

Agenda



Cabinet

Date: Wednesday, 10 April 2024

Time: 4.00 pm

Venue: Council Chamber / Hybrid

To: Councillors J Mudd (Chair), D Davies, D Batrouni, J Clarke, Y Forsey, D Harvey, J Hughes, L Lacey and S Marshall

Item		Wards Affected
1	<u>Apologies for Absence</u>	
2	<u>Declarations of Interest</u>	
3	<u>Minutes of the Last Meeting</u> (Pages 3 - 10)	
4	<u>Capped Nine - Key Stage 4 (KS4) School Outcomes</u> (Pages 11 - 24)	All Wards
5	<u>Strategic Equalities Plan</u> (Pages 25 - 50)	All Wards
6	<u>NCC External Pressures - Cost of Living</u> (Pages 51 - 56)	All Wards
7	<u>One Newport Summary Document (for information/awareness)</u> Click on link below: https://sway.cloud.microsoft/7DAatCAhVbdpq4n8x?ref=Link	
8	<u>Work Programme</u> (Pages 57 - 64)	

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Date of Issue: 3 April 2024

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Minutes

Cabinet

Date: 6 March 2024

Time: 4.00 pm

Present: Councillors J Mudd (Chair), D Davies, D Batrouni, J Clarke, Y Forsey, D Harvey, J Hughes, L Lacey and S Marshall

1 Apologies for Absence

None received.

2 Declarations of Interest

Councillor Davies declared a conflict of interest under Item 7: Property Services Arrangements.

3 Minutes of the Last Meeting

The Minutes from 14 February 2024 were accepted as a true record.

4 Corporate Risk Register Update (Quarter 3)

The Leader introduced the first report on the Council's Corporate Risk Register for the end of Quarter 3 (1 October to 31 December 2023).

The Leader noted with colleagues that Cabinet review the risks; whilst Governance and Audit Committee review the risk management arrangements and governance processes and may provide their comments back to Cabinet following consideration of the Quarter 3 risk report at their meeting later this month.

At the end of Quarter 3, the Authority had 43 risks recorded across the Council's eleven service areas.

Those risks that were deemed to pose the most significant risk in the delivery of the Council's Corporate Plan and its services were escalated to the Council's Corporate Risk Register for monitoring.

At the end of Quarter 3, 15 risks were recorded in the Corporate Risk Register.

- 8 Severe Risks (15 to 25).
- 7 Major Risks (7 to 14).

In comparison to the Quarter 2 Corporate Risk Register, one risk - completion of the Internal Audit plan - had decreased from 16 to 9 following the progress made by the Council's Internal Audit service. The Leader was pleased to report this back to Cabinet.

The remaining 14 risks were reported with the same risk score as Quarter 2.

Comments of Cabinet Members:

- Councillor Davies noted that the demand for additional learning needs (ALN) and specialist educational needs (SEN) remained at amber as there was an increasing number of children within Newport being diagnosed with ALN. This is not unique to Newport and appeared to be due to a range of factors. Councillor Davies mentioned that the service area was working hard with schools to provide assistance and support where necessary, whilst recognising that more funding was needed. As a consequence, Councillor Davies welcomed the additional £300,000 that was announced at the previous Cabinet meeting that would be used specifically to support these children.
- Councillor Lacey mentioned the assets and property estates which had increased risk from Quarter 1 2023-24 into Quarters 2 and 3 of 2023-24 from 16 to 20. While Councillor Lacey welcomed the additional sums of £200,000 into this area it must be noted that the maintenance backlog of Council buildings currently stood at £100M. Alongside other challenges of maintenance of these buildings owned by the Council, the decarbonisation project was also being managed across the estate. A new strategic asset management plan was being developed, supported by asset rationalisation, and was therefore hoping to manage the risks as best as possible.
- Councillor Forsey noted that the number one risk was in children services.
- Councillor Marshall echoed comments of colleagues about the risk factors in social services and reassured colleagues that the service area was looking at the best possibilities to mitigate it, including work involving investments.
- The Leader thanked colleagues for their contributions and hoped this made clear that, as a Cabinet, the understanding of the risks to the authority and the delivery of statutory services and corporate plan was demonstrated. In addition, Cabinet was able to address risk by putting in place mitigations to help manage the potential impacts.

Decision:

Cabinet considered the contents of the Quarter 3 update of the Corporate Risk Register and identified the risks.

5 Risk Management Policy

The Leader introduced the approval of Newport City Council's Risk Management Policy including the Council's Risk Appetite Statement.

Newport City Council is responsible for delivering a multitude of services (both statutory and non-statutory) to residents, businesses, and other service users.

It is important that the Council is able to grasp the opportunities which improve the delivery of these services and improvements to communities, whilst managing the risks which could prevent the Authority from achieving its strategic priorities.

This Risk Management Policy set out this Council's risk appetite for managing these opportunities and risks, and its decision-making approach.

The development of the Risk Management Policy was completed in collaboration between Cabinet and the senior management team in the Council.

The Policy also considered the views of the Council's teams involved in operational and strategic risk activity such as Civil Contingencies, Health and Safety, Internal Audit, Insurance, Finance, and other service areas.

The Council's Risk Appetite statement is not a single or fixed concept and there are a range of appetites for different risks over time.

It is important that the Council adopted to take opportunities and risks based on informed, evidence-based decisions to ensure support of the long-term sustainability of services, social value and protection of those at most risk.

Ten risk areas were proposed to support the wide range of activities the Council undertook and aligned to best practice in risk management.

This Policy was presented to the Council's Governance and Audit Committee in January, who accepted the proposed Policy and Risk Appetite statement.

Following the Policy's approval, the Council's Risk Management team would communicate, provide training, and embed the policy into the Council's processes.

Comments of Cabinet Members:

- Councillor Davies welcomed the guidance the policy provided when determining a course of action. This is not a substitute for a full assessment of risk but shows the Council's stance when difficult decisions need to be taken. It is a real positive that Newport City Council has determined that their appetite for risk is defined by the activity; this was clearly explained in the policy and enabled Cabinet Members and officers to appropriately gauge the stance to be taken. Councillor Davies added that this was a well-informed and researched piece of work with a consultation process that underpinned it. Councillor Davies welcomed that there would be a regular review, as appetite for risk may change, sometimes reflecting dynamics and issues yet to be realised.

Decision:

Cabinet approved the Council's Risk Management Policy and Risk Appetite statement.

6 Pay and Reward Statement 2024/25

The Leader presented the annual report to Cabinet for review and to recommend to full Council for approval as part of the normal annual cycle to allow for its publication.

The Council's Pay and Reward Policy for the workforce is an annual report that requires adoption by Council. The policy sets out the internal mechanisms for remunerating Council officers and provided an update on any changes since the last adoption in 2023.

Any changes that were made during the last 12 months were supported by the correct democratic or officer processes and noted in the covering report.

Cabinet noted the decision to align the Council's apprenticeship programme rates of pay to that of the Living Wage Foundation rates. This critical change was in line with the Council's aspiration to be a living wage city. This change also enabled the Council to successfully recruit an additional 20 apprentices over the last quarter using grant funding through the Levelling Up Fund. Offering and employing entry level roles such as apprenticeships was important for the Council in its ongoing recruitment and retention strategies and an important

intervention as part of the Council's new People Plan for its workforce. The Leader had the pleasure of meeting the newest cohort of apprentices recently.

Comments of Cabinet Members:

- Councillor Harvey was pleased that Newport was a living wage city and welcomed the news of the addition of 20 new apprentices.
- Councillor Batrouni supported the report.
- The Leader thanked Councillor Batrouni for his work on the report.

Decision:

Cabinet reviewed and recommended the Pay and Reward Policy to Council in order to meet the statutory requirement for a pay policy statement to be approved and published by Council on an annual basis.

7 **Property Services Arrangements**

The Deputy Leader, Councillor Davies declared an interest in this item.

The Leader presented the proposal to agree the future model for the delivery of property services at Newport City Council.

In July 2014, Newport City Council and Norse Commercial Services created a Joint Venture (JV) agreement to form Newport Norse for the provision of property services, which rebated over £4M to the Council to support the delivery of services to Newport residents in the last 9 years.

The current partnership provided a range of services including facilities management, estate management, design and building maintenance, premises management and cleaning.

In December 2022, Cabinet approved the extension of the current arrangement to December 2025. This allowed the Council to examine the current service model and to assess the future requirements to meet the Council's corporate priorities.

The Leader was pleased that the Cabinet report and recommendations presented work completed from collaboration with the Council's Overview Scrutiny Management Committee through a Policy Review Group, supported by external advice and a cross-organisational project board.

The findings of the review recognised and valued the successful track record and collaborative relationship between Newport City Council and Newport Norse but also recognised the need for change.

In the deliberations and assessment of options available to the Council, the Policy Review Group considered several options such as: insourcing of services to the Council; renewal or update of the current arrangement with Norse; a Community Interest Company; an arms-length Local Authority Trading Company; and a shared service model.

All of the options proposed were carefully considered, examining the opportunities and risks, strategic alignment to the Council's priorities, social value to the Council and residents of Newport, financial viability, service delivery quality and ease of deliverability.

The outcomes of the assessment identified that the preferred and most viable model for the Council was to move to a wholly owned Local Authority Trading Company (LATCo) for services currently delivered by Newport Norse.

The Council's Policy Review Group recommended that transition to the operating model should be adequately resourced and noted the importance of minimising staff attrition to reduce the risk on the important services delivered by Newport Norse.

The Review Group also recommended that the future model should be sufficiently flexible to allow for future growth such as shared services or additional service expansion; and that the ongoing programme of work was reported back to Scrutiny and Cabinet.

Throughout this process, management and staff from Newport Norse were involved and consulted with. On behalf of this Cabinet, the Leader thanked the Norse workforce for their involvement as the Council considered and deliberated the options.

The Leader also thanked the Councillors who participated as part of the Policy Review Group and Overview Scrutiny Management Committee.

Comments of Cabinet Members:

- Councillor Lacey was pleased to fully support the paper. This was an opportunity for the Council and looked forward to a wholly owned Newport City Council company. Councillor Lacey also wanted to thank Scrutiny and officers for a collaborative work and detailed review of options to better align priorities. It must be understood that this required an element of investment but as the Leader stated, there were also opportunities to develop this service in the future, expanding a range of services, or a shared service provision. Importantly, the Council was able to work with Norse management and staff and would continue to do so going forward. The Council would collaboratively work with stakeholders as this progressed but at the moment, it was business as usual, working with Norse.

Decision:

Cabinet agreed, in principle, the future model for delivery of property services as a local authority trading company as outlined in the report. Cabinet directed the Strategic Director for Transformation and Corporate Services, in consultation with the Council's Statutory Officers:

1. To prepare a proposal document regarding the setting up of an arms-length company wholly owned by the Council for the purpose of delivering property services to the Council from January 2026.
2. To obtain such advice and information as necessary in order to enable the preparation of that document.
3. To take such mobilisation steps as necessary to enable the setting up of the new model, but not including the registration of the company at Companies House.
4. To report back to the Cabinet at a later date regarding the proposal and progress of the above.

8 Sustainable Communities for Learning - Rolling Programme for Investment 2024/2033

The Leader presented the next report to Cabinet. The Council was nearing the end of its Sustainable Communities for Learning Band B programme, which already delivered significant projects.

The Leader asked that Cabinet focus on the next wave of investment under this scheme, and to support this, the Leader was pleased that Welsh Government extended its financial commitment to supporting projects at a 65% intervention rate. Despite the challenges facing

the Council, the scheme therefore represented an excellent opportunity to invest in its school buildings.

The Strategic Outline Programme for the next 9-year rolling programme of investment needed to be submitted to Welsh Government for consideration by 31 March 2024. This report therefore asked Cabinet to consider whether the identified investment objectives were appropriate and should be supported.

The overall programme was driven by strategic aims such as reducing poor quality school accommodation, ensuring a sufficiency of school places, creating additional Welsh-medium places and pathways, and delivering carbon-neutral buildings. If approved, the 9-year programme would provide new and replacement education facilities at Millbrook Primary School and Caerleon Comprehensive School and would support the opening of two developer-led schools in the east of the city. It was designed to ensure the long-term sufficiency of secondary school places, to grow the Welsh-medium education offer, and to support learners with Additional Learning Needs.

The estimated value of the programme is £110M, and with Welsh Government providing 65% match funding, this required a Council commitment in the region of £38.5m over 9 years.

Comments of Cabinet Members:

- Councillor Davies highlighted the importance of the report as it worked towards developing the rolling programme and would improve schools in Newport. The 9-year rolling programme would see funding from WG of 65%, which went a long way towards building the new school in Bettws. This was a fantastic achievement for the children in Bettws. There was a specific focus on new education facilities to replace poor quality facilities and it was important to ensure adequate provision for both English- and Welsh-medium schools. The Council intended to expand the provision for children on the autism spectrum, with plans to provide an additional 40 places on an identified site in Newport. In this instance, WG would provide funding of 75%. Commitment to the reduction of carbon footprint is a key priority, and the programme intended to deliver net zero new builds, as part of the plan going forward. There is an estimated value of £110M, as mentioned by the Leader, with a spending commitment of £38M from the Council. This is an exciting opportunity, and it is important to get this right for the future of the children of Newport. As a listening council, future consultations and discussions at Scrutiny would take place as these plans evolved to support effective decision-making.
- Councillor Harvey supported the Deputy Leader's comments and mentioned the secondary school within her ward, which supports learners with autism spectrum disorder (ASD). Councillor Harvey pupils deserved to have what the Council was providing for them.

Decision:

Cabinet agreed that the investment objectives upon which Newport City Council's Sustainable Communities for Learning 9-year rolling programme was based on were appropriate, and the Strategic Outline Programme reflecting those objectives could be submitted to Welsh Government for consideration.

9 NCC External Pressures - Cost of Living

This monthly report presented by the Leader provided an opportunity to ensure that Cabinet continued to address the challenges that residents faced on a daily basis.

The main challenges facing Newport continued to be the cost-of-living crisis, pressures on housing and homelessness services, and changes in the asylum and refugee process.

The Council continued to respond to these challenges through collaboration and partnership working to provide support, advice, and guidance to residents.

The Leader was pleased to note that there was another meeting of the Homewards coalition in Newport on the day prior to Cabinet, to drive forward strategies and plans in order to help address the Council's goals of ending homelessness.

The report provided examples of activities and support offered during this period, including activities and food provision during the school half term. There was a lot of excellent work being undertaken during this period including the distribution of essential food, cleaning and hygiene products, and food shopping vouchers.

Officers from across the Council, including its Prevention and Inclusion Service, were also working closely together and with partners to coordinate support over the next few months. This included planning Easter activities for children and young people, which the Leader was pleased to note.

Cabinet also noted the different projects that the Education department and schools were supporting to ensure all children and young people were able to reach their potential.

