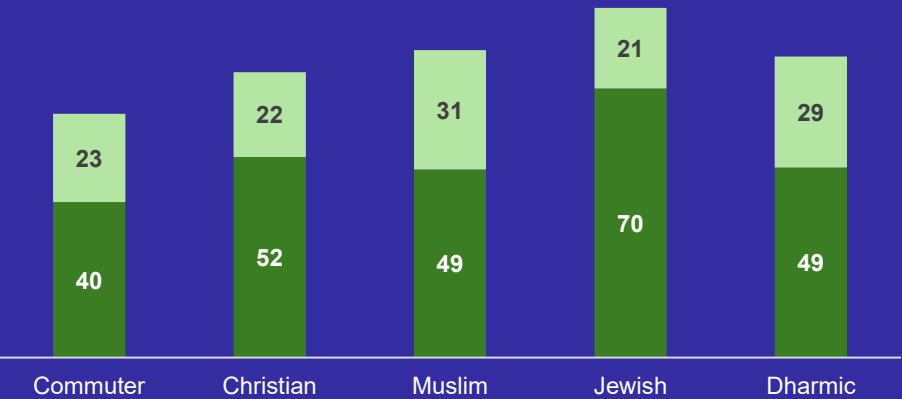
Faith **very** or **somewhat** important to my daily life



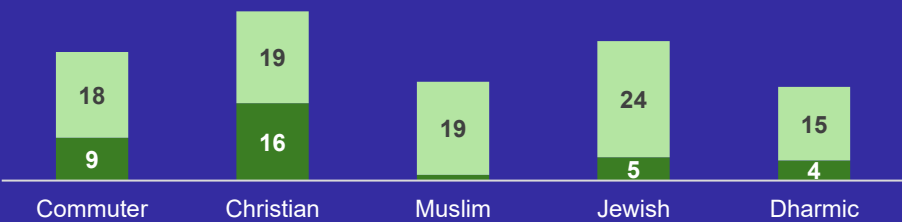
Practice **multiple times per day, per week** and **weekly**



