

# Inclusive Cities Action Plan

NEWPORT CITY COUNCIL

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Autumn 2022



# Inclusive Cities Overview

Inclusive cities is a programme that works closely with cities across the United Kingdom, along with local partners, to achieve a step-change in their approach towards the integration of newcomers in their city. Drawing on ideas and experience from within Europe and innovative approaches from cities in the United States, it aims to support development of a strategic approach across the city's administration and an inclusive narrative which informs and drives change. The project is a knowledge exchange initiative which allows cities to reflect upon and develop thinking in a number of ways. Initial founder cities of Bristol, Cardiff, Glasgow, Liverpool and London were joined in phase two of the programme by Newport, Belfast, Birmingham, Brighton, Coventry, Sheffield and Newry, Mourne & Down.

## Our Newport action plan

For centuries, residents from diverse communities have settled in Newport, enriching the city's culture and contributing to develop a thriving and inclusive community: Newport Docks, health services and the steel industry have long attracted scientists, skilled workers and labourers from all over the world. Through being part of the Inclusive Cities programme, we have critically developed links with regional and national partners, facilitating discussion and engagement to inspire positive change and clear action across the city of Newport. Working closely with stakeholders and partners, highlighted throughout the below document, we've worked towards achieving progress and development in five key thematic areas:

- Leading in the development of a shared local story of inclusion
- Supporting and driving inclusive economic growth
- Connecting Communities
- Mainstreaming and building inclusive public services
- Encouraging civic participation and representation

Along with the collaborative opportunities and multi-agency working that has been integrated into the plan locally throughout the city of Newport, engagement in the Inclusive Cities programme has enabled us to utilise learning, knowledge and best practice examples from across the vast network of cities involved in the project.



Get in touch

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## LEADING IN THE DEVELOPMENT OF A SHARED LOCAL STORY OF INCLUSION

Actions to achieve this priority	Progress to date	Strategic Priorities	Lead	Resource needed to achieve priority and action	Timescale	Indicator of success
<p><b>1.1 Conduct research into local perceptions of migration, and the contribution this makes to Newport.</b></p>	<p>Sept 2019: Migration survey undertaken with Newport residents via bus WIFI. Results indicated that</p> <ul style="list-style-type: none"> <li>• 21% agreed that migration had enriched Newport's economy;</li> <li>• 17% disagreed;</li> <li>• 62% indicated they did not know.</li> <li>• 20% agreed that migration had enriched Newport's communities;</li> <li>• 17% disagreed;</li> <li>• 63% did not know.</li> </ul> <p>Jan 2022 Research into experiences of migration – EU survey conducted as part of a St Nicholas engagement event, involving a series of community events with local Hungarian, Polish, Czech and Slovak groups. Event reached around 200 families. Results summary:</p> <ul style="list-style-type: none"> <li>• 85% of EU citizens felt happy, or very happy living in Newport</li> <li>• 35% of EU citizens said things had changed for the worse since Brexit (racism, insecure status, cost of living)</li> <li>• 65% agreed they felt safe living in Newport</li> <li>• 49% agreed that they Newport is their home</li> <li>• 45% agreed that people in Newport are welcoming</li> </ul> <p>We have opened up the 'Citizens' Panel for any Newport resident to join and have carried out recruitment campaigns to promote and encourage people from underrepresented groups from LGBTQ+, Black, Asian and Minority Ethnic, young people and disabled communities to join. to join the panel.</p>	<p>The development and delivery of, and resident participation in the surveys and promotes positive relationships between different communities, supporting integration.</p> <p>People feel good about living, working, visiting and investing in Newport.</p> <p>The surveys and pro-active recruitment of people from under-represented groups and communities contributes to build inclusive, cohesive and sustainable communities.</p>	<p>Connected Communities Team, Newport City Council (NCC).</p>	<p>Staff time to develop, circulate and review surveys.</p> <p>Welsh Government Cohesion Funding for NCC Cohesion Officers.</p>	<p>Sept 2019 – 2022</p> <p>Next recruitment 'drive' in October 2022.</p>	<p>Resident's engagement in the survey, overall positive response, with indication that ongoing partnership work/support is crucial.</p> <p>Interest and increased participation.</p>
<p><b>1.2 Build a 'Migrant Map', focusing on the shared history of Newport and highlighting the contribution that migration has made to the city.</b></p>	<p>Plans discussed and encouraged to include this in the developed Welcome App.</p>	<p>Involving and including the people and materials relating to Newport, reflecting on the shared history and contribution of migration in a similar vein as 'Story Trails' will promote positive relationships and kindle opportunities for a shared future, and foster a sense of belonging and wellbeing.</p>	<p>Connected Communities Team, NCC.</p>	<p>Staff time and resource across NCC.</p>	<p>Welcome App due to be launched in Autumn 2022.</p>	<p>Welcome App due to be launched in Autumn 2022.</p>