The Leader encouraged anybody in need to attend the 'Think Wise – Live Wise' drop-in events which provided cost-of-living related information and guidance on topics such as budgeting, managing utility bills and rent advice.

These sessions were hosted over three early evenings a week, in different areas across the city, and members of the public could attend any venue for advice and guidance.

The report provided information on national changes to the Ukraine support schemes and officers were working closely with clients and hosts to support them during this period.

The Leader noted that as the Leader of the Council and Chair of OneNewport, they continued to advocate for partnership working as being vital in supporting residents and businesses and once again encouraged anybody in need to access the support available.

Comments of Cabinet Members:

- Councillor Davies welcomed the detailed report on the Education team which showed that Newport schools, with the EAS team, had the roots to support families out of unemployment and out of poverty. Projects in schools included the Foundation of Community Engagement with 36 school settings within Newport working with the organisation and focussing on engagement with families to improve health, attainment, achievement and access to employment. Many of the schools in Newport were already going straight to gold rather than bronze, silver and amber, as they were already going above and beyond. The One Million Mentor Scheme was aimed at raising aspirations for learners to access further and higher educational training. Interim impact reports outlined that 63% of mentees came from disadvantaged backgrounds. A recent Welcome to Newport Education event was hosted by the Gwent Education Multi-Lingual Learners Service for school-aged children in temporary accommodation. It provided advice, guidance and support delivered by Housing officers and schools. In addition, free music and instrument lessons and activities were led by Gwent Music for all children receiving free school meals (FSM) children; 46 pupils in Newport had benefitted from this offer so far in this academic year. These were all positive things benefitting children within Newport.
- Councillor Marshall highlighted the excellent work undertaken within the community and noted a fantastic event that recently took place for artists at The Corn Exchange. There was also a neurodiversity job fair, and wellbeing groups for those between the ages of 7-

24 years, which was funded by Newport City Council. In advance of International Women's Day Councillor Marshall took the opportunity to thank women within the Council and the community for their inspirational leadership and for the amazing work that they did.

- The Leader echoed the comments of Councillor Marshall on International Women's Day and was delighted to attend a photography exhibition, taken by one of the representatives of the women of Newport, Camilla this year's exhibition was all about community champions. The Leader was humbled by the amazing women who worked every day to support their community.
- Councillor Harvey mentioned that in the report it stated that over 900 children attended half term activities. In Newport, 43% of people struggled with their energy, fuel, and food bills and 39% were working in poverty. Over 3,000 people attended over 157 warm space events. Councillor Harvey reiterated that there was no shame in reaching out and it was working families that were receiving food parcels.
- The Leader reflected on the value of public services and the importance of it to the fabric of society.
- Councillor Lacey echoed comments of colleagues and was grateful for Council officers and the amazing work they did for residents, as well as the schools, volunteers across the city, Cabinet Members, and ward members.
- The Leader said that it was important to emphasise the value of the people and volunteers across the community supporting residents on the front-line, particularly Council officers.

Decision:

Cabinet considered the contents of the report on the Council's activity to respond to the external factors on Newport's communities, businesses, and Council services.

10 **Work Programme**

This was the regular monthly report on the work programme.

Decision:

Cabinet agreed the Work Programme.

Report

Cabinet

Part 1

Date: 10 April 2024

Subject Key Stage 4 Outcomes 2023

Purpose This report provides members with final outcome data for Secondary schools within the Local Authority for 2022-2023 (Summer 2023).

Author Managing Director, Education Achievement service (EAS)

Ward All

Summary This year, for the first time since 2019, the Welsh Government are producing Key Stage 4 (KS4) All Wales Core Data Sets (AWCDS) at individual school level. Each of the last four years used essentially different methods for determining grades, so none are directly comparable. In 2023 national outcomes are lower than 2022, 2021 and 2020, but not as low as 2019. Provisional outcomes were available to schools, LAs and consortia in Provisional form in mid-November 2023 (via Data Exchange Wales (DEWi)). These then contribute to a school level checking process, so any errors could be addressed, before final versions were published on 20 December 2023. This report uses the final versions of outcome data for Newport schools describing it against a range of comparative indicators.

Proposal Members are requested to:

- Scrutinise the contents of the report and ask questions and offer views about overall school outcomes.

Action by to continue to provide support to secondary schools through the EAS Business Plan 2023-2025.

Timetable There is no specific timetable.

This report was prepared after consultation with:

- Chief Education Officer

Signed

Background

- 1.1 This year, for the first time since 2019, the Welsh Government are producing Key Stage 4 All Wales Core Data Sets (AWCDS) at individual school level. Each of the last 4 years used essentially different methods for determining grades, so none are directly comparable. In 2023 national outcomes are lower than 2022, 2021 and 2020, but not as low as 2019.
- 1.2 Provisional outcomes were available to schools, LAs and consortia in Provisional form in mid-November 2023 (via Data Exchange Wales (DEWi)). These were then used to contribute to a school level checking process, so any errors could be addressed, before final versions were published on 20 December 2023. This report uses the final versions.
- 1.3 Please note that whilst this final set of data has just become available, both LA and EAS colleagues have used provisional data and data provided by the school, from the start of Autumn Term 2023, to prioritise support at individual school level.

Welsh Government published measures for 2023

- 1.4 These include the following points-based measures:
 - The Capped 9 measure
 - Literacy measure (best of Language / Literature)
 - Numeracy measure (best of mathematics / numeracy)
 - Science measure (best of science)
 - Welsh Baccalaureate Skills Challenge Certificate measure
- 1.5 In addition to the above 'points based' measures the percentage of learners achieving 5 or more A*-A and percentage of learners achieving No Qualifications are also included.
- 1.6 As well as comparisons of All Pupils, comparisons are also made Male/Female and FSM/non-FSM for each of the indicators, but only Capped 9 comparisons are included in this report at LA level.
- 1.7 In terms of analysis the two main comparisons are the Welsh Government line of modelled outcomes, and a comparison with a 'family' of similar schools.

Families

- 1.8 Schools face different challenges based on their context. The AWCDS contains comparative outcomes against similar schools – known as 'Families'. Families (of 9-10 schools) have been created by grouping on size and linguistic delivery and then ordering schools according to the values of an index of 'challenge', calculated as follows:
 - 50% x the proportion of pupils of statutory school age eligible for Free School Meals (FSM)
 - 30% x the proportion of pupils of statutory school age who live in an area classed as in the 20% most deprived parts of Wales using the 2019 Welsh Index of Multiple Deprivation (WIMD)
 - 10% x the proportion of pupils of statutory school age subject to an Individual Development Plan (IDP) or with a statement of Special Educational Needs (SEN)

- 10% x the proportion of pupils of statutory school age who are either new to the English language (or Welsh where relevant), at an early acquisition stage or developing competence.

1.9 A three-year average of data from PLASC 2021-2023 is used.

1.10 For 2023 there are 6 Welsh medium families, numbered from 1 (the most disadvantaged) to 5 (the least disadvantaged). There are 15 English medium families numbered from 7 (the most disadvantaged) to 21 (the least disadvantaged).

Families with Newport Schools (2023)

Moved to a MORE disadvantaged Family (3 Schools)		
Moved to a LESS disadvantaged Family (2 Schools)		
6 Welsh Medium families (1-6)		
14 English Medium families (7-21)		
School Name	Family	'Disadvantage' Position within the family
Ysgol Gyfun Gwent Is Coed	001	1
Ysgol Gyfun Gymraeg Bro Edern		2
Ysgol Syr Hugh Owen		3
Ysgol Gymraeg Gwynllyw		4
Ysgol Uwchradd Aberteifi		5
Ysgol Gyfun Cwm Rhondda		6
Ysgol Gyfun Gymraeg Llangynwyd		7
Ysgol Gyfun Gymraeg Plasmawr		8
Ysgol Gymraeg Ystalyfera Bro Dur		9
Ysgol Gyfun Gymraeg Bryn Tawe		10
Cardiff West Community High School	007	1
Willows High School		2
Dylan Thomas Community School		3
Eastern High		4
Mary Immaculate High School		5
Llanwern High School		6
Cantonian High School		7
Christ the Word		8
Fitzalan High School		9
St. Illtyd's Catholic High School		10
Ferndale Community School	008	1
Idris Davies School 3 to 18		2
St Joseph's RC School and 6th Form Centre		3
Lliswerry High School		4
Maesteg Comprehensive School		5
Pencoedre High School		6
PEN-Y-DRE HIGH SCHOOL		7
Ysgol Bae Baglan		8
PENTREHAFOD SCHOOL		9
Cathays High School		10

The John Frost School		1	
Mountain Ash Comprehensive School		2	
Coedcae School		3	
Newport High School		4	
Abersychan Comprehensive	009	5	
HEOLDDU COMPREHENSIVE SCHOOL		6	
Rhyl High School		7	
Blessed Carlo Acutis Catholic School		8	
Bishop Vaughan School		9	
Aberdare Community School		10	
St Teilo's C-in-W High School		010	1
Cefn Saeson Comprehensive School			2
Cefn Hengoed			3
Abertillery Learning Community			4
St Julian's School	5		
Bedwas High School	6		
Cwmbran High School	7		
Ysgol Nantgwyn	8		
Brynmawr Foundation School	9		
BISHOP GORE SCHOOL	10		
Grango	013	1	
Milford Haven School		2	
St Joseph's RC High School		3	
Treorchy Comprehensive School		4	
Ysgol Clywedog		5	
Blackwood Comprehensive School		6	
Lewis Girls' Comprehensive School		7	
St. David's High School		8	
St John Lloyd Catholic Comprehensive School		9	
Flint High School		10	
Bishop of Llandaff Church in Wales High School	018	1	
Cwmtawe Community School		2	
WELSHPOOL HIGH SCHOOL		3	
Ysgol Gyfun Emlyn		4	
Caerleon Comprehensive School		5	
Haverfordwest High VC School		6	
Ysgol Aberconwy		7	
Argoed School		8	
Ysgol Friars		9	
Radyr Comprehensive School		10	
Ysgol Greenhill School	021	1	
THE MAELOR SCHOOL		2	
CARDIFF HIGH SCHOOL		3	
Crickhowell High School		4	
Gwernyfed High School		5	
Bassaleg School		6	
COWBRIDGE COMPREHENSIVE SCHOOL		7	

Stanwell School	8
BISHOPSTON COMPREHENSIVE	9

- 1.10 Newport LA has a Welsh medium school in the most socio-economically disadvantaged family. The English medium schools are spread across the range from most to least disadvantaged, but with 5 of the 8 English medium, in the most socio-economically disadvantaged half.

Capped 9 – all pupils – compared with the family average

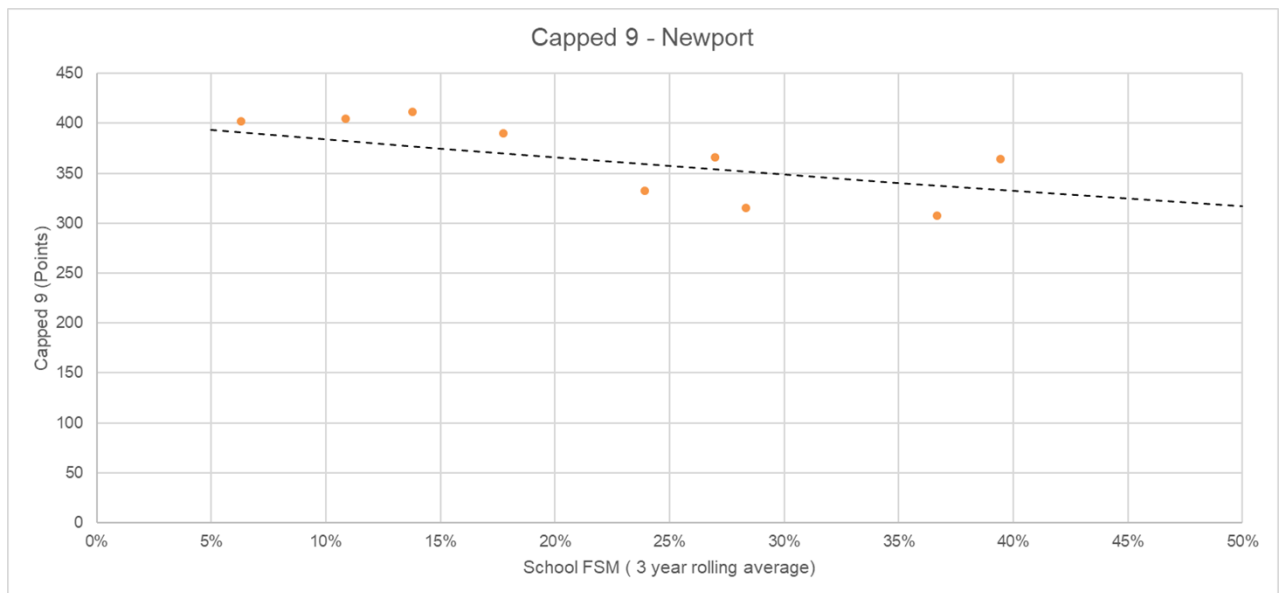
- 1.11 The table below shows the Capped 9 performance of all learners compared with their individual family. Five schools are above their family, and four below.

School Name	Capped 9	Family Capped 9	Capped 9 - School-Family difference
Newport School	411.1	349.3	61.8
Newport School	390.2	367.3	22.9
Newport School	365.8	349.1	16.7
Newport School	405.0	393.0	11.9
Newport School	363.9	357.5	6.5
Newport School	402.1	419.5	-17.4
Newport School	332.1	353.4	-21.4
Newport School	307.9	331.5	-23.6
Newport School	314.9	349.1	-34.2

- 1.12 For all GCSE subjects the points difference between every grade is 6 points. So, for example a B is worth 6 more points than a C.
- 1.13 This means that for the Capped 9, a difference of 54 points indicates that on average, every learner in a school is performing above or below the family by a whole GCSE grade in every subject. (6 points x 9 subjects=54 points).
- 1.14 Please note that the indicative bars on the right for this table and all below are adjusted to the minimum (negative) and maximum (positive) values for each table individually and automatically. Therefore a bar '47.6 points' long will not be consistent across each chart.

Capped 9 – all pupils – compared with WG 'Modelled Outcome' line

- 1.15 The chart below does not compare with the family, but rather the Welsh Government 'Modelled outcome'.



