

# Strategic Equality Plan 2020-2024

ANNUAL REPORT 2021-22

## Foreword

Tackling inequality and promoting inclusion have always been important to Newport City Council. Our vision is of a cohesive city with zero tolerance for racism or discrimination, where everyone is treated as an equal, and the needs of residents from all backgrounds are considered. The COVID pandemic has been an unprecedented challenge and highlighted inequalities within our communities. As we began to rebuild out of the pandemic, we kept equality at the forefront of our decision-making and recovery work to help build a fairer city.

When developing the Equality Objectives in our Strategic Equality Plan 2020-2024, we conducted extensive community engagement to ensure that this plan had a strong outcome focus and delivered tangible changes that made a difference to people's lives. This plan delivers a strategic vision for equality in Newport informed by local communities.

This annual report reflects our progress within the second year of delivery, and we are pleased to see how we have continued our success in delivering our equality objectives. We have made further progress in building a truly inclusive corporate culture and improved how we provide services to our communities. Whilst our work has had to remain flexible, responding to emerging challenges, we have also developed preventative measures to address inequalities. This ongoing work reflects our commitment to building a more inclusive city and supporting our most vulnerable citizens.

The Socio-economic Duty came into force in Wales on 31 March 2021. We are particularly proud that we have embedded its principles in our policy development and strategic decision-making process this year. The Duty is now considered against a range of decisions to ensure we reduce inequalities outcomes for our most disadvantaged communities. This has placed tackling inequality at the heart of our decision-making process and improved outcomes for those who suffer socio-economic disadvantage.

As we embark on the third year of our Strategic Equality Plan 2020 - 2024, we recognise that more work is still needed to ensure ongoing improvements and further progress in achieving our equality objectives. We are confident that the progress we have made through the delivery of this plan will help us work towards our vision.

**Councillor Jane Mudd, Council Leader**

**Councillor Dimitri Batrouni, Cabinet Member for Organisational Transformation**

## Introduction

As part of our duties under the Equality Act (2010), Newport City Council is required to produce and publish an Annual Report outlining the progress that we have made against our Strategic Equality Objectives which are set out in our Strategic Equality Plan (SEP) 2020-24. This Annual Report sets out a summary of key achievements against our identified Objectives and outcomes, a detailed update on work to meet each Objective and finally, our workforce equality data which is also a publishing requirement under the Equality Act (2010).

This report relates to the second year of delivery of our 2020-2024 SEP. During the year, progress against our Strategic Equality Objectives is monitored and supported by the council's Strategic Equalities Group (SEG). This group is chaired by the Cabinet Member for Organisational Transformation, and membership includes representation from Newport's Fairness Commission, Trade Unions, Elected Member Equality Champions, Staff Support Networks Chairs, and service area lead officers.

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## Summary of Achievements

The table below sets out a summary of key achievements during this reporting period against each of our Strategic Equality Objectives and outcomes. Further details on activities can be found in the relevant sections of the report.

Strategic Equality Objective	Outcome	Achievements
Leadership, Governance, and Involvement	Newport City Council shows clear and consistent leadership in promoting equality and diversity across the city	<ul style="list-style-type: none"> <li>• Inclusive Leadership training completed by nearly 300 Senior Leaders and Managers.</li> <li>• Leader appointed as WLGA Spokesperson for Equalities, Migration and Anti-Poverty</li> <li>• Significant dates, including LGBT+ History Month, Ramadan, Eid-al-Fitr, Holocaust Memorial Day, Pride Month, Lunar New Year, Refugee Week, Windrush Day, Gypsy, Roma, Traveller (GRT) History Month, Transgender Day of Visibility, Black History Month and Hate Crime Awareness Week, have been recognised and promoted across the city.</li> </ul>
	Newport City Council has a clear governance structure in place to monitor equality performance across the organisation	<ul style="list-style-type: none"> <li>• Fairness and Equality Impact Assessments including the Socio-economic Duty against policy/decision making are ongoing and has been considered against a range of decisions</li> </ul>
	Newport City Council will improve how it understands the impact of changing services by engaging residents and relevant groups in the decision-making process	<ul style="list-style-type: none"> <li>• £415,000 of funding has been distributed to 79 community projects, overseen by and a representative community steering group, working closely with Newport's Fairness Commission.</li> </ul>
Customer Service and Access	We have a better understanding of the demographics of our service users, and reflect these in service design, removing barriers to access	<ul style="list-style-type: none"> <li>• Accessibility Stakeholder Group continues to advise on council projects</li> <li>• Equality, Hate Crime and EUSS awareness sessions delivered to all senior customer service staff</li> <li>• Development of corporate guidance on interpreting and translation to ensure service is culturally and linguistically sensitive</li> </ul>
	Complaints relating to discrimination are managed in a way that ensures organisational learning	<ul style="list-style-type: none"> <li>• The council's complaints monitoring process now includes the collection and analysis of demographic data</li> </ul>