Very much or **somewhat** feel part of faith community where I live

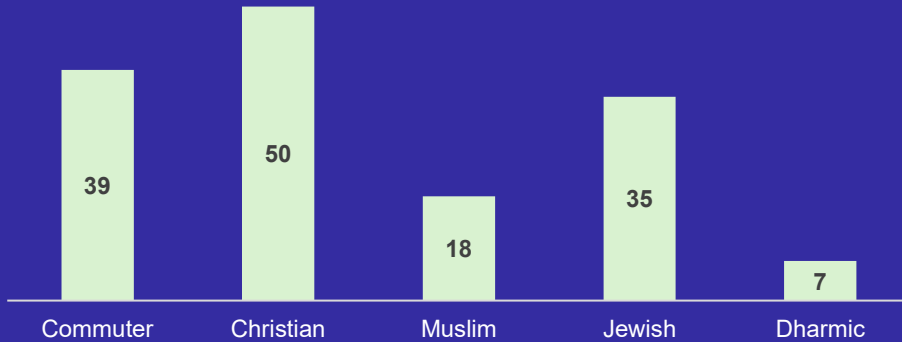


Very much or **somewhat** feel part of faith community in the City

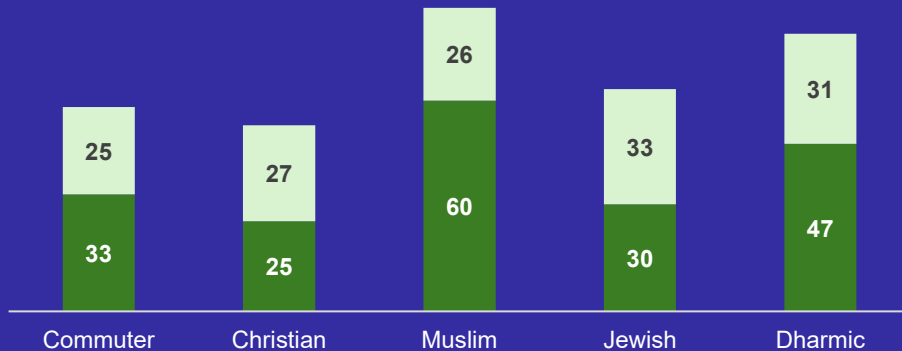


The faith commute

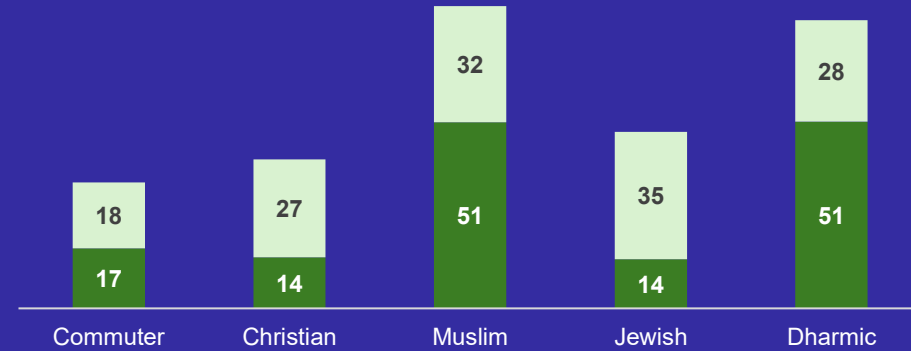
Can do all my faith activities in the Square Mile



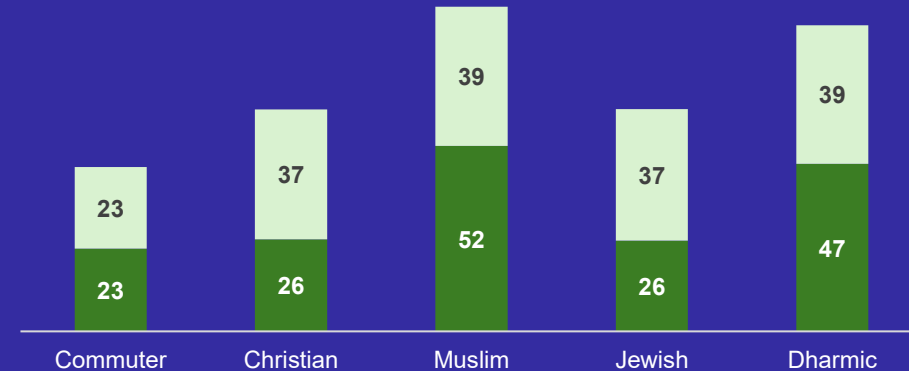
Very or **somewhat** supportive of centre serving multiple belief needs