1.16 Six schools in Newport are above the modelled outcome line and three below.

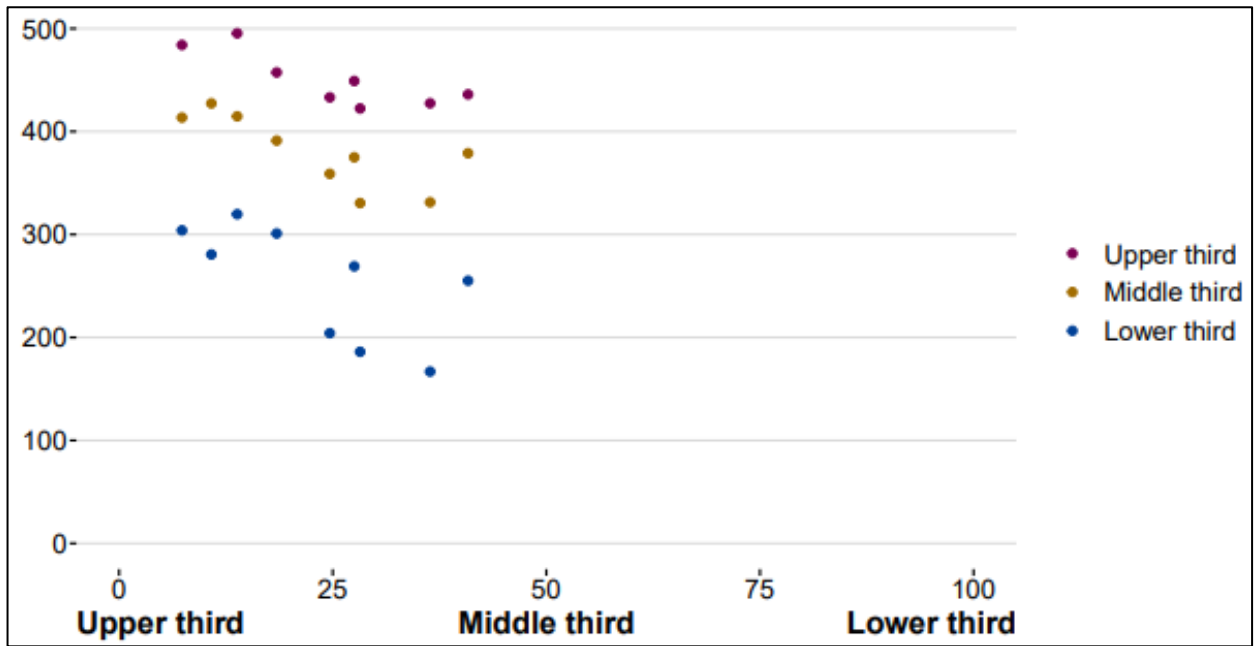
Capped 9 – Comparison by ‘Thirds’ with WG ‘Modelled Outcome’ line

1.17 The chart below groups learners in each individual school into ‘thirds’. For example if 120 learners in a cohort, they would be split into three groups of 40 by their Capped 9 scores. Three averages would then be calculated for each of these groups. The table below gives the average of each third.

School Name	Upper Third			Middle Third			Lower Third		
	Achieved	Modelled	+/-	Achieved	Modelled	+/-	Achieved	Modelled	+/-
Newport School	509	470	39	427	394	34	281	279	2
Newport School	495	466	30	415	390	25	320	271	48
Newport School	484	475	9	414	398	15	304	287	17
Newport School	436	429	7	379	356	23	255	213	42
Newport School	449	447	2	375	372	3	269	240	29
Newport School	457	459	-2	391	384	7	301	260	41
Newport School	427	435	-8	331	362	-30	167	222	-55
Newport School	433	451	-17	359	376	-17	204	246	-42
Newport School	422	446	-24	331	372	-41	186	239	-53

1.18 For the highest achieving third, five schools are above expectation and four below. For the middle and lower thirds six schools are above and three below in each case.

1.19 The same data represented in the same three groups. This shows the relatively high level of variance for Newport schools in the lowest third.



Literacy Measure – compared with the Family average

1.20 To put all these charts in perspective a difference of +/- 6 points is the equivalent of a GCSE grade difference for every learner. +/- 3 points would therefore be a half a grade difference.

School Name	Literacy Measure	Literacy Measure - Family	Literacy Measure - Difference
Newport School	46.6	38.9	7.7
Newport School	45.1	42.1	3.0
Newport School	39.7	37.6	2.1
Newport School	39.0	38.3	0.7
Newport School	43.3	43.4	0.0
Newport School	46.1	46.8	-0.7
Newport School	34.8	36.9	-2.0
Newport School	33.9	36.0	-2.1
Newport School	33.6	37.6	-4.0

1.21 Four schools are above the family average for the literacy measure, four below and one inline. The greatest variance is by approximately two thirds of a GCSE grade per learner below, up to over a grade above.

1.22 The table below gives the individual contribution of each of the GCSEs that contribute to this measure.

School Name	English Language	English Literature	Welsh First Language - Language	Welsh First Language - Literature
Newport School	45.1	43.9	-	-
Newport School	41.8	44.0	44.8	42.4
Newport School	37.5	40.5	-	-
Newport School	35.5	40.7	-	-
Newport School	41.3	42.6	-	-
Newport School	44.2	45.6	-	-
Newport School	32.8	36.0	-	-
Newport School	31.8	34.0	-	-
Newport School	32.9	25.9	-	-

1.23 All schools except two have a higher contribution made by literature rather than language.

Numeracy Measure – compared with the Family average

School Name	Numeracy Measure	Numeracy Measure - Family	Numeracy Measure - Difference
Newport School	43.9	36.3	7.6
Newport School	37.6	35.2	2.4
Newport School	43.2	41.5	1.8
Newport School	38.1	37.1	1.0
Newport School	35.7	35.2	0.5
Newport School	45.6	45.7	-0.1
Newport School	34.3	34.9	-0.5
Newport School	30.3	32.1	-1.8
Newport School	32.8	35.6	-2.8

1.24 For the numeracy measure five schools are above the family average, with four below. One school is above by over half a GCSE grade per learner.

1.25 The differences between the individual numeracy GCSE and mathematics GCSE are relatively small for each school.

School Name	Numeracy	Mathematics
Newport School	41.2	43.0
Newport School	34.0	36.4

Newport School	40.3	42.4
Newport School	35.5	36.2
Newport School	33.8	35.1
Newport School	42.9	44.4
Newport School	29.4	32.2
Newport School	27.2	29.0
Newport School	30.1	31.6

Science Measure – compared with the Family average

School Name	Science Measure	Science Measure - Family	Science Measure - Difference
Newport School	44.5	35.9	8.7
Newport School	35.0	32.8	2.2
Newport School	36.5	35.1	1.4
Newport School	38.7	37.5	1.2
Newport School	42.2	42.0	0.2
Newport School	34.2	35.1	-0.9
Newport School	28.6	30.2	-1.6
Newport School	44.2	46.0	-1.8
Newport School	32.9	36.0	-3.1

1.26 For the Science measure five schools are above their families (one by almost one and half a GCSE grade per learner), with four below.

Welsh Baccalaureate Measure – compared with the Family average

1.27 It is this measure which has the greatest variance, with some family averages are particularly low.

School Name	Welsh Bacc. Measure	Welsh Bacc. Measure - Family	Welsh Bacc. Measure - Difference
Newport School	44.0	30.6	13.4
Newport School	37.4	27.1	10.2
Newport School	33.6	25.5	8.0
Newport School	41.7	37.0	4.7
Newport School	39.5	36.6	2.9
Newport School	31.0	29.6	1.4
Newport School	28.6	29.9	-1.4
Newport School	17.2	27.1	-9.9
Newport School	0.0	25.2	-25.2

1.28 Six schools are above family averages and three below. One school did not enter any learners for this qualification.

No Qualifications – compared with the Family average

1.29 Please note the reversed colour coding on the bars to indicate that a negative difference from the family is positive.

School Name	No Qualifications (%)	No Qualificaitons (%) Family	No Qualificaitons (%) Difference
Newport School	0.0	0.6	-0.6
Newport School	0.0	0.4	-0.4
Newport School	0.0	0.3	-0.3
Newport School	0.0	0.3	-0.3
Newport School	0.0	0.3	-0.3
Newport School	0.0	0.1	-0.1
Newport School	0.4	0.4	0.1
Newport School	0.4	0.3	0.1
Newport School	0.6	0.4	0.2

1.30 Six Newport schools have ensured that all learners achieve a qualification. Two have approximately 4 in 1000 learners not achieving a qualification, and one has 6 in 1000 learners not achieving.

5+ A*-A – compared with the Family average

School Name	5+ A*-A (%)	5+ A*-A (%) Family	5+ A*-A (%) Difference
Newport School	38.0	17.3	20.6
Newport School	29.5	20.6	9.0
Newport School	32.2	28.7	3.6
Newport School	14.9	12.4	2.4
Newport School	12.0	12.4	-0.5
Newport School	11.2	13.5	-2.3
Newport School	8.3	10.6	-2.3
Newport School	10.2	15.0	-4.7
Newport School	34.0	42.1	-8.1

1.31 Nearly all schools 5+ A*-A rate is in line with their family average, apart from one school where it is almost double the family average and another school where it is almost 50% (9 percentage points) higher than the family.

Local Authority Aggregate Data

Key measures – Compared with Wales

1.32 Please note that these measures are not contextualised but compare with the Wales average.

Title	2023 - Newport	2023 - Wales
Capped 9 points score (interim)	358.3	358.1
WBacc Skills Challenge Certificate indicator – points score	28.5	31.6
Literacy indicator – points score	39.5	39.7
Numeracy indicator – points score	37.6	37.1
Science indicator – points score	36.8	36.9
No qualifications - % of pupils	1.3	1.4
5+ A*-A or equivalent	21.1	20.3

1.33 For nearly all measures except the Skills Challenge Certificate Indicator, the Newport average is approximately in line with the Wales average.

Key measures – Compared with ‘Modelled’ by FSM

1.34 Modelled expectations for each indicator are all above expectation indicated by Free School Meals. Please note that each table number is from the original data pack, not this report.

Title	2023 - Capped 9 points score (interim)	2023 - Modelled score	2023 - Difference
Newport	367.5	364.6	2.9

1.35 The Capped 9 score 2.9 points above below the modelled expectation. This is the equivalent of approximately 1/18th of a GCSE grade per learner.

Title	2023 - WBacc Skills Challenge Certificate indicator – points score	2023 - Modelled score	2023 - Difference
Newport	29.3	29.1	0.2

1.36 The Skills Challenge Certificate score is above expectation, by 0.2 points, the equivalent of 1/30th of GCSE (equivalent) grade per learner.

Title	2023 - Literacy indicator – points score	2023 - Modelled score	2023 - Difference
Newport	40.5	40.4	0.1

1.37 The literacy score is slightly above expectation at 0.1 points per learner.

Table 4.4 - KS4 Numeracy indicator - points score - LA Average

Title	2023 - Numeracy indicator – points score	2023 - Modelled score	2023 - Difference
Newport	38.5	37.4	1.1

1.38 The numeracy score is slightly above expectation, at 1.1 points per learner.

Table 4.5 - KS4 Science indicator - points score - LA Average

Title	2023 - Science indicator – points score	2023 - Modelled score	2023 - Difference
Newport	37.9	37.4	0.5

1.39 The science score is slightly above at 0.5 points, the equivalent of 1/12th of a GCSE grade per learner.

Capped 9 – Males and Females

Chart 3.1 - KS4 Capped 9 points score (interim) - points score - Males & Females average



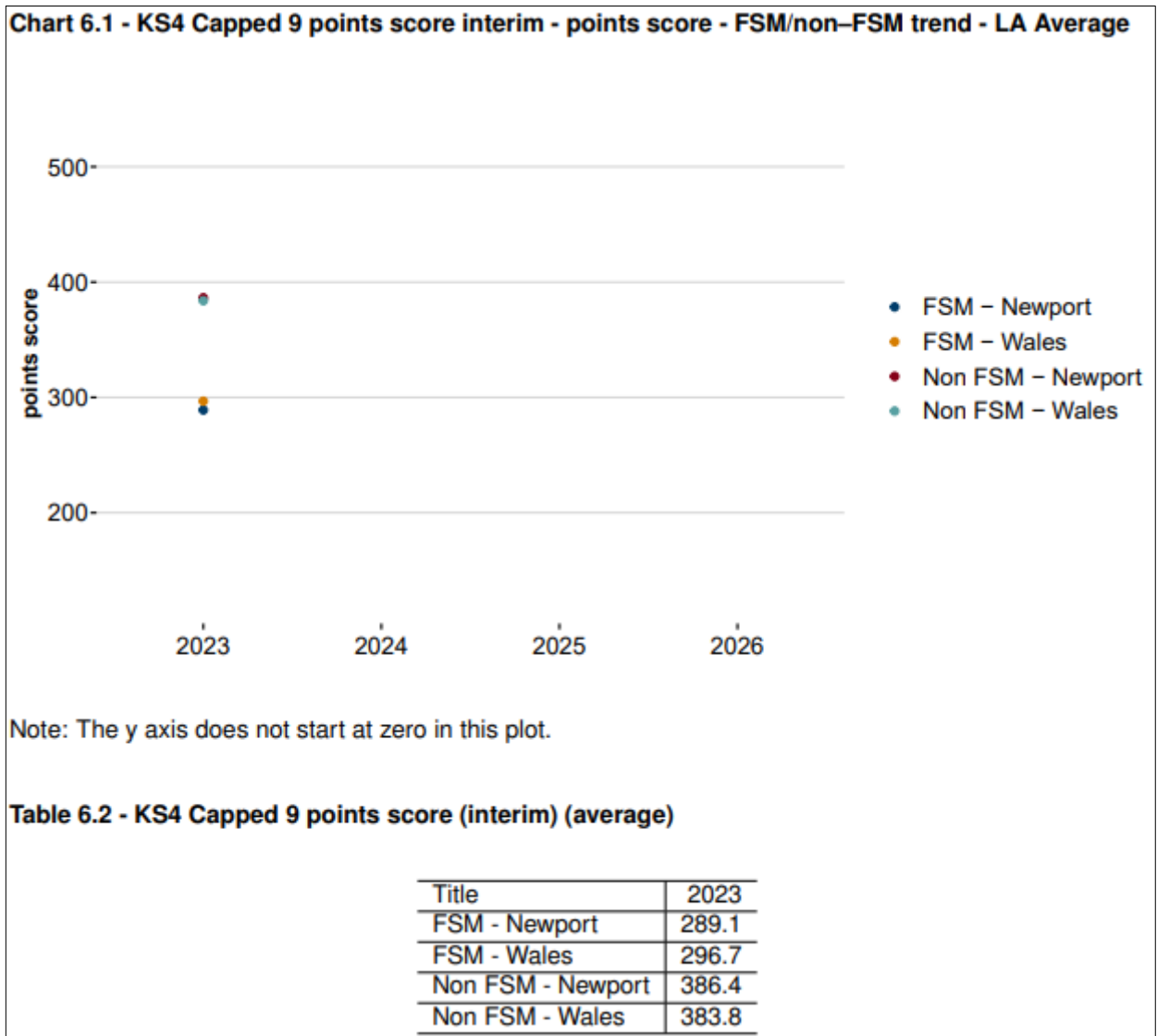
Note: The y axis does not start at zero in this plot.