<p><b>1.3 Support the establishment of Newport as a City of Sanctuary.</b></p>	<p>Newport City of Sanctuary group has been established, led by <b>GAP Centre</b>.<sup>1</sup> Establishment of sub-Groups and action planning in process. Development of New Initiative from Schools and Colleges of Sanctuary recently started with support from NCC Education and Connected Communities.</p>	<p>The attendance of representatives of various backgrounds and organisations contributes to cross-cultural and socio-economic relations. The 'bottom-up' approach gives people the ability and confidence to take ownership of making a positive contribution to Newport's communities.</p>	<p>Newport City of Sanctuary Group<sup>2</sup>.</p>	<p>Time and resources of volunteers, partner organisations and NCC staff.</p>	<p>Ongoing.</p>	<p>Schools and colleges have been motivated to work towards sanctuary status, with support from Newport City of Sanctuary Group to achieve this.</p>
<p><b>1.4 Develop a suite of positive integration video stories, featuring newcomers and the settled communities, to be hosted on the Welcome to Newport App.</b></p>	<p>To be incorporated in Welcome to Newport app which will utilise a storytelling approach to support integration and inclusion of newcomers.</p> <p>Jan 2022: 'Caru Casnewydd', the Leader has allocated money to develop projects supporting pride in the city generally. This includes quotes from and mini films of various people talking about why they are proud of Newport, what their experiences have been and what they see for the future. As well as this, there has engagement with schools and 'bus stop stories'.</p>	<p>The minifilms with residents will help to increase people's appreciation for relatable experiences, highlighting positive examples of Newport life and visions for the future.</p>	<p>Connected Communities Team, NCC.</p>	<p>Allocated funds from NCC Leader to achieve action.</p>	<p>Ongoing.</p>	<p>Support form Newport's leader and engagement of partner organisations in celebrating positive stories, included within the Welcome to Newport app.</p>
<p><b>1.5 Take part in the celebration of significant dates throughout the year.</b></p>	<p>Celebrating significant dates – A series of articles in Newport Matters featuring VPRS families in celebration of achievements and significant days.</p> <p>Feb 2022: During LGBT History Month we celebrated individuals of Romani origin with LGBTQ+ identities using resources developed by <b>ARA Art</b>.</p> <p><b>ARA Art</b> deals with artistic creation and organising cultural events with a social dimension and overlap.</p> <p>NCC Equalities Officer developed a resource pack for schools.</p> <p>First ever 'Pride Newport' event on 3rd &amp; 4th September 2022.</p>	<p>Celebrating important dates for a wide variety of people, groups, faiths and communities contributes to the recognition of and can relate to multiple identities, cultures and languages.</p>	<p>Connected Communities Team, NCC.</p>	<p>Time and resources of volunteers, partner organisations and NCC staff.</p> <p>Welsh Government Cohesion Funding for NCC Cohesion Officers.</p>	<p>Ongoing.</p>	<p>Increased partnership work and engagement, increased confidence of people to celebrate dates which are significant to them.</p>