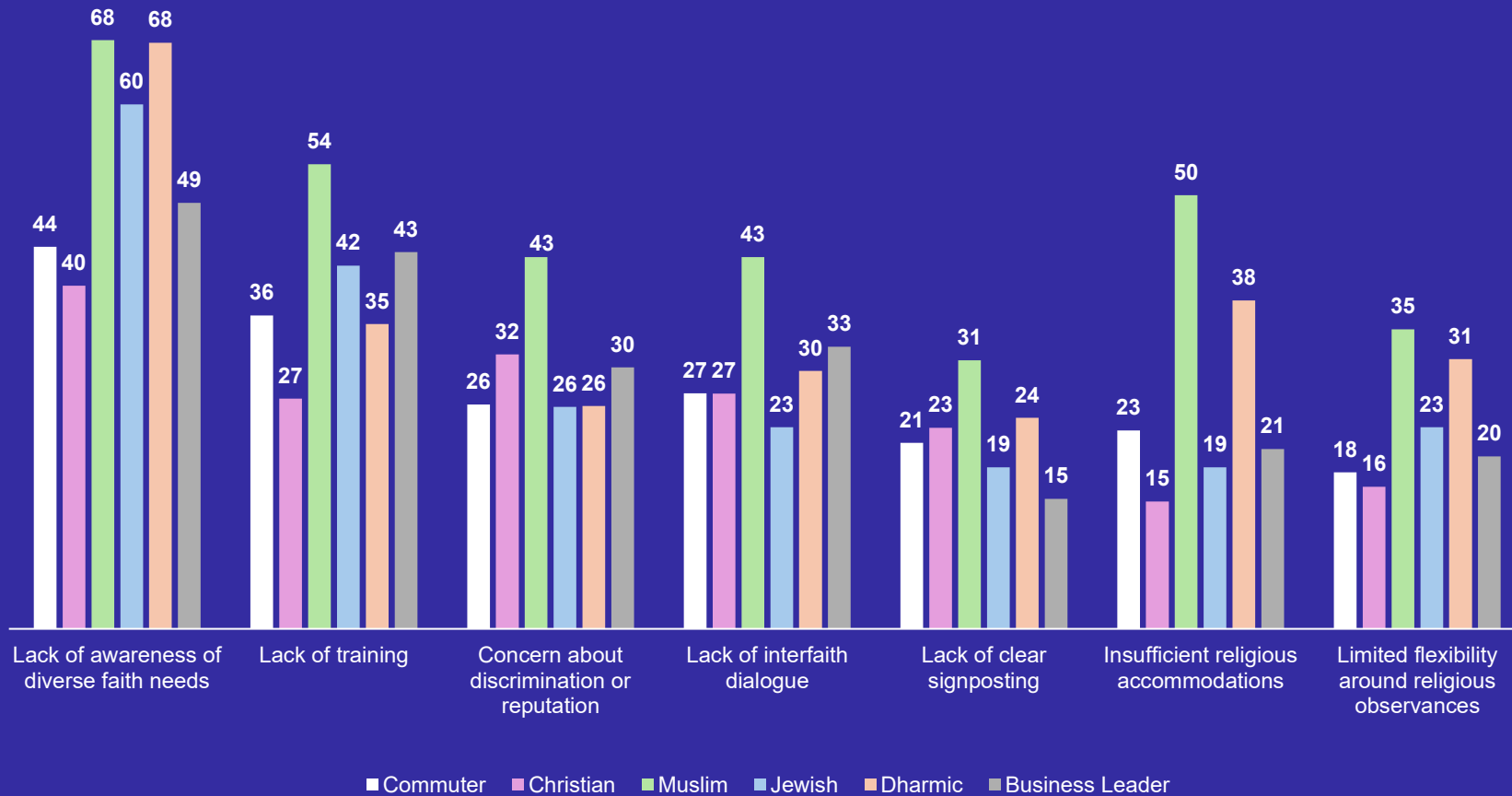
Very or **somewhat** more likely to spend time in the City with greater faith support (**Modelled: 115k**)



Very or **somewhat** likely to use City support service for my faith (**Modelled: 156k**)