Table 3.2 - KS4 Capped 9 points score (interim) (average)

Title	2023
Male - Newport	347.2
Male - Wales	346.4
Female - Newport	370.3
Female - Wales	370.5

1.40 Both Males and Females in Newport have almost identical scores to their peers across Wales, with the differences being very similar.

1.41 Capped 9 FSM – non-FSM



1.42 The outcomes for FSM learners in Newport are slightly below their peers in Wales. Outcomes for non-FSM learners in Newport are slightly higher than their peers in Wales.

Financial Summary (Capital and Revenue)

There are no financial implications to this report.

Risks

There are no risks identified to this report.

Links to Council Policies and Priorities

Newport City Council Corporate Plan 2022-27

Options Available and considered.

Non-applicable

Preferred Option and Why

Non-applicable.

Comments of Chief Financial Officer

There are no financial implications to this report.

Comments of Monitoring Officer

This report is for noting and discussion only and there are therefore no legal implications arising directly from it.

Comments of Head of People, Policy and Transformation

This report offers a new and fresh perspective for school achievement in Key Stage 4. Importantly the information provides a context against the 2019 Welsh Index of Multiple Deprivation (WIMD) and the Welsh Government 'Modelled outcome'. Both of which provide necessary insights into learner outcomes and welfare.

The information provided in this report should be monitored and used on an ongoing basis. This information should be used to ensure that the EAS Business Plan 2023-2025 is enabling and supporting schools to consider their individual demographic and needs.

Due to the nature of this report, there are no staffing issues arising and no associated FEIA.

Scrutiny Committees

This report will be presented at Performance Scrutiny on March 26th, 2024.

Fairness and Equality Impact Assessment:

Not required

Consultation

Not required

Background Papers

EAS Regional Business Plan 2023 – 2025

[Website Resources - EAS Regional Business Plan 2023-2025 June 23.pdf - All Documents \(sharepoint.com\)](#)

[Website Resources - EAS Regional Business Plan 2023-2025 June 23 \(Cymraeg\).pdf - All Documents \(sharepoint.com\)](#)

Dated: 2 April 2024

Report

Cabinet

Part 1

Date: 10 April 2024

Subject **Strategic Equality Plan 2024 - 2028**

Purpose To agree the Council's draft Strategic Equality Plan 2024 – 2028 and recommend that it progress to Full Council on the 23rd of April for formal adoption.

Author Policy and Partnership Manager

Ward All

Summary Under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, local authorities in Wales must develop and publish a Strategic Equality Plan (SEP) that sets out the objectives it wants to achieve over a four-year period. Newport City Council's first SEP was published in 2012 and our current plan runs until the end of financial year.

To meet statutory requirements, the Council must develop and publish a new SEP, which sets out its Equality Objectives to meet the Public Sector Equality Duty for the next four-year cycle, 2024 – 2028.

Proposal **To recommend to Full Council that the attached Strategic Equality Plan be adopted by the Council.**

Action by Head of People, Policy and Transformation

Timetable Immediate

To meet statutory requirements, the draft Strategic Equality Plan will be published on the Council's website on the 1st of April 2024, and updated immediately following Council by the end of April.

This report was prepared after consultation with:

- Corporate Management Team
- Head of People, Policy and Transformation
- Strategic Director, Transformation and Corporate
- Cabinet Member for Organisational Transformation
- The Council's Strategic Equalities Group
- Overview and Scrutiny Management Committee

Signed

Background

Legal Context

The Equality Act 2010 (the Act) brought together and replaced previous anti-discrimination laws with a single Act. The Act includes a public sector equality duty (the general duty), replacing the separate duties on race, disability and gender equality which came into force on the 5th April 2011.

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. The general duty requires public bodies to have due regard to the need to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act
2. advance equality of opportunity between people who share a relevant protected characteristic and those who do not
3. foster good relations between people who share a protected characteristic and those who do not

The general duty covers the following protected characteristics:

- Age
- Gender reassignment
- Sex
- Disability
- Marriage and civil partnership (in relation to employment only)
- Pregnancy and maternity
- Sexual orientation
- Race – including ethnic or national origin, colour or nationality
- Religion or belief – including lack of belief

Local authorities in Wales are also subject to the requirements set out in the above-mentioned Regulations, namely, to prepare and publish equality objectives at least every four years, and the requirement to have a Strategic Equality Plan which sets out how these objectives will be met. Objectives must relate to all protected characteristics, and effective arrangements must be in place to monitor progress made against them.

Objectives should be developed through consideration of a listed body's work and activities, including employment, service delivery and policy development. This analysis should be informed by engagement with people that share protected characteristics, gathering and analysing information, and assessing equality impact. Engagement is a key opportunity to gather information about which areas of work may be of interest to people with particular protected characteristics.

Development of Equality Objectives

The development of our draft Equality Objectives started with examining the broad themes identified across the Council's existing strategic documents, including our [Corporate Plan](#) and the [Gwent Well-being Assessment](#). These documents identify prevalent issues and highlight some key areas of focus based on an understanding of local or national need and existing research.

As part of this process, we also considered key external documents, such as the Equality and Human Rights Commission's (EHRC) State of the Nation 'Is Wales Fairer' reports (2018 & 2023), which provide a comprehensive overview of equality in Wales and support evidence-based decision making to address inequality. To ensure our draft objectives aligned with national priorities, we also mapped our draft

Equality Objectives against the Welsh Government's strategies and plans, which set out actions to deliver a more fair and equitable Wales, including key policy interventions such as the [Anti-racist Wales Action Plan](#) and [LGBTQ+ Action Plan for Wales](#).

As with the protected characteristics under the Equality Act, we have also considered the challenges encountered by people with care experience following the unanimous agreement of the motion to adopt care experience as a protected characteristic by the Council.

Through this work, the Council drafted six Equality Objectives that are focused on the following areas:

- **Equality Objective 1 (Leadership, Governance & Involvement)** - Newport City Council has strong leadership and clear governance around equality, ensuring robust monitoring processes and regular meaningful stakeholder engagement.
- **Equality Objective 2 (Customer Service and Access)** - Newport City Council's services are accessible to everyone in Newport, providing services that are both inclusive and considerate of individual need.
- **Equality Objective 3 (Representative Workforce)** - Newport City Council has a workforce that represents the city and is a workplace with an inclusive culture which recruits, develops and retains staff.
- **Equality Objective 4 (Community Cohesion)** - Newport City Council promotes positive relationships between different communities, supporting integration and effectively identifying emerging community tensions.
- **Equality Objective 5 (Equity in Education)** - Newport City Council supports schools and settings to positively address any inequality in provision, attainment, and early career pathways, of known groups of vulnerable and disabled learners.
- **Equality Objective 6 (Independent Living)** - Newport City Council contributes to the city being a great place to live, to grow older and live independently, and has in place a range of services that accommodates people in different situations.

Public engagement and consultation were undertaken following the endorsement of our draft Equality Objectives as a basis for consultation by the Council's Strategic Equality Group. The main aim of this consultation was to capture the views and opinions of Newport residents, particularly those from seldom heard communities with protected characteristics, and other key stakeholders on our draft Equality Objectives and Strategic Equality Plan, including their thoughts on what actions we could take to tackle inequality and promote inclusion.

The results from our different consultation exercises suggest that Newport residents felt we were focusing on the right equality objectives. The majority of people agreed with our draft objectives. However, they also highlighted the inequalities that exist within local communities and gave us a clear steer on how we can improve our services and advance equality for everyone.

A Consultation Report will be published alongside the Strategic Equality Plan to provide further detail on the methods and outcomes of engagement, engagement by protected characteristic, links to wider council priorities, and how local and national evidence has informed the development of the objectives.

Governance

The delivery of the SEP will be underpinned by a series of comprehensive operational delivery plans, and specific delivery groups will be established to ensure the operational delivery of Equality Objectives.

Respective objective leads will provide quarterly reports to the Council's Strategic Equality Group (SEG), which will monitor and support progress against Equality Objectives throughout the year. SEG is chaired by the Cabinet Member for Organisational Transformation, who also has responsibility for Equalities, and membership includes representation from Newport Fairness Commission, Trade Unions, Elected Member Equality Champions, Staff Equality Network Chairs, service area leads and senior officers.

In addition, annual reports summarising the progress we have made as an authority against each Equality Objective will be compiled at the end of every financial year for consideration by our Scrutiny Committee then presented to Cabinet and Council before publication on the Council's website, in accordance with statutory deadlines.

Financial Summary (Capital and Revenue)

The cost of implementing the Strategic Equality Plan and Equality Objectives is met out of existing budgets by each relevant service area.

	Year 1 (Current) £	Year 2 £	Year 3 £	Ongoing £	Notes including budgets heads affected
Costs (Income)					Not applicable
Net Costs (Savings)					
Net Impact on Budget					

Risks

Risk Title / Description	Risk Impact score of Risk if it occurs* (H/M/L)	Risk Probability of risk occurring (H/M/L)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
SEP and Equality Objectives are not formally adopted or published	H	L	A draft SEP has been developed and taken through relevant governance processes for approval	Executive Board, Head of People, Policy and Transformation
SEP and Equality Objectives are not implemented or reviewed	H	L	Delivery of the SEP will be underpinned by a series of comprehensive operational delivery plans. Progress against Equality Objectives will be monitored and supported by the Strategic Equality Group.	Strategic Equality Group, Policy and Partnership Manager, Senior Equalities Officer
Equality commitments are not understood by members and staff, including senior leaders	M	L	Mandated Equalities training is regularly delivered to staff and members. This training will be updated to include new priorities and clarify Equality commitments of all members and staff	Head of People, Policy and Partnership, Head of Law and Standards, Policy and Partnership Manager, Senior Equalities Officer

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

[Corporate Plan 2022 - 27](#)

[People Plan 2023 - 28](#)

[Digital Strategy 2022 - 27](#)

The SEP also considers the priorities identified in the Equality and Human Rights Commission's (EHRC) [Is Wales Fairer? \(2023\)](#) report and the Welsh Government's strategies and plans, which set out actions to deliver a more fair and equitable Wales, including key policy interventions such as the [Anti-racist Wales Action Plan](#) and [LGBTQ+ Action Plan for Wales](#).

Options Available and considered

1. To approve the attached plan and progress to Full Council for formal adoption.
2. To request further information or not approve the attached plan and redraft.

Preferred Option and Why

1. To approve the attached plan and progress to Full Council for formal adoption to ensure publication on the Council's website in accordance with statutory deadlines.

Comments of Chief Financial Officer

There are no direct financial implications arising from the proposal to approve and publish the plan, as the cost of implementing the plan will be met from existing service areas budgets.

The Strategic Equality Plan and the general obligations and requirements under the Act are key issues in the planning and delivering of services and therefore a key consideration in the Council's financial planning and budgets. Established budget setting processes allow for this consideration.

Comments of Monitoring Officer

The Council's legal duties are set out in the report. There are no further legal implications.

Comments of Head of People, Policy and Transformation

The Council's Strategic Equality Plan sets out clear Equality Objectives and outcomes to support the Council in meeting its statutory duties under the Equality Act over the next four years. It builds on the positive work delivered in our previous SEPs and was developed following consultation with residents, including equality stakeholder groups. The Plan also contributes towards achieving the well-being objectives in the Council's new Corporate Plan and Wales well-being goals, particularly the vision for 'A More Equal Wales, and 'A Wales of Cohesive Communities'.

There are no direct HR implications arising from this report.

Scrutiny Committees

The draft Strategic Equality Plan 2024 -2028 was presented to the Council's Overview and Scrutiny Management Committee (OMSC) on 8 March 2024. The full details will be published in the minutes of the Committee meeting on the Council's democracy pages.

The Committee thanked officers for their work and made the following recommendations:

- The Committee recommended more promotion of this plan with the youth population – either as a shortened/more accessible report, or a graphic etc.
- The Committee recommended using data to reinforce successes or challenges where it is meaningful in annual reports.
- The Committee recommended that the final Strategic Equalities Plan Annual Report for 2023/24 includes a summary of work done within the plan period.
- The Committee emphasised the importance of accessibility for residents with low digital skills, elderly residents or those who don't choose to engage with the Council digitally.

In line with OMSC's recommendations, the final version of the Strategic Equality Plan will be made available in Easy Read and other formats to improve accessibility. Further feedback will be considered prior to presentation of this plan to the Full Council in April.

Fairness and Equality Impact Assessment:

A full Fairness and Equality Impact Assessment (FEIA) was undertaken on the Strategic Equality Plan 2024 - 2028 and published on the Council's website (available in Welsh [here](#) and English [here](#)).

This FEIA considers our legislative responsibilities under the Equality Act (2010), including the Socio-economic Duty, the Wellbeing of Future Generations (Wales) Act (2015) and the Welsh Language (Wales) Measure (2011).

Wellbeing of Future Generation (Wales) Act

In terms of the Wellbeing of Future Generation (Wales) Act and consideration of the sustainable development principle, 5 ways of working:

Long Term - The delivery of the Strategic Equality Plan, Equality Objectives, and associated actions aim to influence the way that the Council makes decisions that have a long-term impact on communities.

Preventative - The Equality Objectives and associated actions within the Strategic Equality Plan have been developed to address inequality within service provision, the workforce, and the wider community. This includes early intervention to prevent the identified problems from worsening and actions to promote equality of opportunity and outcome.

Integration – While the Strategic Equality Plan cuts across all of Wales well-being goals, this plan will particularly support progress to achieve the vision for A More Equal Wales and A Wales of cohesive communities. Similarly, the delivery of this plan and work within this area align with and contribute to achieving the well-being objectives in the Council's new Corporate Plan.

Collaboration - Collaboration is key to delivering against the Equality Objectives set. We recognise to achieve our priorities we must work collaboratively with a range of key internal and external stakeholders, including the Strategic Equality Group, Equality Objective leads, service delivery groups and community partners.

Involvement – The Council engaged with a wide range of internal and external stakeholders in the development of this plan. Engagement and consultation with key stakeholders, including Newport residents, equality stakeholder groups, community partners and other interested parties will remain consistent throughout the delivery of this plan.

Background Papers

[NCC Strategic Equality Plan 2020-24](#)

[Corporate Plan 2022-27](#)

[Public Sector Equality Duty](#)

[Socio-economic Duty Guidance](#)

[The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)

Dated: 3 April 2024



NEWPORT
CITY COUNCIL
CYNGOR DINAS
CASNEWYDD

NEWPORT CITY COUNCIL

DRAFT STRATEGIC EQUALITY PLAN

2024 - 2028

Mae'r ddogfen hon ar gael yn Gymraeg, ac mewn ieithoedd cymunedol a fformatau eraill ar gais.

This document is available in Welsh, and community languages or other formats on request.