	Through close partnership working with Newport Live barriers to accessing sports and leisure provision in the city will be reduced	<ul style="list-style-type: none"> <li>• Inclusive cycle scheme is fully operational and has engaged with a wide range of Newport residents</li> <li>• Disability inclusion training delivered to Newport Live staff and added to staff induction programme</li> <li>• Newport Live signed up to the Disability Confident employer scheme</li> </ul>
Representative Workforce	Staff with protected characteristics are better represented at all levels throughout the organisation	<ul style="list-style-type: none"> <li>• Update to internal demographic monitoring categories based on census categories to better reflect local communities</li> </ul>
	Diverse staff have a voice within the organisation, and are listened to	<ul style="list-style-type: none"> <li>• Staff networks for disabled, LGBTQ+ and ethnic minority staff continue to provide a platform for staff from under-represented groups to influence our workplace policy, service delivery and strategic decision making</li> </ul>
	The potential for unconscious bias in recruitment processes is recognised, and minimised	<ul style="list-style-type: none"> <li>• All managers are receiving Inclusive Leadership training, which includes raising awareness of issues related to bias in recruitment</li> <li>• Recruitment and selection e-Learning module now available for all managers</li> </ul>
Community Cohesion	Everyone living in Newport feels welcomed, and integration is supported by local communities	<ul style="list-style-type: none"> <li>• Significant support provided to EU citizens in Newport ensured eligible residents could submit late applications to the EU Settlement Scheme post deadline</li> <li>• Established Hardship Group and a referral pathway to manage complex cases of hardship that arise as a result of insecure migration status</li> </ul>
	Community tensions are monitored and mitigated effectively	<ul style="list-style-type: none"> <li>• Fortnightly community tensions meeting and weekly community dial in established in partnership with Gwent Police</li> </ul>
Learn Well	There is greater parity in attendance and exclusion rates for all pupils in Newport	<ul style="list-style-type: none"> <li>• Development and roll out of Emotional Based School Avoidance (EBSA) support and resources for schools</li> <li>• Exclusions and work focussed on violence reduction in schools</li> </ul>
	We have a better understanding of the challenges faced by potentially marginalised pupils	<ul style="list-style-type: none"> <li>• Preparing schools for the requirements of the Relationships and Sexuality Statutory Education Code (RSE)</li> <li>• A Whole-Schools approach to emotional wellbeing and to help schools achieve the aims set out in the Welsh Government's Framework (2021)</li> </ul>
Independent Living	People are empowered to live in their own accommodation for longer	<ul style="list-style-type: none"> <li>• During the year over 2,665 people were supported by all floating support schemes to access and maintain their accommodation, including adults with learning disabilities and refugees</li> </ul>