Faith in the workplace

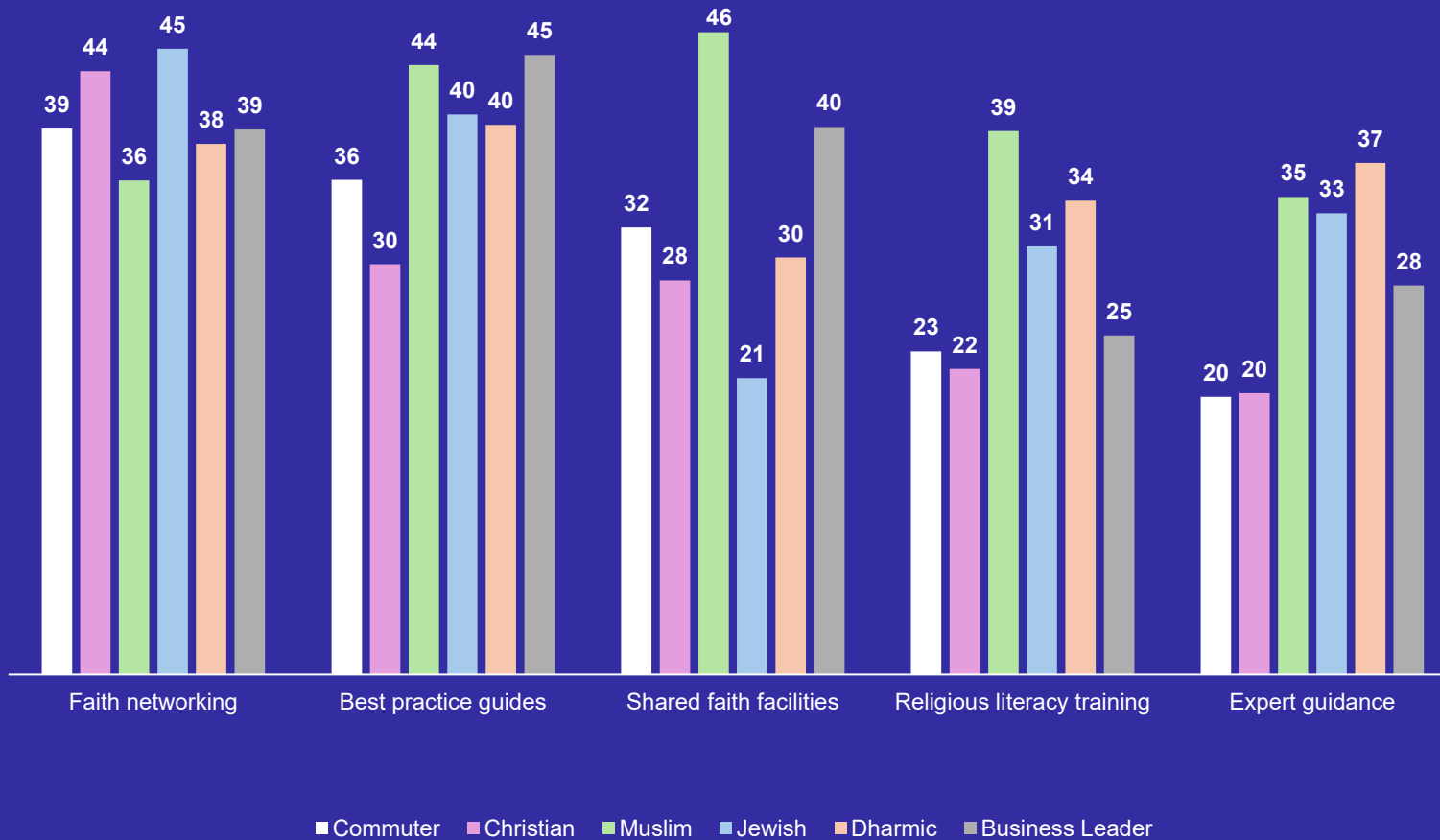


The burden of explaining my needs falls on me, which **makes me feel guilty**. We need proactive education of religious differences and considerations.

I feel uncomfortable mentioning my fasting or prayer needs at work because it's not understood.

There's lots of support for gender and sexuality, but none for faith. **We're invisible.**

Faith support needs (top 3)