FOREWORD

DRAFT

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ABOUT THIS STRATEGY

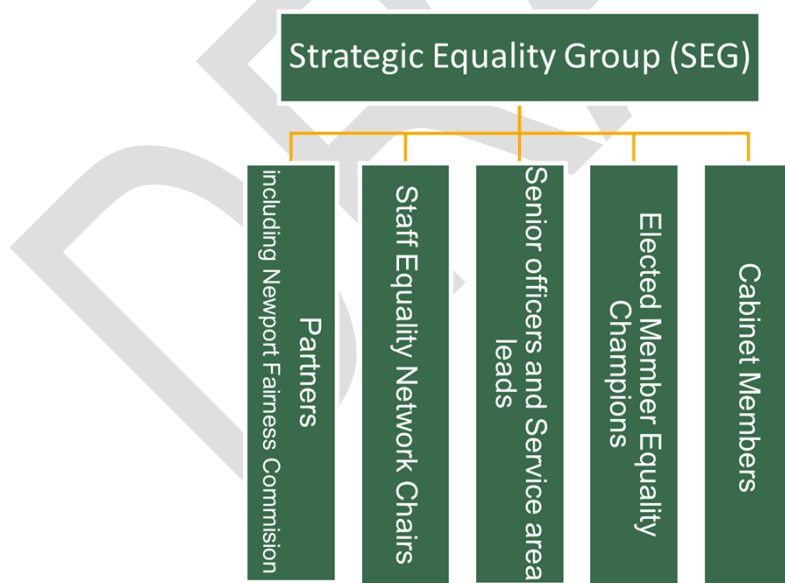
Under the Equality Act (2010), each local authority in Wales must publish a Strategic Equality Plan (SEP) that sets out the objectives it wants to achieve over a four-year period. These priorities are called “Equality Objectives.”

Building on the work delivered in our previous SEPs, this plan outlines how Newport City Council will meet the three aims of the Public Sector Equality Duty and our priorities to advance equality for protected groups, people with care experience and those experiencing socio-economic disadvantage in every aspect of our work. The strategy runs for four years, beginning in April 2024 and finishing in March 2028.

In this strategy, we have tried to be explicit about how our equality objectives will make a real difference to how we deliver services and to the lives of people in Newport. Within each objective, we have identified clear outcomes we are working towards and actions that will contribute to us achieving those outcomes. You can also see which groups we believe will benefit most from our objectives and actions.

HOW ARE WE GOING TO MONITOR THE STRATEGY?

Delivery of the SEP will be underpinned by a series of comprehensive operational delivery plans and supported by our Strategic Equality Group. This group is chaired by the Cabinet Member lead for Equalities, and membership includes representation from Newport’s Fairness Commission, Trade Unions, Elected Member Equality Champions, Staff Equality Network Chairs, service area leads and senior officers. The Council’s Overview Scrutiny and Management Committee will have responsibility for the scrutiny and monitoring of the SEP’s progress, and update reports will be received by the committee at least annually.



In addition to this level of scrutiny from within the organisation, we will publish annual reports summarising the progress we have made as an authority against each Equality Objective. These will be compiled at the end of every financial year and are considered by our Scrutiny Committee then presented to Cabinet and Council before publication on the Council’s website, in accordance with statutory deadlines.

Annual reports from our previous Strategic Equality Plans are available on our [website](#).

OUR EQUALITIES DUTIES

The Equality Act 2010 brings together separate pieces of legislation into one single Act to improve protection for everyone. The Act includes a general duty (also known as the Public Sector Equality Duty or PSED) that aims to ensure public bodies consider how they can improve society and promote equality in every aspect of their work, including decision making, policy development, and service delivery.

PUBLIC SECTOR EQUALITY DUTY (PSED)

Section 149 of the Equality Act 2010, sets out a legal requirement for Newport City Council and other public organisations when making decisions and delivering services to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (protected characteristics are explained later in this report).
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

WHO IS PROTECTED UNDER THE EQUALITY ACT 2010?

The Equality Act 2010 introduced nine protected characteristics, which are characteristics where evidence shows people may experience discrimination.

- ▶ Age
- ▶ Disability
- ▶ Gender Reassignment
- ▶ Pregnancy and Maternity
- ▶ Race
- ▶ Religion or Belief
- ▶ Sex
- ▶ Sexual orientation
- ▶ Marriage and Civil Partnership

Everyone has one or more protected characteristic, and the Act also makes it against the law to discriminate against someone because of their protected characteristic(s). It also requires our Strategic Equality Plan to be explicit about how our plan relates to different protected characteristics. If our plan does not impact on a protected characteristic, the Act asks us to explain why.

CARE EXPERIENCE

At its meeting in January 2024, our Council unanimously agreed on a motion to adopt care experience as a protected characteristic in acknowledgement of recommendations by the Children and Young People's Education Committee established by the Senedd Welsh Parliament. As with the protected characteristics under the Equality Act, we have considered the challenges encountered by people with care experience, including Looked After Children, Care Leavers, and Unaccompanied Asylum-Seeking Children (UASC) in developing our Equality Objectives and tried to be explicit about how this plan will improve outcomes for this group.

We will continue to consider the impact on people with care experience along with our statutory duties in decision making, policy development and service delivery.

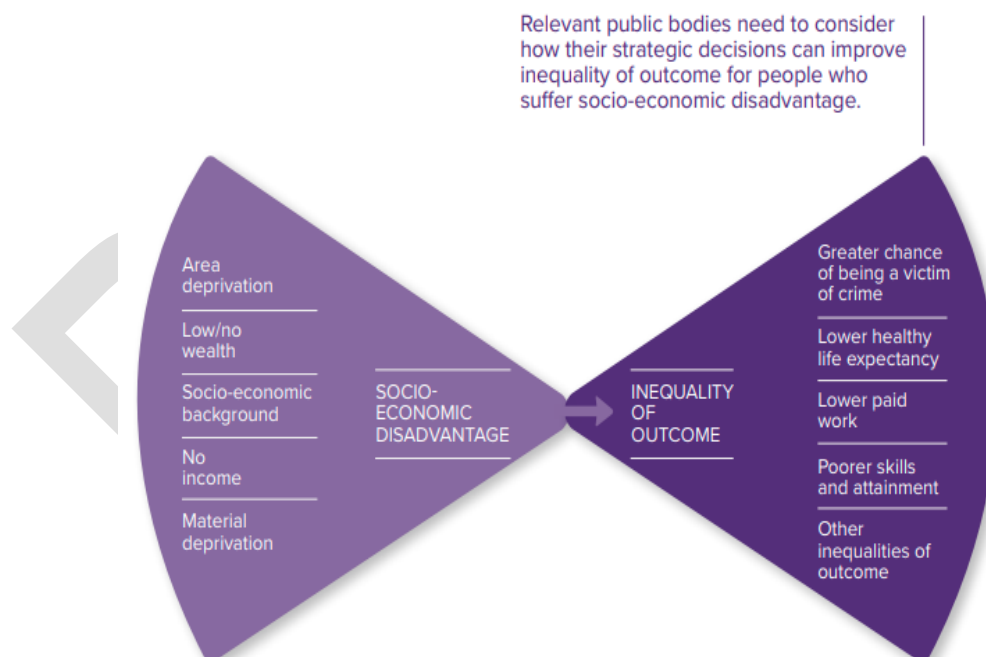
WELSH SPECIFIC DUTIES

To support the Public Sector Equality Duty, the Equality Act 2010 allows for the enactment of specific duties. In Wales, the PSED goes further and contains specific statutory duties also known as the [Wales Specific Equality Duty](#) which public bodies in Wales must comply with. Welsh regulations cover the following areas:

- Equality Objectives
- Engagement
- Equality Impact Assessments (EIAs)
- Equality Information
- Employment Information
- Pay Difference
- Staff Training
- Strategic Equality Plan
- Procurement

SOCIO-ECONOMIC DUTY

The [Socio-economic Duty](#) came into effect in Wales on the 31st of March 2021. This duty requires public bodies, including Newport City Council, to consider the need to reduce inequalities experienced because of Socio-economic disadvantage when making strategic decisions, such as, setting strategic objectives or developing public services.



In our previous Strategic Equality Plan, we embedded Welsh Government's statutory guidance on the Socio-economic Duty in council processes, including strategic decision-making. This duty will remain an important part of the delivery of this plan.

OTHER RELATED DUTIES AND KEY DOCUMENTS

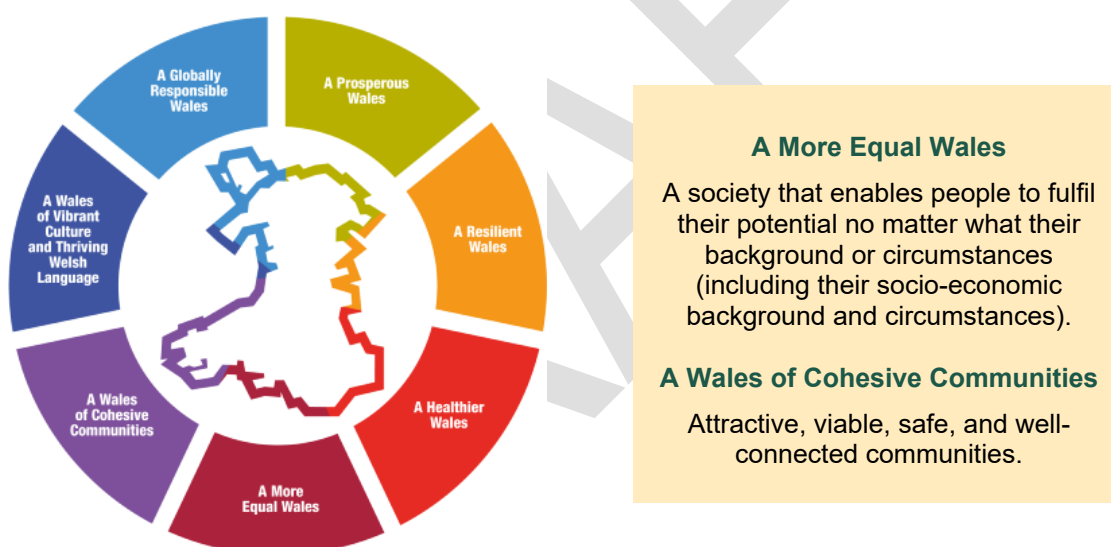
We have also tried to make sure that this strategy aligns with other related statutory duties and other key strategic documents, as well as considering Welsh Government priorities and national research.

THE WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015

The Well-being of Future Generations (Wales) Act places a duty (also known as the Well-being Duty) on all public bodies in Wales to think about the long-term impact of our decisions and to collaborate with our communities, people, and each other to prevent persistent problems such as poverty, health inequalities and climate change.

To make sure we are all working towards the same vision, the act puts in place seven well-being goals for Wales. While the Act's Well-being duty is embedded in Council processes and our Equality Objectives cut across all of Wales well-being goals, this plan will particularly support progress to achieve the vision for **A More Equal Wales** and **A Wales of cohesive communities**.

Wales Well-being Goals



Sustainable Development Principle



This Act also puts in place a sustainable development principle that helps organisations consider the impact they could have on people living in Wales in the future and ensures they are focused on tackling long-term challenges. Throughout the delivery of this plan, we will ensure our decisions promote or advance the five ways of working that underpin this principle.

CORPORATE PLAN 2022 - 2027

In November 2022, Newport City Council approved its new Corporate Plan 2022-27 to deliver 'an Ambitious, Fairer and Greener Newport for everyone'. In line with the overarching aims of the Public Sector Equality Duty (PSED), Newport City Council's Corporate Plan recognises the role of the Council in advancing equity internally and in local communities over the next five years. The delivery of this plan will support us to meet our statutory duties, support our Strategic Equality Plan and contribute to Wales's Well-being Goal of "A More Equal Wales" set in the Well-being of Future Generations Act (Wales) 2015.

We have also aligned our SEP with the priorities and themes in other key Council strategic documents, such as our People Plan 2023-2028 and Welsh Language Promotional Strategy 2022 – 2027.

ARMED FORCES COVENANT DUTY

Newport City Council is a signatory to the Armed Forces Covenant, which means that we seek to ensure that members of the Armed Forces Community are treated fairly and not disadvantaged in accessing our services due to military life. The Covenant relates to our services generally, but new legislation, the Armed Forces Act 2021, places a duty on the Council to consider the circumstances of the Armed Forces Community in the areas of housing, education, and healthcare. To fulfil this duty, we have embedded consideration of the principles of the Armed Forces Covenant into our Fairness and Equality Impact Assessment (FEIA) process to ensure we consider the impact of our decisions on this community.

WELSH GOVERNMENT STRATEGIC PLANS

In the development of our Strategic Equality Plan, we have worked to align our Equality Objectives and associated actions with the Welsh Government's strategies and plans, which set out actions to deliver a more fair and equitable Wales, including the [Anti-racist Wales Action Plan](#) and [LGBTQ+ Action Plan for Wales](#).

During the delivery of this plan, we will continue to review our Equality Objectives and actions to ensure alignment with key policy interventions, for example, the forthcoming Disability Rights Action Plan for Wales and HIV Action Plan for Wales

EQUALITY AND HUMAN RIGHTS COMMISSION (EHRC): IS WALES FAIRER REPORT

The EHRC's [Is Wales Fairer? \(2023\)](#) report provides a comprehensive overview of equality and human rights in Wales. It focuses on the nine characteristics established by the Equality Act 2010 and key priority areas, including human rights and socio-economic status. This State of the Nation report aims to support evidence-based decisions by public bodies and drive action and meaningful change to make life fairer for everyone.










This report's findings provide a complete picture of people's life chances in Wales. It also contains key recommendations to promote equality for everyone, which have informed the development of our SEP for 2024-2028, including our Equality Objectives and associated actions. We will continue to draw on this report's data and evidence to support our decision-making, policy, and service development processes.

ABOUT US

Newport is a coastal city with a rich industrial heritage and a long history of welcoming people from across the world to settle and contribute to the growth and success of the city. In the last 10 years, Newport's population has grown by 9.5% to 159,600, and it has remained home to one of Wales' most diverse and multicultural populations. The authority is also one of the largest employers in the local area with 60.2% % of our employees living within council boundaries.

Our Corporate Plan is framed around four main objectives, and aims to deliver an ambitious, fairer, greener Newport for everyone and this means everyone, irrespective of protected characteristics, care experience, socio-economic background, or any other factor.