1 See <https://thegap.wales/> for information about the GAP Centre.

2 See <https://newport.cityofsanctuary.org/> for information about Newport City of Sanctuary.

## SUPPORTING AND DRIVING INCLUSIVE ECONOMIC GROWTH

Actions to achieve this priority	Progress to date	Strategic Priorities	Lead	Resource needed to achieve priority and action	Timescale	Indicator of success
<p><b>2.1 Ensure the engagement of refugees in the work of the Right Skills Board engaging local employers in the provision of employment and training opportunities.</b></p>	<p>The Right Skills Board were briefed on the Inclusive Cities programme and asked to consider ways in which opportunities for refugees and migrants can be maximised.</p> <p>Equality Impact Assessments to be carried out on all Partnership Board<sup>3</sup> interventions to improve inclusivity.</p> <p>Questionnaire for partners will go out in October 2022 after internal feedback.</p>	<p>Equality Impact Assessments and questionnaire contribute to increased awareness about barriers to and possible solutions for inclusion.</p>	<p>The Right Skills Board<sup>4</sup>.</p>	<p>Staff time and resource through the Right Skills Board.</p>	<p>Ongoing.</p>	<p>Partnership engagement and participation, a proactive approach to explore and provide opportunities.</p>
<p><b>2.2 Implement the Reach Restart Project, providing a central hub for ESOL assessment and signposting, and an holistic support service for refugees, including with employment.</b></p>	<p>The Reach/Restart project was delivered and engagement was high, with double the number of estimated participants.</p> <p>Until March 2023 combined ESOL/ Employability and job coaching support is provided to refugees and people from diverse communities.</p>	<p>The tailored support better meets people's needs which will provide them with more sustainable jobs and career progression, improve wellbeing and confidence.</p>	<p>Regeneration, Investment &amp; Housing, NCC.</p>	<p>Time and resources of volunteers, partner organisations and NCC staff.</p>	<p>Finished – Reach/Restart project</p> <p>Until March 2023 – ESOL/ Employability and job coaching support.</p>	<p>Double the number of anticipated participants.</p> <p>Positive results/ feedback of tailored support, demonstrating the need for longer term service provision.</p>

3 See <https://www.gwentrbp.wales/home> for more information about the Partnership Board.

4 See <https://www.newport.gov.uk/oneNewport/Well-being-Plan/Right-skills.aspx> for more information about the Right Skills Board.

<p><b>2.3 Review the funding available to refugees under the VPRS scheme, with a view to introduce small grants for vocational training and business start-up.</b></p>	<p>Funding reviewed and grants of up to £300 are made available for training/business start-up. Several families have been awarded grants and received vocational training, provisional driving licenses, and food hygiene courses.</p> <p>Development to include driving theory classes and further food hygiene courses within the support offered.</p>	<p>The provisions have led to increased skills, confidence, wellbeing and employability and improved community cohesion.</p>	<p>Connected Communities Team, NCC.</p>	<p>Allocation of funding through resettlement scheme support.</p>	<p>Ongoing.</p>	<p>Partnership work with business support and 'volunteering matters'. Thus far 4 people have received business start support and are doing well. 20 people signed up for driving theory and food hygiene courses.</p>
<p><b>2.4 Engage local businesses and service providers in conversations around migration, in particular the rights of EU workers post-Brexit.</b></p>	<p>Work through the Regulatory Services Team has included the provision of information to local businesses/ employees around EU rights. Professional training has been delivered to around 140 participants across Newport.</p>	<p>The events promoted integration and economic growth, increased employability and contributes to building cohesive and sustainable communities.</p>	<p>Regulatory Services/ Connected Communities Team, NCC.</p>	<p>Staff time and resource across NCC.</p>	<p>March 2021, June 2021 and March 2022.</p>	<p>Positive feedback from participants; increased engagement with internal and external services.</p>
<p><b>2.5 Deliver jobs fayres specifically aimed at promoting volunteering, training and employment opportunities for refugees, asylum seekers and migrants.</b></p>	<p>Job fayres delivered at Pill Mill Community Centre during Black History Month, and in February 2022 aimed specifically at people from ethnic minority backgrounds and to promote the ESOL/Employability and job coaching service.</p>	<p>The fayres promote accessibility, improve opportunities to find and keep suitable employment, improve wellbeing and promote economic growth.</p>	<p>Regeneration, Investment &amp; Housing, NCC.</p>	<p>Time and resources of volunteers, partner organisations and NCC staff.</p>	<p>Oct 2022 February 2022.</p>	<p>Positive feedback from businesses and participants and uptake of ESOL/Employment service.</p>
<p><b>2.6 Monitor the achievement of children who are newcomers to the city, and their curriculum access/ choices through the Learn Well Education Strategy for Newport (UASC leaving care – outcomes).</b></p>	<p>Ongoing work through the Connectedness Strand of Learn Well Strategy. Post-16 data currently being disaggregated by vulnerability factors including, CLA, EAL and ethnicity. An 'Early Identification Toolkit' has been developed which will contribute to tailored support.</p> <p>Compas will be delivering work specifically with Roma children, families and teaching staff across schools in Newport to improve behaviour, attendance, raise aspirations and achievements.</p>	<p>The work support inclusion, improves skills and employment opportunities and contributes to people's wellbeing, independence and resilience.</p>	<p>Connectedness Learn Well Group.</p>	<p>Time and resources of volunteers, partner organisations and NCC staff.</p>	<p>2021 – ongoing.</p>	<p>Good progress despite covid challenges; need to take this forward during and after covid recovery.</p>