		<ul style="list-style-type: none"> <li>• Floating support scheme supported 20 unaccompanied asylum-seeking children (UASC) to increase opportunities for independent living</li> </ul>
	People are empowered to play an active role in their local communities	<ul style="list-style-type: none"> <li>• Community Connectors continue to support people to connect with, and be involved with, their local communities</li> </ul>
	The city is responsive to the accommodation needs of victims of domestic abuse	<ul style="list-style-type: none"> <li>• Housing Support Grant continues to fund projects for people escaping domestic abusive relationships, including specific provision for people from ethnic minority backgrounds</li> <li>• 381 women supported by the Domestic Abuse Floating Support service to remain in their own homes</li> <li>• New scheme launched for women subject to sexual and financial exploitation in a 'safe house'.</li> <li>• Funding to provide an additional DAFS support worker to oversee the DACC (Domestic Abuse Conference Calls) calls from Gwent Police.</li> </ul>

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# Equality Objective 1: Leadership, Governance, and Involvement

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

## Governance

To deliver on the objectives we set out in our Strategic Equality Plan, we need to lead by demonstrating our commitment to equality and being an example of good practice. Since publishing our Strategic Equality Plan, we have worked hard to ensure that our equality

- ☒ Newport City Council shows clear and consistent leadership in promoting equality and diversity across the city
- ☒ Newport City Council has a clear governance structure in place to monitor equality performance across the organisation
- ☒ Newport City Council will improve how it understands the impact of changing services by engaging residents and relevant groups in the decision-making process

objectives will be delivered effectively over the lifetime of the Plan. In the last reporting period, we established themed delivery groups, including Representative Workforce and Customer Service and Access Groups, which bring key officers together to progress these areas of work.

We also reviewed the Terms of Reference and membership of our Strategic Equalities Group, which is attended by our Elected Member Champions for equality, service area representatives from across the council, and the Chairs of our Staff Support Networks.

This year, we have continued our work to increase the understanding of the Socio-Economic Duty (SED) and embed its principles in our strategic decision-making process. Last year we appointed a Cabinet Member lead for the Duty and updated our Fairness and Equality Impact Assessment process to fully reflect the Duty and provide a more streamlined, integrated assessment tool for decision-makers. SED assessments are now part of our policy development and strategic decision-making process. The Duty has been considered against a range of decisions to ensure we reduce inequalities for those who experience socio-economic disadvantage.

## Leadership

During this reporting period, we continued to stand with our minority ethnic communities, which the COVID-19 pandemic has disproportionately impacted. We also acknowledge the devastating impact social injustice in the UK and worldwide has had on local communities. Last year we signed up to Race Council Cymru’s [Zero Tolerance to Racism](#) policy for Wales. In October, our Diversity Staff Network launched its anti-racism guide, followed by a series of well-attended anti-racism workshops. We remain committed to promoting a zero-tolerance approach to racism throughout the council and contributing toward building an Anti-racist Wales.

The Leader of the Council, Councillor Jane Mudd, was appointed as the Welsh Local Government Association (WLGA) spokesperson for Equalities, Migration and Anti-Poverty.

During the period, we mandated equality and diversity training for all council staff, starting with an Inclusive Leadership course for all senior leaders and managers. Inclusive leadership is a vital part of achieving the equality objectives set out in our Strategic Equality Plan and ensuring senior staff are enablers of change within the council. Approximately 300 senior leaders and managers completed Inclusive Leadership training, and we have scheduled additional workshops during 2022-23 to ensure all senior staff participate.

## **Involvement**

We recognised the impact that COVID-19 had on many of our minority, marginalised or isolated communities and developed a comprehensive Community Impact Assessment (CIA) to inform our response and recovery work. The CIA focusses on the effects experienced by people that share Protected Characteristics, but also on socio-economic factors, like employment and risk of poverty, community cohesion and migration. The CIA was informed by available evidence and research, as well as a series of themed engagement sessions with communities.

The CIA informed both our strategic recovery aims and the development of a Participatory Budgeting programme, delivered in partnership with Public Health Wales and external consultants, Mutual Gain. Following the successful delivery of the first round of this programme, we were able to repeat this process, generating ideas and helping the community to develop local projects that could help the vulnerable groups identified emerge from the pandemic. A 2-day event was attended by Newport residents, who voted for those initiatives most likely to benefit diverse communities. In total, this programme distributed £415,000 of funding to 79 projects. Large grants were awarded to Newport Sudanese Community, Community House Eton Road, Maindee PTA, Home-Start Cymru and Kidscape.