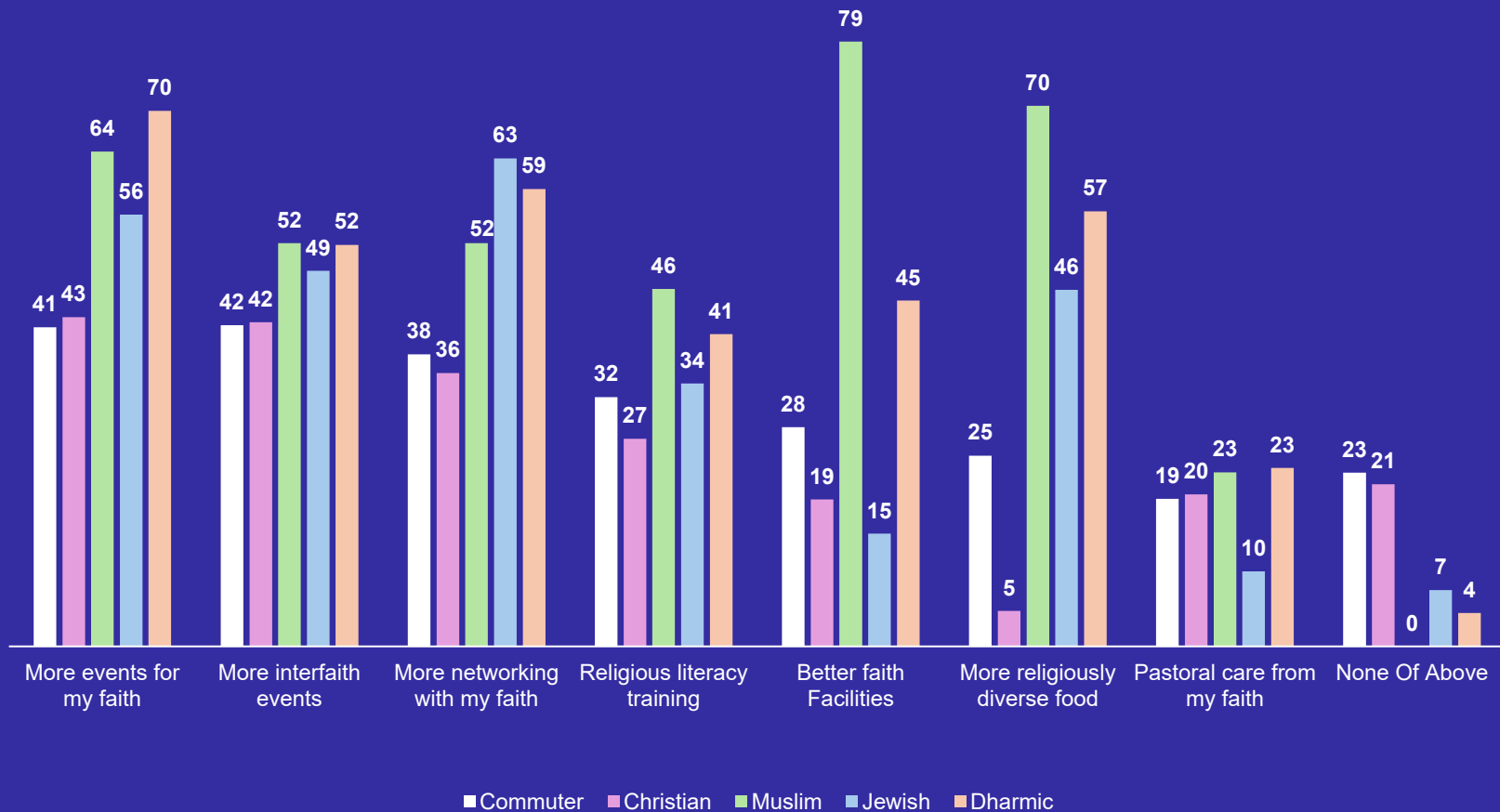


Work events are usually pubs and bars, which I feel uncomfortable attending. So **I miss out on networking.**

We need more opportunities to have conversations facilitated on faith that are **guided by experts.**

With a centre staffed by an expert set of chaplains, the City would have a **centre of resilience** for unforeseen circumstances.