## CONNECTING COMMUNITIES

Actions to achieve this priority	Progress to date	Strategic Priorities	Lead	Resource needed to achieve priority and action	Timescale	Indicator of success
<p><b>3.1 Develop Inclusive Newport webpages hosting city narrative, information on the migration history of Newport, details of programmes and activities to support integration and promote the work of NCC on equality and cohesion.</b></p>	<p>To be developed and will thereafter form part of our wider website development work.</p>	<p>The webpages will contribute to inclusion, integration, confidence, safety, resilience and increase wellbeing. Along with these outcomes the developed webpages can contribute to more cohesive and sustainable communities.</p>	<p>Connected Communities Team, NCC.</p>	<p>Staff time and resource across NCC.</p>	<p>TBD.</p>	<p>Recognised as essential, this will be taken forward as part of covid recovery once the restructure is complete.</p>
<p><b>3.2 Develop a Welcome to Newport App (funded by a Welsh Local Government Association (WLGA) homelessness grant) to support effective integration, based on feedback from new and long- standing communities.</b></p>	<p>Ongoing work – contract awarded to Cardiff University and conversations picked up with the Welsh Government to ensure alignment with Sanctuary website. Steering Group established and next phase will be user experience engagement.</p> <p>The app will be demonstrated to service users this Autumn and go 'live' by the end of this year.</p>	<p>The app will make services more accessible, more tailored to individual needs and support inclusion. Accessing the app will empower people and help build confidence and independence and contribute to more cohesive communities.</p>	<p>Connected Communities Team, NCC.</p>	<p>WLGA Homelessness Grant</p> <p>Time and engagement of Steering Group.</p>	<p>Ongoing.</p>	<p>Great partnership work with Cardiff University transcended the approach to information provision and accessibility for a wide range of people.</p>
<p><b>3.3 Provide support to EU citizens, hosting cohesion events across the city, fostering an environment which welcomes migrants to stay and supports them to apply to the EU Settlement Scheme (EUSS).</b></p>	<p>EU Citizens forum established, specific EU social media channels, regular drop in at Community House, Eton Road. Large scale event planned for St Nicolas Day. EU small grant scheme launched. The drop-in group have delivered over 200 advice sessions to support EU citizens.</p> <p>(Jan 2022) An EU small grant scheme delivered as part of Participatory Budgeting (PB) and awarded 4 projects funding (Settled, Newport Mind, TGP Cymru and Newport Sudanese Community)</p> <p>EU survey conducted as part of a St Nicholas engagement event, involving a series of community events with local Hungarian, Polish, Czech and Slovak groups. Event reached around 200 families. Survey results are summarised above, in section 1.1.</p>	<p>The support promotes positive relationships between communities, increases wellbeing and employability, improves skills and knowledge and contributes to building cohesive and sustainable communities.</p>	<p>Connected Communities Team, NCC.</p>	<p>Time and resources of volunteers, partner organisations and NCC staff.</p> <p>Welsh Government Cohesion Funding for NCC Cohesion Officers.</p>	<p>Ongoing.</p>	<p>Improved and increased partnership work, development of a more holistic service provision and increased engagement with services and authorities.</p>