KEY FACTS ABOUT NEWPORT

		
<p>Newport's population saw the greatest increase in Wales, with a rise of 9.5% to 159,600 in 2021.</p>	<p>51% of the city's population is female 49% of the city's population is male</p>	<p>20.2% % of the population is below the age of 16 (slightly higher than the Welsh average)</p>
		
<p>62.9% of the population is between the ages of 16 and 64 (slightly higher than the Welsh average)</p>	<p>17.0% of the population is over the age of 65 (slightly lower than the Welsh average)</p>	<p>10.0% of the population self-identified as being disabled and limited a lot (slightly higher than the Welsh average)</p>
		<p>Sexual orientation</p>
<p>19.7% of the population comes from Black, Asian and Minority Ethnic Groups (figure includes White minorities)</p>	<p>The top three religions in the Newport are: No religion (43.0%), Christianity (42.8%), and Islam (7.1%)</p>	<p>2.9% of the population identifies as either Lesbian, Gay, Bisexual, or other minority sexual orientations</p>
<p>Gender Reassignment</p>	<p>Care Experience</p>	
<p>Newport has the third largest proportion (0.6%) of the usual resident populations aged 16 and over identifying with a gender different to their sex registered at birth in Wales</p>	<p>348 Children and young people Looked After, 227 Care Leavers and 30 registered as Unaccompanied Asylum-Seeking Children (Feb 24) with a much wider number of care leavers across the population</p>	<p>54.1% of households in Newport are in material deprivation (same as the Welsh average)</p>

OUR CONSULTATION

In developing this Plan, we have used a range of consultation methods to ensure we get the right balance of different views and a complete picture of equality in Newport. We have done this through online surveys aimed at the general public and more targeted focus groups with relevant stakeholders and community groups. We have also considered any relevant data related to Equality we have available to us based on our population, workforce, and the wider priorities of our organisation.

The results from our different consultation exercises suggest that people of Newport feel we were focusing on the right equality objectives, with majority of people agreed with our draft objectives. However, they have also highlighted the inequalities that exist within local communities and have given us a clear steer on how we can improve our services and advance equality for everyone.

Without strong leadership, clear & diverse governance, this work will have a very limited impact.

QUESTIONNAIRE RESPONDENT

We have developed a strong set of Equality Objectives that, if achieved, will improve both the way the council operates and the lives of those living and working in the city. It is reassuring that the plan considers the ever-changing Equality landscape and commits to incorporating future guidance, such as national policy under development by the Disability Rights Taskforce.

IN-NCC STAFF NETWORK CHAIRS

Accessing the Council and its services is difficult. Since the pandemic, most services moved online It's important these services are accessible to the public, especially those who might experience barriers.

QUESTIONNAIRE RESPONDENT

I feel like it's put too much down on individual schools and that enables certain schools to allow and ignore mistreatment and discrimination.

FOCUS GROUP RESPONDENT

We need to focus on migrant communities in the city, explicitly committing services that consider their specific needs and reducing the tensions often apparent between migrant and settled residents.

QUESTIONNAIRE RESPONDENT

We are pleased to see a commitment to Anti-racist values and increasing representation at all levels as well as developing, retaining, and supporting diverse staff. This will support Newport City Council in becoming an inclusive and representative organisation where staff from all backgrounds can achieve their potential.

DIVERSITY NETWORK CHAIR

To read more about how we developed our draft Equality Objectives and the consultation process that has informed the development of this strategy, please read our "Strategic Equality Plan 2024-2028: Consultation Report," which accompanies this strategy.

OUR EQUALITY OBJECTIVES

1. LEADERSHIP, GOVERNANCE & INVOLVEMENT

Newport City Council has strong leadership and clear governance around equality, ensuring robust monitoring processes and regular meaningful stakeholder engagement.

This Equality Objective focuses on the role that Newport City Council can play in promoting equalities, how we can put the equalities agenda at the heart of our decision-making processes, and how we ensure that we are delivering against our commitments and involving local people in the decisions that affect them.

2. CUSTOMER SERVICE, DIGITAL INCLUSION AND ACCESS

Newport City Council's in-person and online services are accessible to everyone in Newport, providing services that are both inclusive and considerate of individual need.

This Equality Objective focuses on the degree to which the in-person and digital services delivered by the council are accessible to the public. It also focuses on how we can collaborate with local communities and partners to ensure equitable access to services for all residents.

3. REPRESENTATIVE WORKFORCE

Newport City Council has a workforce that represents the city and is a workplace with an inclusive culture which recruits, develops, and retains staff.

This Equality Objective focuses on our staff, how we can be more representative of the communities we serve at every level throughout the organisation. It also focuses on how we can support staff in achieving their potential.

4. COMMUNITY COHESION

Newport City Council promotes positive relationships between different communities, supporting integration and effectively identifying emerging community tensions.

This Equality Objective focuses on building communities that have shared values, where diversity is welcomed and embraced, and where people feel connected to the place that they live.

5. EQUITY IN EDUCATION

Newport City Council promotes a whole school approach that is fully inclusive and looks to positively identify and address any inequality in provision, attainment, and early career pathways of vulnerable learners, including learners with disabilities'

This Equality Objective focuses on how we work with schools to support them in addressing areas of inequality that may exist between different groups of pupils.

6. EQUITABLE SERVICE DELIVERY

Newport City Council contributes to the city being a great place to live and grow older, with a range of services that accommodate people in different situations.

This Equality Objective focuses on how the authority can offer a greater variety of support to people and how we can ensure our existing or new services are responsive to the changing and diverse needs of communities.

OUR PLAN

Equality Objective 1: Leadership, Governance & Involvement

“Newport City Council has strong leadership and clear governance around equality, ensuring robust monitoring processes and regular meaningful stakeholder engagement.”

Outcome 1: Newport City Council shows clear and consistent leadership in promoting equality and diversity across the city.

We will achieve this by:

- Showing visible support on key dates and community events in the equalities calendar throughout the year.
- Showing visible commitment to Anti-Racism through promoting a zero tolerance to racial discrimination within our workforce, service delivery, and communities.
- Building on our work as part of the Proud Councils partnership to be a visible leader and actively champion LGBTQ+ inclusion in communities in Newport.
- Reaffirming commitment to the WLGA’s Diversity in Democracy programme and working with Elected Members to improve representation of in local democracy.
- Developing the role of our Member Champions and senior leaders.
- Developing a Cultural Strategy to celebrate and champion the City’s unique culture alongside its physical heritage.

Outcome 2: Newport City Council has a strong commitment to Equality at all levels and has a clear governance structure in place to monitor equality performance across the organisation

We will achieve this by:

- Ensuring all senior leaders and managers set performance objectives to drive inclusion within the workplace and advance equity in communities.
- Reviewing the service area plans which deliver against our corporate plan, ensuring each area incorporates an equality performance indicator based on Welsh Government Action Plans
- Regularly reviewing, evaluating, and developing our Fairness and Equality Impact Assessment (FEIA) process and impact to ensure equality remain at the heart of our decision-making arrangements.
- Working with our lead Cabinet Member for Equalities, Strategic Equality Group and Corporate Management Team to review our governance arrangements and ensure they are fit for purpose

Outcome 3: Newport City Council will ensure engagement and involvement of people with protected characteristics and lived experience to inform the decision-making process

We will achieve this by:

- Monitoring Protected Characteristics of participants in consultation activity, and analysing results based on demographics.
- Using relevant evidence and the information we hold about communities across Newport to inform decision making, service design and policy making.
- Collaborating with community partners and equality stakeholder groups to further develop opportunities for seldom heard groups to engage with decision makers and improve participation in the decision-making process
- Engagement and consultation with people with care experience inform policy and service development.

Which protected characteristics will these outcomes most benefit?

We believe that improved leadership, governance, and involvement will benefit all protected characteristics, people with care experience, and make a positive contribution towards helping the authority consider socio-economic disadvantage.

Equality Objective 2: Customer Service, Digital Inclusion and Access

“Newport City Council’s in-person and digital services are accessible to everyone in Newport, providing services that are both inclusive and considerate of individual need.”

Outcome 1: We have a better understanding of the demographics of our service users, and reflect these in service design, removing barriers to access.

We achieve this by:

- Utilising data to identify any under or over representation in people that access our frontline services.
- Working with internal and external stakeholder groups for people that share protected characteristics to support the development of customer service provisions.
- Delivering Equalities, Welsh Language and Hate Crime training to all customer services staff on a regular basis.
- Reviewing accessibility of services for people that speak languages other than English or Welsh, including those that use British Sign Language (BSL)
- Developing an Interpreting and Translation Policy to support communication with non – English or Welsh speakers, people with a hearing or visual impairment or those with a learning disability.
- Reviewing the use, management, and accessibility of the Council's assets to ensure service delivery is efficient, inclusive, and meets residents' needs.

Outcome 2: Citizens with low digital literacy or those experiencing barriers to accessing services will have support and improved access to Digital Services.

We achieve this by:

- Redeveloping the Council's website to improve accessibility and ensure compliance with Web Content Accessibility Guidelines (WCAG 2.1 AA).
- Work with the customer service review findings to develop standards and processes to ensure self-service facilities, including web applications are accessible to all users.
- Providing free public Wi-Fi in community settings, signposting to free data available or connectivity options and improving access to devices
- Working in collaboration with partners to deliver a free digital skills training programme and signpost people to training opportunities.
- Working in collaboration with partners to map digitally excluded communities and deliver on our six pledges to eliminate digital exclusion.

Outcome 3: People are aware of our complaints procedure when accessing services, barriers to access are effectively addressed and complaints relating to discrimination are managed in a way that ensures organisational learning.

We will achieve this by:

- Improving the collation of demographic data for effective monitoring
- Engaging with local communities to raise awareness of our complaints procedure, reduce barriers and promote equitable access.
- Developing public messaging and information about our complaints procedure in community languages
- Signposting people who raise allegations of discrimination against the council to appropriate services
- Introducing a process review in response to complaints relating to discrimination and the Welsh Language

Which protected characteristics will these outcomes most benefit?

We believe that an improved approach to customer service and access will benefit all protected characteristics, people with care experience and those experiencing socio-economic disadvantage

Equality Objective 3: Representative Workforce

“Newport City Council has a workforce that represents the city and is a workplace with an inclusive culture which recruits, develops, and retains staff.”

Outcome 1: Staff with protected characteristics are proportionally represented at all levels throughout the organisation

We will achieve this by:

- Reviewing and improving the information collected on staff at all levels.
- Reviewing workforce data and exploring the implementation of positive action to strengthen our approach to the attraction, recruitment, and development of under-represented groups.
- Mapping pay gaps by protected characteristics and developing actions to address any disparities based on gender, sexual orientation, disability, and ethnic background
- Reviewing our recruitment processes to minimise unconscious bias and promote inclusion. i.e. ensuring language is inclusive and removing unnecessary markers.
- Renewing our commitment to the Disability Confident Scheme and working to achieve Disability Confident Leader status.
- Maintaining Gold employer under the Defence Employer Recognition Scheme
- Further developing and mandating our Unconscious Bias training for all staff on recruitment panels
- Develop internal policies that reflect the needs and commitments to people with care experience

Outcome 2: Workplace culture is fully inclusive, promotes equality, and retains diverse staff

We will achieve this by:

- Working in collaboration with Staff Equality Networks to develop and promote active allyship within the workplace.
- Reviewing our Equalities training offer and working with partners to ensure learning opportunities cover Anti-racism, the Social Model of Disability and LGBTQ+ Inclusion.
- Developing a Dignity in the Workplace Policy that sets out a zero-tolerance approach to discrimination with clear interventions, repercussions, and clear pathways to support for staff.
- Improving Internal recording mechanisms for reports of discriminatory behaviour and providing regular updates to our Strategic Equality Group
- Regularly undertaking employee perception surveys and focus groups explore aspects of belonging and value and how this can be improved.
- Developing guidance on the implementation of key workplace policies and mandated learning opportunities targeted at managers to support inclusive leadership.
- Promoting the financial wellbeing support available to all staff to reduce the risk of in work poverty.
- Delivery of the People Plan 2023-28, including strategic themes covering Employee Experience, Engagement, Wellbeing, Transformation and Representation.

Outcome 3: Diverse staff within the organisation have a voice, are listened to, and developed

We will achieve this by:

- Reviewing access to training and development opportunities by protected characteristic.
- Strengthening Staff Equality Networks by providing development opportunities, resources, and internally promoting membership.
- Developing opportunities for staff from diverse or underrepresented backgrounds to engage with senior leaders.
- Reviewing and developing workplace policies in partnership with Staff Equality Networks. i.e. Wellness at Work, Transitioning in the Workplace and Dignity at Work Policies

Which protected characteristics will these outcomes most benefit?

This Equality Objective is likely to most benefit against the protected characteristics of: Race, Disability, Sex, Sexual Orientation, Religion & Belief, Gender Reassignment and Age. It is also likely to reduce inequalities for people with care experience and those experiencing socio-economic disadvantage

Equality Objective 4: Community Cohesion

Newport City Council promotes positive relationships between different communities, supporting integration and effectively identifying emerging community tensions.

Outcome 1: Everyone living in Newport feels welcomed, and integration is supported by local communities

We will achieve this by:

- Co-developing a Migrant Integration Strategy to support Newport to become a City of Sanctuary for all resident migrants, including asylum seekers and refugees.
- Establishing a task force to implement the findings of our work as an Inclusive City, involving communities and key stakeholders.
- Developing a Welcome to Newport App and promoting the Welsh Government's Cultural Ambassadors scheme to help new arrivals integrate into local communities and learn about Wales, including the Welsh Language
- Working in partnership with locally funded services to support a wide range of communities to secure their rights, access support services, and overcome hardship.
- Working in collaboration with partners and communities to enhance and promote inclusive spaces and events for people in Newport.
- Continuing to support UK Resettlement Schemes and work with partners to support those displaced due to international conflict to resettle in Newport.
- Raise awareness of the needs of and strengthen the support available to Unaccompanied Asylum-Seeking Children and Migrant Children with Care Experience.

Outcome 2: Community tensions are monitored and mitigated effectively

We achieve this by:

- Building on our work with partners to develop multi-agency mechanism to effectively monitor and address community tensions at the earliest stage.
- Continuing the delivery of Prevent training to all schools and frontline staff in Newport, raising awareness of the risks of radicalisation and vulnerable groups.

Outcome 3: Through close partnership working with Gwent Police, Victim Support, and other key stakeholders, Hate Crimes based on protected characteristics will be effectively addressed, and victims will have improved access to support

We will achieve this by:

- Reaffirming commitment to Victim Support's Hate Crime Charter
- Delivering training in conjunction with partners to community groups that empowers them to challenge and act on hate speech where they encounter it.
- Collaborating with internal stakeholders and partners to raise awareness of the different types of hate crime, develop multi-agency mechanisms to tackle online hate and tackle underreporting in specific communities.
- Developing a Hate Crime Policy to strengthen the Council's commitment to tackling hate crime and incidents.

Which protected characteristics will these outcomes most benefit?