It is important to demonstrate our commitment to equality and ensure it is visible to staff and communities. We have worked hard to communicate our plans, raise the profile of our work, and promote key dates and celebrations, including LGBT+ History Month, Ramadan, Eid-al-Fitr, Holocaust Memorial Day, Pride Month, Lunar New Year, Refugee Week, Windrush Day, Gypsy Roma Traveller (GRT) History Month, Transgender Day of Visibility, Black History Month and Hate Crime Awareness Week. To ensure our communications are meaningful, messaging on our internal and external platforms have been supported by awareness sessions, partnership events and the distribution of learning materials.

## **Focus on the future**

Priorities for the next year include:

- Working in partnership with Welsh Government and the WLGA to deliver on recommendations made in the Welsh Government's Race Equality Action Plan
- Further developing our Fairness and Equality Impact Assessment processes and deliver training to staff on its use
- Deliver bespoke equalities training to all staff across the organisation, supported in consultation with our Staff Networks to share the value of lived experience



- Work to develop our Elected Member champion roles

## 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”*

- ☒ We have a better understanding of the demographics of our service users, and reflect these in service design, removing barriers to access
- ☒ Complaints relating to discrimination are managed in a way that ensures organisational learning
- ☒ Through close partnership working with Newport Live barriers to accessing sports and leisure provision in the city will be reduced

### Access

A focus on accessibility and inclusion is key to ensuring that the council provides equitable access to services in the future. Despite the challenges that COVID-19 has presented in the last two years, we have made progress on several of the outcomes we identified within this objective.

Last year, in response to the physical changes that were required to the city centre because of the pandemic, we established an Accessibility Stakeholder Group (ASG) to review and consider how projects relating to the city centre and council services impact on accessibility.

The group brings together several local stakeholders, including disabled members of the public and third sector organisations. It has shaped our approach to reopening the city centre following periods of national lockdown. The group regularly contributes to planning and project delivery and acts as a critical friend to a range of service areas within the council.

Receiving feedback, practical solutions, and ideas for improvement from people that have lived experience of barriers to access has been invaluable. This year the group has met monthly and continued to influence changes to active travel routes, pedestrianisation of the city centre and ongoing plans for new developments like our city centre leisure provision and the Devon Place bridge.

### Complaints and Customer Service

This year we have continued to see changes in the way that we deliver services to the public. While Covid-19 restrictions were eased, we still needed to be cautious in our approach to protect staff and residents. The MCS (My Council Services) Team have had to adapt and prioritise service area requests and development work this year to manage Welsh Government initiatives provided through Local Authorities, such as cost of living payments. These initiatives have seen an increase in requests received online and through the Contact Centre.

As most service requests were received online and through our contact centre, we analysed BrowseAloud and Language Line data to ensure we delivered services in a form, language,

and manner accessible to people from diverse backgrounds. This allowed us to understand accessibility issues better, develop multilingual assets in community languages, and provide corporate guidance on interpreting and translation to support staff. In addition, all senior customer service staff received equality and diversity training, including Hate Crime and EU Settlement Scheme awareness, to ensure that they better understand the needs and concerns of minority communities.

In September 2021, we opened a temporary Face to Face facility for high-priority services such as Housing, Council Tax and Housing Benefits. We set up a dedicated service at the Riverfront, which was available through appointment-only bookings to manage the flow of visitors due to limited space and resources. We consulted the Accessibility Stakeholder Group regarding interim measures and permanent service relocation to ensure we maintained accessibility for people with disabilities. We aim to complete the relocation project to move services into the Central Library Museum and Art gallery by January 2023.

In this reporting period, we have also made some improvements to data collection and demographic monitoring across our customer service and complaints departments.