<p><b>3.4 Engage with newcomers around community safety experiences and reporting of hate crime, exploitation and domestic abuse, and develop appropriate interventions.</b></p>	<p>Cultural orientation course re-established in partnership with all Gwent local authorities, with regular reviews of the course to identify the option of broadening the course's engagement.</p> <p>Partner agencies (Welsh Refugee Council (WRC) and Displaced People in Action (DPIA)) have provided online hate crime, exploitation, victim support and domestic abuse awareness sessions for asylum seekers and refugees.</p>	<p>The roll-out of the amended course will support integration and inclusion, improve wellbeing, confidence and self-direction and contribute to building cohesive and sustainable communities.</p>	<p>Connected Communities Team, NCC.</p>	<p>Multi-agency collaboration and commitment across all Gwent local authorities.</p> <p>Resources provided by expert partners WRC and DPIA.</p>	<p>Restarted in 2021, ongoing.</p>	<p>Partnership development, enthusiasm and positive feedback from participants. Would benefit inclusion in ESOL and follow up modules.</p>
<p><b>3.5 Deliver a range of projects that celebrate a shared Welsh and Newport identity across the city.</b></p>	<p>Many Faces of Welshness project has several participants from migrant backgrounds sharing their experiences of what it means to be Welsh. Welsh language community grant scheme launched, with a number of projects to be funded – including Hungarian Cultural Project and British Red Cross work to engage minority ethnic communities in learning the Welsh language.</p> <p>Newport promoted the 'Story Trails' event in Newport on 13-14 August 2022: StoryTrails – Reanimating public spaces across the UK (<a href="http://story-trails.com">story-trails.com</a>)</p> <p>We have started to explore options to bring elements of various initiatives, including Caru Casnewydd, Many faces for Welshness and Story Trails into an Inclusive Newport webpage.</p>	<p>The various strands promote positive relationships between communities, improve wellbeing and confidence and contribute to building cohesive communities.</p>	<p>Connected Communities Team, NCC.</p>	<p>Time and resources of volunteers, partner organisations and NCC staff.</p>	<p>2021/2022 –ongoing.</p>	<p>Positive responses to the Many Faces of Welshness project.</p> <p>Inclusion of Welsh Language in integration and language programmes for diverse communities.</p>
<p><b>3.6 Deliver a programme of Participatory Budgeting (PB) which prioritises migrant communities.</b></p>	<p>Initial round of PB funding was delivered successfully, awarding support to a range of projects. It was identified that refugee, asylum seeker and migrant groups were identified as a priority to benefits from support through PB.</p> <p>PB round 2 took place in February 2022 and awarded £415,000 funding to 79 different projects, with diverse communities added as a priority group based on covid research reports.</p>	<p>The projects increased accessibility and inclusion while having regard for the needs of individuals and small groups, increased wellbeing and confidence, also contributing to healthy and resilient environments. The 'bidding process' and delivery promoted and contributed to maintaining and building cohesive and sustainable communities.</p>	<p>Policy, Partnership &amp; Involvement Team, NCC.</p>	<p>Staff time and resource across NCC.</p>	<p>2020 – 2022.</p>	<p>Overwhelmingly positive engagement of groups and numbers of applications. Demonstrating the strength of Newport community activities and the willingness to be inclusive and undertake joint work.</p>