While many of our actions will have a benefit for all protected characteristics, the actions highlighted above will have a particular impact against the protected characteristics of: Race, Religion & Belief, Disability, Sexual Orientation and Gender Reassignment. They will also likely reduce inequalities for people with care experience and those experiencing socio-economic disadvantage

Equality Objective 5: Equity in Education

Newport City Council promotes a whole school approach that is fully inclusive and looks to positively identify and address any inequality in provision, attainment, and early career pathways of vulnerable learners, including learners with disabilities.

Outcome 1: Schools and education settings ensure quality provision secures improved progress for vulnerable learners, including learners with disabilities

We achieve this by:

- Supporting all schools and settings to improve the outcomes of pupils eligible for free school meals, through supporting high quality professional learning, effective allocation of resources and an appropriate curriculum offer to meet the needs of all learners.
- Working in partnership with schools to reduce rates of persistent absenteeism.
- Supporting schools to provide high quality universal provision for multi-lingual learners.
- Supporting young people into education, employment, and training.
- To further develop schools accessibility plans to ensure learners with disabilities can access their learning environments.

Outcome 2: We have effective measures to reduce the risk of and address prejudice-based bullying, harassment, or discrimination in Education

We achieve this by:

- Providing professional learning opportunities for all staff in schools and educational settings covering Anti-racism, the Social Model of Disability and LGBTQ+ inclusion and Hate Crime (to include improved engagement and awareness raising)
- Securing and delivering parental and community engagement sessions.
- Improving measures to report, record and monitor prejudice-based bullying, harassment, and discrimination in schools and education settings.
- Improving our response to identity-based bullying by embedding Welsh Government's key policy interventions.
- Ensuring updated use of terminology in policy and practice, framed in a celebratory model (moving away from a deficit model).
- Supporting schools to include anti racism in their curriculum offer, co-created with students.
- Developing appropriate provision for adults in school settings who have experienced prejudice-based discrimination in the workplace.

Outcome 3: Schools actively address the impact of poverty within education, thus reducing the cost of the school day

We achieve this by:

- Supporting senior leaders to recognise their role in mitigating the impact of poverty through the development of effective strategic planning.
- Engaging with all schools to support leaders to evaluate their anti-poverty strategy and its impact on vulnerable learners.
- Monitoring outcomes of Community Focused School Grants to measure the impact on supporting better educational outcomes for children from socio-economically disadvantaged backgrounds or who have other vulnerabilities.
- Continuing to build and evolve relationships with outside agencies.
- Helping disadvantaged families improve their capacity to support their child's learning, this might involve signposting to other services such as income maximisation and adult education.

Which protected characteristics will these outcomes most benefit?

This Equality Objective is likely to most benefit against the protected characteristics of: Race, Disability, Sex, Sexual Orientation, Religion and Belief, Gender Reassignment and Age. It is also likely to reduce inequalities for people with care experience and those experiencing socio-economic disadvantage

Equality Objective 6: Equitable Service Delivery

Newport City Council contributes to the city being a great place to live and grow older, with a range of services that accommodate people in different situations.

Outcome 1: Service delivery is inclusive, looks to address any disparities and is responsive to the challenges faced by communities

We achieve this by:

- Developing an Anti-Poverty Strategy which aims to improve inequalities of outcome for residents experiencing socio-economic disadvantage.
- Working in collaboration with Disability Wales, disabled staff, and residents to embed the Social Model of Disability in service delivery and development.
- Working in collaboration with partners to implement the recommendations in the Building a Fairer Gwent Report to reduce inequality between our communities.
- Working in collaboration with internal stakeholders and partners across Gwent to become an Age-friendly city.
- Working in partnership with partners from the public services, charities, and other community organisations to support the armed forces community in the city.
- Embedding the principles of the Welsh Government's Corporate Parenting Charter in service delivery to safeguard, promote the rights and life chances of children or young people with care experience.
- Applying our equality duties to collaborative public bodies and partnerships

Outcome 2: Housing services are equitable, responsive to the assessed accommodation needs of residents, take action to prevent homelessness and empower people to live independently

We achieve this by:

- Taking a data driven approach to reviewing the needs of people using our statutory and housing support schemes, including specialist provision for vulnerable people and potentially marginalised communities, i.e. Rough Sleepers, Refugees, Gypsy Roma Travellers, LGBTQ+
- Facilitating the provision of equalities training covering Anti-racism, Hate Crime, the Social Model of Disability, Migration, LGBTQ+ inclusion to all Housing staff on a regular basis.
- Ensuring that all commissioned services deliver high quality equalities training and that this is regularly reviewed through the commissioning process.
- Working in partnership with Registered Social Landlords (RSLs) to improve and develop accommodation for people with a range of diverse needs.
- Supporting people experiencing socio-economic disadvantage to access Welfare Benefit entitlements and signposting to support services.

Outcome 3: Through close partnership working with Newport Live barriers to accessing sports and leisure provision in the city will be reduced

We achieve this by:

- Working with Newport Live to improve the access, participation and representation of potentially marginalised or underrepresented groups in Sports, Leisure, Art and Culture.
- Helping Newport Live achieve the Disability Sport Wales insport Gold award.
- Promoting the availability of benefits available to carers in accessing Newport Live opportunities
- Supporting Education services to provide accessible School based Sport and Physical Activity Opportunities

Which protected characteristics will these outcomes most benefit?

This Equality Objective is likely to most benefit against the protected characteristics of: Race, Disability, Sex and Age. It is also likely to reduce inequalities for people with care experience and those experiencing socio-economic disadvantage

KEY DOCUMENTS

NEWPORT CITY COUNCIL: STRATEGIC EQUALITY PLAN ANNUAL REPORTS

Available online: www.newport.gov.uk/our-council/plans-and-strategies/equalities

NEWPORT CITY COUNCIL: CORPORATE PLAN 2017 – 2022

Available online: www.newport.gov.uk/our-council/plans-and-strategies/corporate-plan

NEWPORT CITY COUNCIL: PEOPLE PLAN 2023 -2028

Available online:

<https://democracy.newport.gov.uk/documents/s28309/09i%20PEOPLE%20PLAN%20Final%20v1.1.pdf?LLL=0>

NEWPORT CITY COUNCIL: PLANS AND STRATEGIES

Available online: www.newport.gov.uk/our-council/plans-and-strategies

NEWPORT CITY COUNCIL: FAIRNESS AND EQUALITY IMPACT ASSESSMENTS

Available online: <https://www.newport.gov.uk/feia>

WELSH GOVERNMENT: ANTI-RACIST WALES ACTION PLAN

Available online: www.gov.wales/anti-racist-wales-action-plan

WELSH GOVERNMENT: LGBTQ+ ACTION PLAN FOR WALES

Available online: www.gov.wales/lgbtq-action-plan-wales

EHRC: IS WALES FAIRER REPORT (2023)

Available online: www.equalityhumanrights.com/our-work/equality-and-human-rights-monitor/equality-and-human-rights-monitor-2023-wales-fairer#:~:text=This%20report%20is%20the%20most,in%20the%20Equality%20Act%202010.

HOW TO GET INVOLVED

This Strategic Equality Plan is designed to have a positive impact on the lives of everyone that lives in Newport. It presents an opportunity to build on achievements we have already made both as an employer and a service provider, as well as look to the future and identify new opportunities to reduce inequalities.

To deliver our vision for a more equal Newport, we will need the support of everyone in Newport, including our staff, residents and businesses or organisations based within the city. There are many ways in which you can support the delivery of this plan, get involved in the Council's decision-making process and contribute towards shaping the way which we deliver our services.

If you would like to know more about our work or share your views, you can do so in any of the following ways:

NEWPORT CITY COUNCIL WEBSITE - www.newport.gov.uk

NEWPORT CONSULTATIONS - www.newport.gov.uk/haveyoursay

PHONE - (01633) 656 656 between 8am and 6pm Monday to Friday

EMAIL - nccequality@newport.gov.uk

WRITE TO - Newport City Council

Civic Centre

Godfrey Road

Newport

NP20 4UR

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Report

Cabinet

Part 1

Date: 10 April 2024

Subject Newport City Council response to external pressures impacting Council services.

Purpose To present an update to Cabinet on the external pressures impacting on the delivery of Council services, and a summary of Newport City Council's response.

Author Policy and Partnership Manager

Ward All Wards

Summary This monthly report provides an update on the external pressures facing the Council which include the cost-of-living crisis and pressures on housing and homelessness services across Newport.

As with previous months, collaboration and partnership working is key to supporting our citizens and therefore this report provides information on how this way of working is enabling a greater access for our residents to support, advice, and guidance.

Proposal Cabinet to consider the contents of the report on the Council's activity to respond to the external factors on Newport's communities, businesses, and council services.

Action by Executive Board and Corporate Management Team

Timetable Immediate

This report was prepared after consultation with:

- Head of Prevention and Inclusion
- Head of Housing and Communities
- Deputy Head of Education
- Head of Finance
- Head of Law and Standards
- Head of People, Policy, and Transformation

Signed

Background

This report informs Cabinet members about the main challenges that Newport communities, businesses, and council services are facing, as well as how the Council is collaborating with our partners and communities to help those who need it across the city.

It was reported this month that [UK inflation fell to 3.4% in the year to February 2024](#). Although, overall, the cost of living is not falling but prices are rising less quickly than they were previously.

According to the latest [Public Opinions and Social trends report](#) released on 15 March 2024 by the Office for National Statistics, survey results showed that 46% of adults said their cost of living had gone up in the past month. These figures remained steady from the previous report.

The most common reasons given for increased cost of living were increases in the price of food shopping, the price of gas and electricity bills, and fuel. Within these figures, the proportion reporting the price of their fuel had increased (55%) has gradually risen since the start of 2024.

We are also aware that this crisis affects some of our communities more than others, and particularly those people living in Newport who have no recourse to public funds (NRPF). NRPF is a condition imposed by the Home Office on some migrants, which prevents them from accessing most forms of welfare benefits and public services.

A recent report from the [Bevan Foundation](#), supported this view and made recommendations as to how local authorities can work with partners to improve outcomes for people with NRPF. Over the coming months the council's Connected Communities Team will consider what practical steps the council can take to move any relevant recommendations forward.

NCC and Partner Cost of Living Support

The cost-of-living crisis continues to impact upon our residents, staff, and businesses. Officers across NCC continue to collaborate with internal and external partners to provide advice, guidance, and support.

Examples of activities and support offered during this period included:

- Dissemination of shopping vouchers to 103 carers via grant funding.
- Facilitation of Think Wise Live Wise surgeries across the city providing multi-agency advice and guidance on income maximisation and managing bills.
- Dissemination of ten personal care and 195 cleaning packs to those in need.
- Dissemination of Trussel Trust crisis food parcels.
- Distribution of dry and tinned staple food as a bolt on to existing Fayre Share provision in Pill Mill and Beaufort Centre, Food Cycle at Eton Road, Duffryn Link Food Centre, and the Hope Centre, benefitting 160 families.
- Distribution of 350 Riverfront tickets to flying start families leading up to the Easter holidays.
- Facilitation of four February half term sessions with 960 people taking part.

NCC and partnership support planned for April includes the below.

- Further City wide 'Think Wise – Live Wise' drop in events planned for April.
- Family Wellbeing Sessions in four areas.
- Distribution of carers support fund shopping vouchers.
- Easter Family Fun Days across five areas.
- Save the Children Grant funded sessions in Alway.

Warm Spaces

Shared Prosperity Funding has been secured to support the delivery of Warm Spaces during Winter 23/24 and 24/25. The funding will provide small grants directly to community organisations and will be overseen by GAVO, building on the successful scheme implemented last year. To end of February 27

grant awards have been made, totalling £59,367 of the £60,000 available. This has supported delivery of 388 warm spaces sessions, with a total attendance of 6879.

Education

Supporting pupils and their families during this period is a continued focus within our education department and schools with educational achievement being one of the routes into employment and out of poverty.

Activities in education and schools during the period included:

- A three day 'Moving On' event facilitated by the Education Service and hosted at Coleg Gwent. Grant funding was provided to all secondary schools and settings to enable learners to attend with school-based staff. The event brought together a wide variety of providers to demonstrate options available to learners at the end of their compulsory education as part of the offer to students at risk of becoming NEET (Not in Education, Employment or Training).
- A 'Welcome to Newport' breakfast event hosted by the Gwent Education Multilingual Service for newly arrived families to our city. Approximately twelve families engaged, with interaction with families enabling the Education Service to identify specific areas of query and support required by families to facilitate children's transition into our school system.
- Provision of breakfast clubs in forty of the forty-five primary schools with almost 300,000 breakfasts provided since September 2023.
- Provision of primary school free meals with an increase in uptake from 72% to 79% since January 2024.

In addition, the Education Service has successfully bid for £800,000 of central education grant funding as part of the national Shared Prosperity Fund Multiply project. This funding will be allocated directly to schools to support parents and support staff to access Maths and Numeracy courses. The overall objective of Multiply is to increase the levels of functional numeracy in the adult population across the UK, supporting access to employment opportunities.

Homelessness and Financial Resilience

Pressures on housing and homelessness services in the city continue to be a concern, with the lead reason for homelessness continuing to be due to loss of rented accommodation followed by parent/relative/ friend no longer willing to accommodate. The council has taken on more units of temporary accommodation (TA) to meet the additional demand. However, this has placed further pressure on the housing budget because Department of Work and Pensions (DWP) regulations relating to TA cap the amount of money that councils are able to reclaim in fulfilling its statutory duties.

As part of the strategy to tackle these challenges the council has joined the Welsh Government Leasing Scheme Wales to secure more properties in the private rented sector. It currently has eighteen properties in the pipeline. Through the Strategic Housing Forum and its various subgroups including the Rough Sleeping Task Force as well as the Homewards Coalition NCC is working with a wide range of partners to prevent homelessness in more cases and increase the support of affordable housing. To set this in context the council's Social Housing Grant has been fully spent for the last 2 years and is forecasted to fully spend in the next financial year.

Ukrainian Support Scheme

There are currently 143 households supported through the Ukrainian Support Scheme with four due to arrive in the next couple of months. Of these forty-five are living in hosting placements. One household has been rehoused recently with another two sponsorships ending imminently. The team are now focusing on rehousing these guests and preventing them going into the homeless system. Alongside this, the team are reassessing cases and collaborating closely with clients and hosts to ensure they are well supported, identifying alternative options should placements be at risk.

There have been recent changes to the rules regarding the various Ukraine schemes, the key changes include:

Ukrainians currently in UK: Ukrainian citizens are no longer able to sponsor family members into the UK through 'chain sponsorship.' This means that we are receiving correspondence about previous hosts wanting to sponsor family members of their previous guests into Newport. This will need to be closely monitored to ensure that we do not end up with overcrowding situations.

Risks

Risk Title / Description	Risk Impact score of Risk if it occurs* (1-5)	Risk Probability of risk occurring (1-5)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
Cost of Living impact on Council services	4	4	See this report on the Council's response to the cost-of-living crisis.	Corporate Management Team
Homelessness and housing concerns across the city.	4	4	See this Report on the Council's response to these issues	Corporate Management Team, Head of Housing and Communities, Director of Social Services

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

- Corporate Plan
- Strategic Equalities Plan

Options Available and considered.