Towards a faith-friendly City

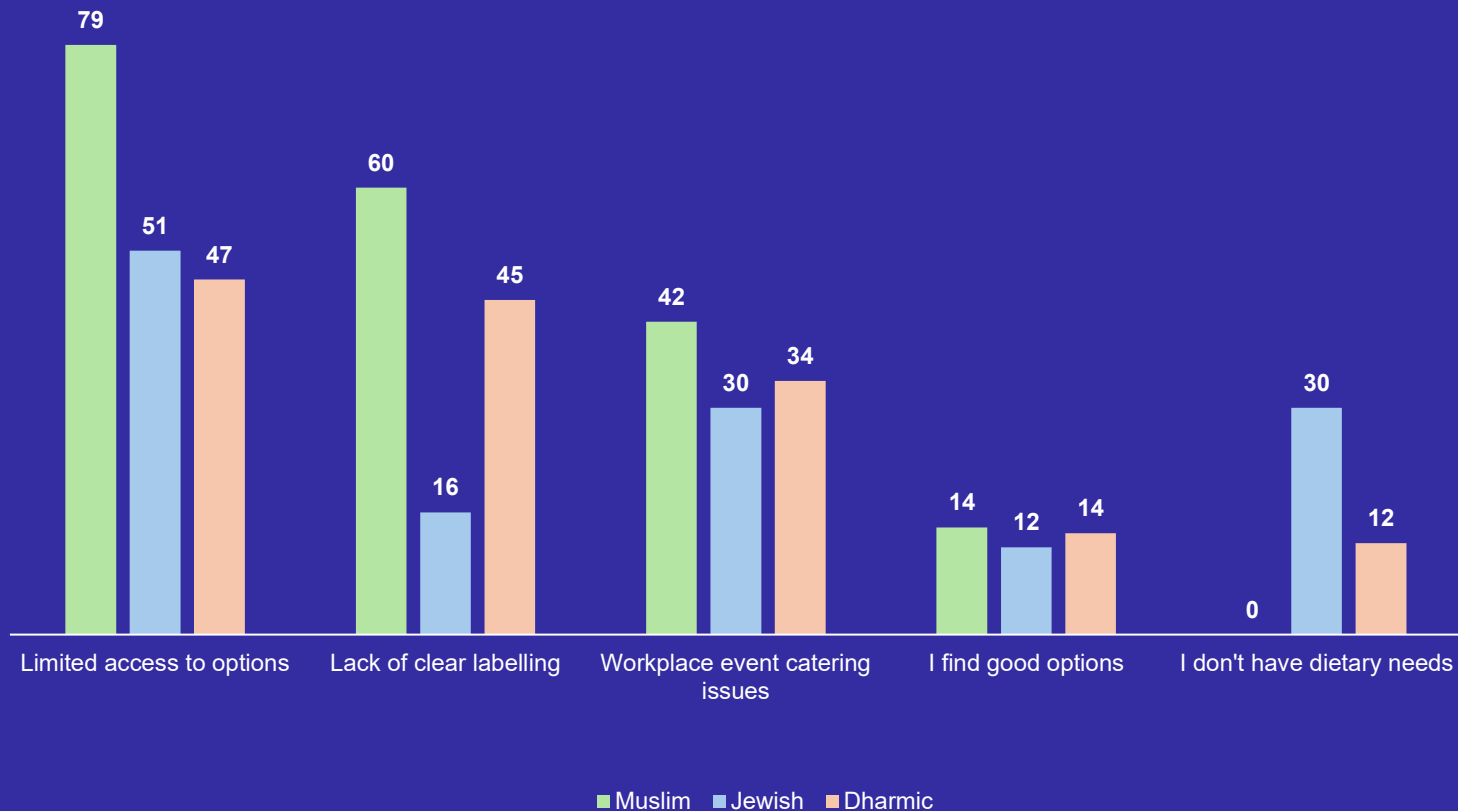


I often have to **pray in a stairwell** or an unused meeting room because there's no prayer space available.

When I saw there was a Hindu network at my business, I decided to accept the job because **they accepted my whole self.**

Religious literacy flowing through the veins of all the businesses would be fantastic.