## MAINSTREAMING AND BUILDING INCLUSIVE PUBLIC SERVICES

Actions to achieve this priority	Progress to date	Strategic Priorities	Lead	Resources needed to achieve priority and action	Timescale	Indicator of success
<p><b>4.1 Align Inclusive Cities action plan with the work of Newport's Wellbeing Intervention Boards:</b></p> <ul style="list-style-type: none"> <li>• The Newport Offer</li> <li>• Strong Resilient Communities</li> <li>• Right Skills</li> <li>• Green &amp; Safe Spaces</li> <li>• Sustainable Travel.</li> </ul>	<p>All Interventions will be subject to an Equality Impact Assessment as part of review work. This will include the assessment of delivery, inclusive of newcomers to Newport and the impact of their work in reducing inequalities of outcome related to socio-economic status.</p>	<p>The Equality Impact Assessments are based on the Welsh guidance of the Equalities Act and include an assessment of the 'Socio-Economic Duty' for statutory organisations to ensure that their policies are equitable, sustainable in terms of the socio-economic status of people. Aligning the Inclusive Cities plan with the Wellbeing Intervention Boards, through including equitable socio-economic outcomes for newcomers, will encompass agreed strategic priorities.</p>	<p>Partnership Board interventions, NCC.</p>	<p>Staff time and resource across various organisations.</p>	<p>Started 2021, Ongoing.</p>	<p>Accepting the Inclusion of equitable socio-economic outcomes for newcomers to Newport in the Equality Impact Assessments for all Wellbeing Intervention Boards.</p>
<p><b>4.2 Develop an inclusion/integration Strategy for Newport, with the input/support of the Public Service Board.</b></p>	<p>The Partnership Board (PSB) has recently been reviewed and is now a Gwent-wide model.</p> <p>Development sessions will be delivered to PSB members on key areas of work including anti-racism and the socio-economic duty from the Wellbeing of Future Generations (Wales) Act.</p> <p>Proposed to establish a Strategic Migration Forum which will oversee the development and delivery of a Migration Strategy for Newport, pending finalisation of Newport City Council restructure.</p> <p>A draft migrant hardship policy, as part of a future Inclusion Strategy is under consultation.</p>	<p>An Inclusion/integration strategy with input and support from the Public Service Board will be inclusive of strategic priorities.</p>	<p>Connected Communities Team, NCC.</p>	<p>Staff time and resource across NCC.</p>	<p>Started 2021, ongoing.</p>	<p>Recognition that an Inclusion Strategy is necessary. Successful development and implementation of the Inclusion Strategy and its strategic priorities.</p>

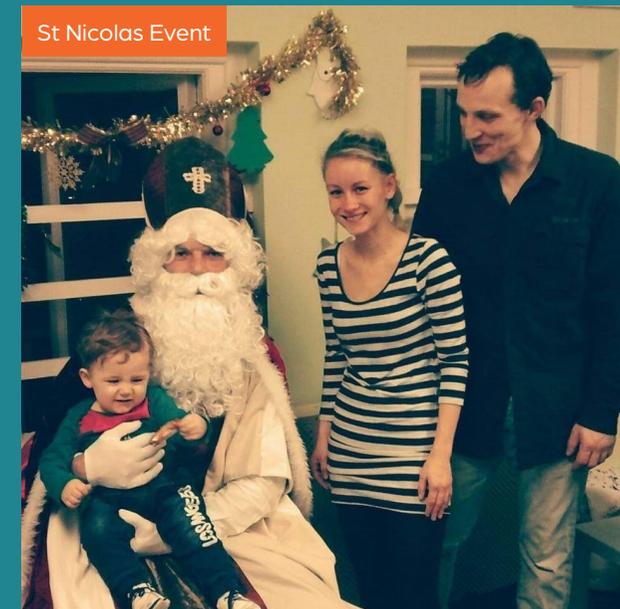
<p><b>4.3 Develop a system of Welcome Centres and cultural orientation programmes to help all newcomers familiarise themselves with the city.</b></p>	<p>(Jan 2022) Wales Strategic Migration Partnership (WSMP) are developing a model focused on HKBNO arrivals. Hoped that this may allow a wider focus. Welcome App will support the development of a Welcome system with key information in one place.</p> <p>(Aug 2022) Welcome centres have a different focus, with the arrival of Ukrainian refugees.</p>	<p>Welcome Centres as initially envisaged would support integration, improve wellbeing, enhance empowerment and confidence and increase independence and resilience.</p>	<p>WSMP</p> <p>Connected Communities Team, NCC.</p>	<p>Resource and staff time across NCC, alongside collaboration with WSMP.</p>	<p>Started 2021</p> <p>Ongoing.</p>	<p>The 'Homes 4 Ukraine' scheme is demanding significant resources and attention and has temporarily changed the intended focus and function of welcome centres but is also providing helpful information about 'what works' –and what doesn't in terms of support.</p>
<p><b>4.4 Update Newport's wellbeing assessment/ profiles, which are used for strategic decision making, with relevant migration data.</b></p>	<p>Wellbeing Assessments have been updated and will include an explicit section on migration data.</p>	<p>The inclusion of an explicit section on migration data will contribute to strong leadership and governance and supporting integration.</p>	<p>Policy, Partnership &amp; Involvement Team, NCC.</p>	<p>Staff time and resource across NCC.</p>	<p>2022.</p>	<p>Agreement to include explicit section on migration data in the wellbeing assessments.</p>
<p><b>4.5 Consider updating corporate Fairness and Equality Impact Assessment (FEIA) process with specific considerations around impact of service/decision on newcomers to Newport.</b></p>	<p>FEIA and associated Cabinet/Scrutiny templates have been updated to include explicit consideration of impact of strategic decisions on refugees, asylum seekers and migrants.</p>	<p>The outlined inclusion will contribute to robust monitoring processes and support integration/inclusion.</p>	<p>Connected Communities Team, NCC.</p>	<p>Staff time and resource across NCC.</p>	<p>2021.</p>	<p>Agreement to include explicit consideration regarding the impact of strategic decisions on refugees, asylum seekers and migrants in FEIAs and scrutiny templates.</p>
<p><b>4.6 Develop a data set relating to outcomes across Indicators of Integration (IOI) markers (work, housing, education, health and social care and leisure) to monitor levels of integration and inform the development of strategies/interventions.</b></p>	<p>To be developed in line with migration strategy and Welsh Government Indicators of Integration (forthcoming).</p>	<p>A data set relating to outcomes across IOI of key services will ensure robust monitoring processes, inform equality governance and identify areas which need support. This will improve wellbeing and contribute to building cohesive and sustainable communities.</p>	<p>Connected Communities Team, NCC.</p>	<p>Staff time and resource across NCC.</p> <p>Welsh Government collaboration.</p>	<p>Awaiting Welsh Government indicators to ensure alignment and consistency across Wales.</p> <p>Ongoing.</p>	<p>Outcome based and data led interventions to be developed.</p>
<p><b>4.7 Ensure the needs of migrant communities are considered and responded to as part of the council's COVID-19 recovery work.</b></p>	<p>COVID-19 Community Impact Assessment has included engagement with, and assessment of the impact on migrant communities. These communities were subsequently prioritised as part of the council's Covid-19 recovery programme and the associated £500k investment in funding grassroots community projects.</p>	<p>The funding of grassroots community projects covers all strategic wellbeing objectives for Newport, and promoted meaningful stakeholder engagement, positive relationships between communities.</p>	<p>Policy, Partnership &amp; Involvement Team, NCC.</p>	<p>Investment through NCC COVID-19 recovery programme.</p>	<p>2021 – 2022.</p>	<p>The variety, strength, quality and number of applications from grassroots community projects.</p>