1. To consider and note the contents of the report on the Council's response.
2. To request further information or reject the contents of the report.

Preferred Option and Why

1. To consider and note the contents of the report on the Council's response.

Comments of Chief Financial Officer

Our residents and staff are still feeling the effects of the cost-of-living crisis, and this report demonstrates how we are working together to help lessen the impact where possible. Following the principles of the Wellbeing of Future Generations Act, officers and partners are providing immediate assistance as well as a long-term emphasis on resilience through direct contact with residents.

We keep on cooperating closely with our workforce and service areas to deal with and support any HR issues during this period.

Comments of Monitoring Officer

This report is for noting only and there are therefore no legal implications arising directly from it.

Comments of Head of People, Policy, and Transformation

Our residents and staff are still feeling the effects of the cost-of-living crisis, and this report demonstrates how we are working together to help lessen the impact where possible. Following the principles of the

Wellbeing of Future Generations Act, officers and partners are providing immediate assistance as well as a long-term emphasis on resilience through direct contact with residents.

We keep on cooperating closely with our workforce and service areas to deal with and support any HR issues during this period.

Scrutiny Committees

Not applicable as this an information only report and no decision is required from the Council.

Fairness and Equality Impact Assessment:

Not applicable as this is an information only report and no decision is required.

• Wellbeing of Future Generation (Wales) Act

Long Term – The short term actions the Council is taking now is considering the longer-term impacts which the cost of living is having on communities and businesses in Newport. Newport Council alongside partners are providing financial and non-financial support to help households and businesses.

Collaborative – Newport Council is working collaboratively across the organisation and our external public, private, third sector, voluntary, and housing sectors.

Integration – The actions that the Council and is taking supports the Council's organisational priorities for community cohesion, early intervention, and prevention. This also supports the Welsh Government's priority for Wales being a nation of sanctuary.

Involvement – We are involving communities and residents who are providing vital front-line support and helping vulnerable / disadvantage households, and refugees. The Council is also providing regular updates and communications to those impacted by the cost-of-living crisis.

Prevention - The short term actions the Council is taking now is considering the longer-term impacts which the cost of living is having on communities and businesses in Newport. Newport Council alongside partners are providing financial and non-financial support to help households and businesses.

• Equality Act 2010

Consideration of protected characteristics as detailed within the Equality Act has informed the activities and support provided.

• Socio-economic Duty

The support provided is fully congruent with the requirements of the socio-economic duty.

• Welsh Language (Wales) Measure 2011

All information is provided bilingually.

Consultation

Not applicable

Background Papers

Monthly reports to Cabinet.

Dated: 20 March 2024

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Report

Cabinet

Part 1

Date: 10 April 2024

Subject Cabinet Work Programme

Purpose To report and agree the details of the Cabinet's Work Programme.

Author Governance Team Leader

Ward All Wards

Summary The purpose of a work programme is to enable Cabinet to organise and prioritise the reports and decisions that are brought to each meeting. Effective forward planning by Cabinet also impacts positively upon the Council's other Committees, in particular Scrutiny, because work needs to be coordinated on certain reports to ensure proper consultation takes place before a decision is taken.

The current work programme runs to May 2024, but it is a working document. It is important that the work programme is owned and prioritised by Cabinet Members directly, so each month the Governance Team Leader brings a report updating Cabinet on any changes, so that the revised programme can be formally approved.

The updated work programme is attached at Appendix 1.

Proposal To agree the updated work programme for 2023/24

Action by Governance Team Leader

Timetable Immediate

This report was prepared after consultation with:

- Chief Officers
- Monitoring Officer
- Head of Finance
- Head of People, Policy and Transformation

Background

The purpose of a work programme is to enable Cabinet to organise and prioritise the reports and decisions that are brought to each meeting. Effective forward planning by Cabinet also impacts positively upon the Council's other Committees, in particular Scrutiny, because work needs to be coordinated on certain reports to ensure proper consultation takes place before a decision is taken.

The Wales Audit Office's Corporate Assessment of Newport City Council, published in September 2013, highlighted the need to "strengthen committee work programming arrangements to ensure they are timely, meaningful, informative, transparent, balanced, monitored, and joined up". Since that report was published, these monthly reports have been introduced to provide Cabinet with regular updates on its work programme, and the opportunity to comment upon and shape its priorities as an executive group. The Democratic Services team have also been working to improve the links between this and other work programmes under its management (eg Council, Scrutiny, Audit) to ensure the various programmes are properly coordinated.

The current work programme runs to May 2024, but it is a working document. It is important that the work programme is owned and prioritised by Cabinet Members directly, so each month the Cabinet Office Manager brings a report updating Cabinet on any changes, so that the revised programme can be formally approved.

The updated work programme is attached at Appendix 1.

Financial Summary

There is no direct cost to adopting a programme of work.

Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
No action taken	M	L	Work programming arrangements are in place to ensure they are timely, meaningful, informative, and transparent, balanced, monitored, and joined up.	Head of Democratic Services
The process is not embraced by report authors and members	M	M	If there is proliferation of unplanned or late items, the opportunity to ensure work programming is timely, meaningful, informative, and transparent, balanced, monitored, and joined up will diminish	Head of Democratic Services

Links to Council Policies and Priorities

These proposals will help the Council provide the best possible service to members and will provide information to the public and elected members.

Options Available and considered

- To adopt the process and adopt or amend the work programme
- To consider any alternative proposals raised by Cabinet members
- To take no action

Preferred Option and Why

To adopt the proposals which should help to ensure work programming arrangements are timely, meaningful, informative, and transparent, balanced, monitored, and joined up.

Comments of Chief Financial Officer

There are no financial implications in adopting a programme of work.

Comments of Monitoring Officer

There are no legal implications in adopting a programme of work.

Comments of Head of People, Policy and Transformation

There are no specific HR implications in adopting a programme of work. The principles of open and transparent governance are consistent with the Council's Corporate Plan and objectives under the Well-being of Future Generations (Wales) Act.

Local issues

There are no local issues as this report relates to the Council's processes.

Scrutiny Committees

Monthly update reports allow the Scrutiny and Cabinet work programmes to be better coordinated. The Scrutiny team and Members are currently developing new ways of working through the new Committees, and continually reviewing the work programmes to focus more on risk and ensure all scrutiny activity has a defined purpose and constructive outcome.

Equalities Impact Assessment and the Equalities Act 2010

This does not apply to this procedural report.

Children and Families (Wales) Measure

This procedural report does not impact on Children and Young People although certain reports contained in the programme may do and will need appropriate consultation and comment when they are presented to cabinet.

Wellbeing of Future Generations (Wales) Act 2015

This is a procedural report but reports contained within the programme will need to show how consideration has been given to the five things public bodies need to think about to show they have applied the sustainable development principle put into place by the Act.

Consultation

As set out above

Background Papers

Dated: 22 March 2024

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Work Programme: June 2023 to May 2024

Meeting	Agenda Items	Lead Officer
Cabinet 14/06/23	<ul style="list-style-type: none"> ▪ Director of Social Services Annual Report ▪ Annual Safeguarding Report ▪ 2022/23 Treasury Management Year End Report ▪ NCC External Pressures - Cost of Living ▪ One Newport Summary Document (for information/ awareness) ▪ Work Programme 	<ul style="list-style-type: none"> ▪ CD: SS ▪ CD: SS ▪ HoF ▪ HPP&T/HH&C/HP&I ▪ HPP&T ▪ GTL
Cabinet 12/07/23	<ul style="list-style-type: none"> ▪ 2022/23 Revenue Budget Outturn ▪ 2022/23 Capital Outturn and Additions ▪ Welsh Language Annual Report ▪ Corporate Risk Register Update (Q4) ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HPP&T ▪ HPP&T ▪ HPP&T/HH&C/HP&I ▪ GTL
Council 18/07/23	<ul style="list-style-type: none"> ▪ Council Appointments ▪ 2022/23 Treasury Management Year End Report ▪ Welsh Language Annual Report ▪ Director of Social Services Annual Report ▪ Annual Safeguarding Report ▪ IRP Annual Report ▪ Review of Standing Orders 	<ul style="list-style-type: none"> ▪ GTL ▪ HoF ▪ HPP&T ▪ CD: SS ▪ CD: SS ▪ HL&S ▪ HL&S
Cabinet 13/09/23	<ul style="list-style-type: none"> ▪ Revenue Budget Monitor ▪ Capital Budget Monitor ▪ Replacement Local Development Plan ▪ Demolition of Millbrook Primary School ▪ Corporate Risk Register Update (Quarter 1) ▪ Climate Change Annual Report ▪ NCC External Pressures - Cost of Living ▪ One Newport Summary of Business ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HR&ED ▪ CE&O ▪ HPP&T ▪ HE&PP ▪ HPP&T/HH&C/HP&I ▪ HPP&T ▪ GTL
Council 26/09/23	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Replacement Local Development Plan ▪ Climate Change Annual Report ▪ Market Arcade PSPO ▪ Maesglas PSPO ▪ Scrutiny Arrangements for SE Wales CJC 	<ul style="list-style-type: none"> ▪ GTL ▪ HR&ED ▪ HE&PP ▪ HE&PP ▪ HE&PP ▪ HL&S
Cabinet 18/10/23	<ul style="list-style-type: none"> ▪ Gwent Regional Partnership Board Area Plan/Gwent Regional Partnership Board Annual Report 	<ul style="list-style-type: none"> ▪ CD: SS

	<ul style="list-style-type: none"> ▪ Bassaleg Bridge ▪ Corporate Plan 2022/27 Annual Report (Annual Corporate Wellbeing Self-Assessment included) ▪ Strategic Equality Plan Annual Report ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HCS ▪ HPP&T ▪ HPP&T ▪ HPP&T/HH&C/HP&I ▪ GTL
Cabinet 15/11/23	<ul style="list-style-type: none"> ▪ September Revenue Budget Monitor ▪ Capital Programme Monitoring and Additions ▪ Treasury Management Half Yearly Monitoring Report ▪ Council Tax Premiums Report ▪ Leisure and Wellbeing Project Update ▪ Annual Digital Report ▪ Annual Compliments, Comments and Complaints ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HoF ▪ HoF ▪ HR&ED ▪ HPP&T ▪ HPP&T ▪ HPP&T/HH&C/HP&I ▪ GTL
Council 28/11/23	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Treasury Management Half Yearly Monitoring Report ▪ Gwent Regional Partnership Board Area Plan/Gwent Regional Partnership Board Annual Report ▪ Strategic Equality Plan Annual Report ▪ Corporate Plan 2022/27 Annual Report ▪ Democratic Services Annual Report ▪ Standards Committee Annual Report 	<ul style="list-style-type: none"> ▪ GTL ▪ HoF ▪ SD: SS ▪ HPP&T ▪ HPP&T ▪ HL&S ▪ HL&S
Cabinet 13/12/23	MEETING CANCELLED	
Cabinet 10/01/24	<ul style="list-style-type: none"> ▪ 2024/25 Revenue Draft Budget and MTFP: Final Proposals ▪ Revenue Budget Monitor ▪ Capital Monitor ▪ Council Tax Premiums ▪ Mid-Year Performance Update ▪ People Plan ▪ Corporate Risk Register Update (Quarter 2) ▪ NCC External Pressures - Cost of Living ▪ One Newport Summary Document (for information/ awareness) ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HoF ▪ HoF ▪ HPP&T ▪ HPP&T ▪ HPP&T ▪ HPP&T/HH&C/HP&I ▪ HPP&T ▪ GTL
Council 23/01/24	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Council Tax Reduction Scheme ▪ Council Tax Premiums ▪ Governance and Audit Annual Report ▪ Schedule of Meetings 2024/25 ▪ Mayoral Nomination 2024/25 	<ul style="list-style-type: none"> ▪ GTL ▪ HoF ▪ HoF ▪ SD: T&C ▪ GTL ▪ GTL
Cabinet 14/02/24	<ul style="list-style-type: none"> ▪ 2024/25 Capital Strategy and Treasury Management Strategy 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF

	<ul style="list-style-type: none"> ▪ 2024/25 Revenue Budget and MTFP: Final Proposals ▪ Newport City Council, Social Value Outcomes in Procurement Update ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HPP&T/HH&C/HP&I ▪ GTL
Council 29/02/24	<u>Budget:</u> <ul style="list-style-type: none"> ▪ Council Appointments ▪ 2024/25 Council Tax and Budget ▪ 2024/25 Capital Strategy and Treasury Management Strategy ▪ National Non-Domestic Rates: Discretionary Relief: High Street Relief Scheme 2024/25 	<ul style="list-style-type: none"> ▪ GTL ▪ HoF ▪ HoF ▪ HoF
Cabinet 06/03/24	<ul style="list-style-type: none"> ▪ Corporate Risk Register Update (Quarter 3) ▪ Pay and Reward Statement 2024/25 ▪ Risk Management Policy ▪ Sustainable Communities for Learning - Rolling Programme for Investment 2024/2033 ▪ Property Services Arrangements ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HPP&T ▪ HPP&T ▪ HPP&T ▪ HoE ▪ HPP&T ▪ HPP&T/HH&C/HP&I ▪ GTL
Cabinet 10/04/24	<ul style="list-style-type: none"> ▪ Strategic Equalities Plan ▪ Capped Nine (KS4 School Outcomes) ▪ NCC External Pressures - Cost of Living ▪ One Newport Summary Document (for information/ awareness) ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HPP&T ▪ HoE ▪ HPP&T/HH&C/HP&I ▪ HPP&T ▪ GTL
Council 23/04/24	<ul style="list-style-type: none"> ▪ Council Appointments ▪ IRP Annual Report ▪ Pay and Reward Statement ▪ Strategic Equalities Plan ▪ Amendment to Constitution – Scheme of Delegation for Assets 	<ul style="list-style-type: none"> ▪ GTL ▪ HL&S ▪ HPP&T ▪ HPP&T ▪ HPP&T
Cabinet 15/05/24	<ul style="list-style-type: none"> ▪ Strategic Asset Management Plan ▪ Safer Newport Plan ▪ Gwent Serious Violence Strategy and Plan ▪ NCC External Pressures - Cost of Living ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HPP&T ▪ SD:T&C/HPP&T ▪ SD:T&C/HPP&T ▪ HPP&T/HH&C/HP&I ▪ GTL
Council 21/05/24	<u>AGM:</u> <ul style="list-style-type: none"> ▪ Council Appointments ▪ Safer Newport Plan ▪ Gwent Serious Violence Strategy and Plan 	<ul style="list-style-type: none"> ▪ GTL ▪ SD: T&C/HPP&T ▪ HPP&T

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