Catering for dietary needs

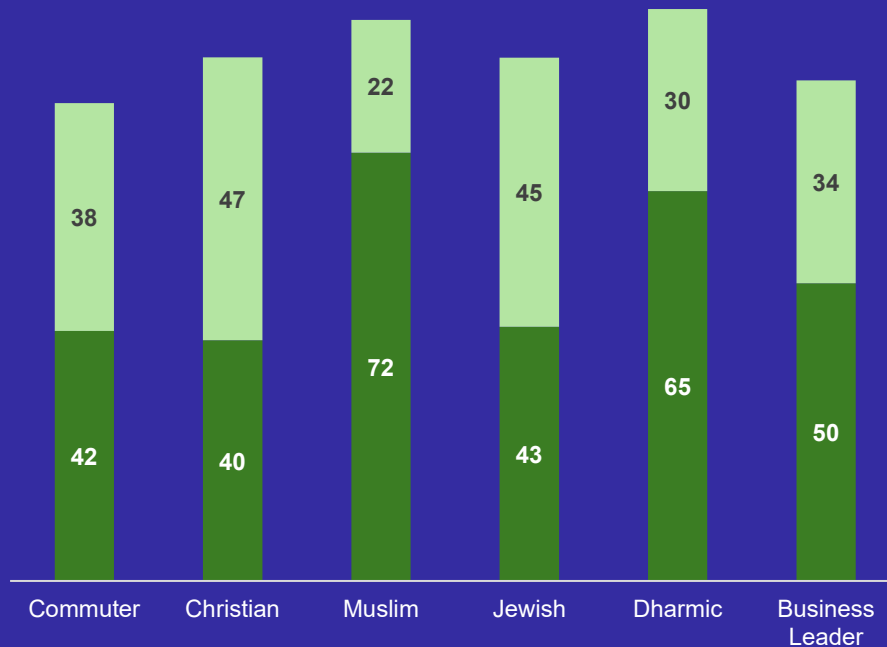


[There is] **very little kosher food** provision in the City of London.

Lack of openness to advertise halal food because of **reaction from racists**.

Importance of "Faith in the City"

Very or **somewhat** important that the City Corporation understand and provide for the faith needs of the Square Mile.



The fact that the City of London is prioritising this project is a **very positive step to creating a business culture which recognises the importance of religion** in people's lives and how this benefits all, both in the Square Mile and beyond.

*Cardinal Vincent Nichols
Head of the Roman Catholic Church in
England & Wales*

What a marvellous ambition!
Really grateful to the City of
London for doing this. Be bold, be
courageous.

Learning from across the country



**University of Surrey's
Religious Life and
Belief Centre**

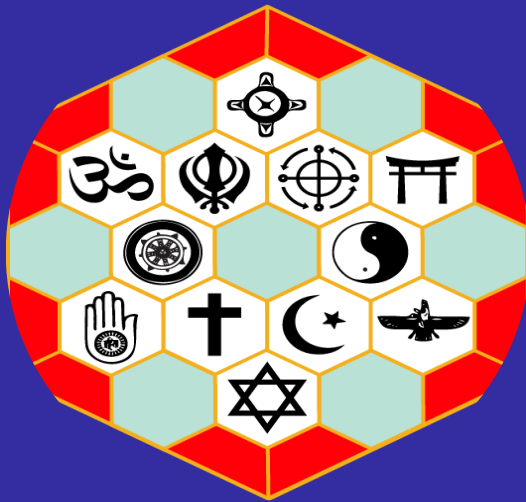


**Canary Wharf
Chaplaincy**



**London 2012 Olympic
Games
Chaplaincy**

And across the world



**Interfaith Centre
New York**



**House of One
Berlin**



**Abrahamic Family
House
Abu Dhabi**

The Canary Wharf model



Established in 2004

Provides pastoral care to workers of all sectors

5 x part time multifaith chaplains

Maintains an office but visit businesses

Maintains estate-provided prayer spaces

Funded by 1p per sqm on commercial rent

City Chaplaincy: Some principles



No long-term funding from the City Corporation

Develop small-scale **proof of concept**

Create bespoke model for **unique City business context** – that firms subscribe to

Pursue funding from **foundations and benefactors**

World-leading model, positioning the City as a **thought leader and trailblazer**

Institutional support from City Corporation through its **convening power** and functions

Lean on **high profile supporters** – Faith Minister Lord Khan, Sadiq Khan, Vatican, Lambeth Palace, etc.

Proof of concept



“Centre without walls” for the first three years – creating a *Deliveroo*-style mobile chaplaincy service based out of City premises – providing consultancy and pastoral care.

Recruit **top calibre chaplains from the four world religions**, with deep understanding of the City’s professional environment.

Promote **religious literacy** within City workplaces, developing and piloting **accreditation scheme**.

Support regular **flagship events** celebrating faith communities and key festivals.

Seed money and then **self-funding subscription** model.

Deliver services with no long-term commitment.

Support from City Corporation



Become **approved City Corporation project** – authority, covening power and networks

Support for **temporary space** for Centre Without Walls – e.g. Guildhall Library redevelopment or cultural spaces

Establishment of Faith in the City **Advisory Group** with key local and national leaders

Support for long-term vision through **planning and development** process

Create a **model for delivering services** for City workers with businesses at no direct cost – for benefit of whole community