## ENCOURAGING CIVIC PARTICIPATION AND REPRESENTATION

Actions to achieve this priority	Progress to date	Strategic Priorities	Lead	Resources needed to achieve priority and action	Timescale	Indicator of success
<p><b>5.1 Review the participation of refugees, asylum seekers and migrants in sport and leisure activities, and the effectiveness of specific provision in supporting integration across communities.</b></p>	<p>To be developed in line with NCC's Strategic Equality Plan (SEP) objective – suggested focus for Newport Live.<sup>6</sup></p> <p>Various activities across the city, to encourage and enable participation from all communities in sport and leisure. Enriching opportunities that focus on the social and wellbeing benefits of sport and leisure engagement.</p>	<p>Encouraging and enabling participation from all communities in sport and leisure activities increases accessibility, contributes to positive relationship, supports integration, improves health, wellbeing and confidence.</p>	<p>Newport Live.</p>	<p>Multi-agency support and collaboration.</p>	<p>2021 – ongoing.</p>	<p>Continuing engagement and development of current inclusive activities, such as the 'Cohesion Cup' Newport Live Positive Futures.</p>
<p><b>5.2 Deliver NCC's commitment within the Strategic Equality Plan 2020–2024 to work towards a more representative workforce, particularly recognising the value of multilingualism, supporting migrant/refugee employees and establishing a Minority Ethnic staff association.</b></p>	<p>Delivery Group now established. Work ongoing to diversify recruitment routes. First cultural survey delivered across the council and Diversity Staff Network is established with strong representation from staff from a migrant/asylum seeker/ refugee background.</p> <p>Ethnic Youth Support Team (EYST) Placement Scheme – commitment to place a number of young people from an ethnic minority background across service areas in the council, with a view to supporting further employment. Belonging in the workplace survey undertaken with staff across the council and 10–point plan to be agreed with the Corporate Management Team (CMT) addressing experiences of discrimination, allyship and workplace culture. Inclusive Leadership sessions being delivered to all managers. Expansion of demographic monitoring now allows for enhanced capture of ethnicity and nationality data.</p>	<p>The commitment to work towards a more representative workforce promotes a more representative and inclusive workforce, and promotes positive relationships between communities, it helps people to feel good and provides skills and opportunities to find suitable work and improves employment opportunities.</p>	<p>Human Resources / Connected Communities Team, NCC.</p>	<p>Staff time and resource across NCC.</p>	<p>2021– ongoing.</p>	<p>Establishment of diversity (staff) network, increased number of people from diverse backgrounds applying and being successful following suggested amendments to job application forms. The Cultural survey has led to a more proactive approach to recruit diverse staff in senior management positions.</p>
<p><b>5.3 Promote opportunities to participate in civic life via Inclusive Newport web content, Welcome App and initiatives developed in partnership with the voluntary sector.</b></p>	<p>Working with Census team and local election teams to ensure migrant communities are effectively engaged, we have also used some of our COVID-19 messaging to raise awareness of devolved Government and highlight the differences between central and Welsh Government.</p>	<p>Promoting opportunities to participate in civic life will contribute to integration and inclusive services, give people confidence and improve their wellbeing. It increases skills and employment opportunities.</p>	<p>Connected Communities Team, NCC.</p>	<p>Staff time and resource across NCC.</p>	<p>2020 – ongoing.</p>	<p>A number of activities have been supported and/or promoted by NCC and our partners, which will be included in the Welcome App and web content going forward. Work with the Census team has contributed to increased engagement of marginalised communities.</p>

## Case Study: St Nicolas Event 2021

In December 2021, Newport City Council's Community Cohesion Officer organised a special, celebratory St Nicolas event for Czech & Slovak, Polish and Hungarian communities across the city. This was a collaboration event with the Hungarian and Polish Community, [TGP Cymru](#), [Newport Mind](#), and [Community House on Eton Road](#), raising awareness of one of the joys of being such a multicultural city! Events were held in three different locations in Newport on Sunday the 5th and Monday the 6th of December. Together, partners reached over 150 families and gifted 200 children with packs containing fruit, sweets, and a chocolate figure of St. Nicolas. The children were very happy and parents reported feeling at home in Newport and said they were grateful for raising awareness of their traditions, which remind them of their home countries and their childhood. Parents received packages which contained information in their own language on: making late applications to the EU Settlement Scheme and how to access help, such as at drop-in centres for EU citizens; COVID-19 restrictions, symptoms and testing; hate crime and domestic abuse, and how to access help; local Youth clubs. There were also recruitment leaflets and goodies from Gwent Police and TGP Cymru. A professional photographer was present on the day and families were able to receive printed pictures with St Nicolas, as well as digital copies. We especially thanked all partners involved for providing information or help in the form of volunteers – TGP Cymru, Newport Mind, Gwent Police, the Local Health Board, and Community House on Eton Road. Promising partnership links were formed through work with the Polish group Ludek and the Hungarian Community in Newport. Special thanks went to Newport Mind, who were kind enough to supply photographers for the day.



## INCLUSIVE CITIES

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Inclusive Cities is a knowledge exchange initiative supporting UK cities and their local partners to achieve a step-change in their approach towards the inclusion of newcomers.

Drawing on innovative ideas and practices from Europe and the United States, Inclusive Cities aims to support the development of an approach to inclusion which is strategic across the city administration. This approach consistently uses positive messaging to develop an inclusive narrative for the city which informs and drives practice and is local authority led, working in close partnership with business, public and voluntary sector organisations to achieve shared goals.

Inclusive Cities is supported by the Paul Hamlyn Foundation.

[www.compas.ox.ac.uk/inclusive-cities](http://www.compas.ox.ac.uk/inclusive-cities)

## THE GLOBAL EXCHANGE ON MIGRATION AND DIVERSITY

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The Global Exchange on Migration and Diversity is an ambitious initiative at the Centre on Migration, Policy and Society (COMPAS), University of Oxford, opening up opportunities for knowledge exchange and longer term collaboration between those working in the migration field.

[www.compas.ox.ac.uk/global-exchange](http://www.compas.ox.ac.uk/global-exchange)



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