### **Engagement in Sports, Leisure, Art, and Culture**

This year, we have worked with partners to develop and implement programmes that reduce barriers to accessing public sports and leisure services within the city. Our Parks & Recreation team has continued working with Newport Live to deliver the "Wheels for All" scheme, an inclusive adapted cycling programme within Tredegar Park that is free for Newport residents. The range of adapted bikes available has opened the opportunity to cycle to people of all abilities and ages, with tandems and wheelchair-accessible bikes addressing and further reducing a particular barrier for disabled people. The scheme has been a considerable success, providing seven hundred rides and enabling people to access cycling in a safe, traffic-free environment within Newport. Before the launch of this project, disabled children and adults had to travel to Cardiff or Bristol to access or participate in adapted cycling schemes.

Our partners, Newport Live have also signed up to the Disability Confident employer scheme and added disability inclusion training to their staff induction training programme. All existing and new staff to the organisation will receive disability inclusion training from a Disability Sport Wales tutor to ensure staff are equipped to assist disabled customers and aware of the opportunities available. This will help further reduce barriers to accessing sports and leisure provision for disabled people within Newport.

### **Focus on the future**

Priorities for the next year include:

- Consulting with our Accessibility Stakeholders Group on key projects, including the move of our Information Station and development of our new leisure provision
- Improving data collection and demographic monitoring across our customer service and complaints departments
- Embedding Accessibility Standards across our digital platforms

- Diversity and inclusion review of Arts and Culture provision
- Continued development of Newport Live programmes to ensure opportunities for as wide a range of people as possible.
- Continue progress on the Disability Sport Wales ‘insport’ Gold kitemark scheme.

## 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”*

Staff with protected characteristics are better represented at all levels throughout the organisation

Diverse staff have a voice within the organisation, and are listened to

The potential for unconscious bias in recruitment processes is recognised, and minimised

During our public consultation on our Strategic Equality Plan, we received feedback that made it clear that developing an empowered and more representative workforce would be key to achieving our vision of a more equal Newport.

Like many organisations across the country, the last two years have been characterised by unprecedented workforce disruption. At the beginning of the pandemic, Newport City Council transitioned from a mainly office and location-based workforce to one largely working from home. However, unlike many other organisations, we were also responsible for many of the essential services required to keep society moving during the various lockdowns.

Despite these challenges, we have made significant progress towards meeting our Strategic Equality Objectives as we adapt to the new normal.

### Recruitment

Our Recruitment Working Group continues to meet to consider how we can develop a more inclusive recruitment strategy. This year we have extended the training provided to all managers to include e-learning on recruitment and selection. In addition, all managers are receiving Inclusive Leadership training, which includes raising awareness of bias in recruitment and ways to address unconscious bias in the recruitment process. This means that decisions of selection and shortlisting panels are less likely to be impacted by unconscious bias.

We have also seen a significant increase in the proportion of applicants for our senior leadership roles from those with a minority ethnic background. The recruitment campaign for Heads of Service featured dedicated EDI content, including information on staff networks, an anti-racism statement and links to our Strategic Equality Plan. This campaign received a positive response from applicants from underrepresented communities. Unlike previous senior leadership recruitment campaigns, the proportion of applicants from minority ethnic backgrounds was comparable to our resident population.

## **Staff Networks**

To help us foster an inclusive culture, we have established a range of support networks for staff from under-represented groups to contribute to and support the delivery of our equality priorities, internally and across our communities. Last year we established two Staff Support Networks, the Diversity Network for staff from an ethnic minority background and IN-NCC, a network for disabled staff.

This year we established an LGBTQ+ Staff Network. Our Pride Network is for staff who identify as LGBTQ+ and seeks to reflect the diverse sexual and gender identities of LGBTQ+ within our community. Staff Networks are a powerful agent for organisational change and ensuring the voices of under-represented groups are heard, listened to, and able to influence policy and process. They are also a safe space for staff to share experiences and seek support.

We remain committed to ensuring Staff Networks have opportunities to influence organisational development and are included in strategic decision-making. The Chairs of our Networks were heavily involved in recruiting our new Heads of Service and are now part of representative interview panels for senior roles.

## **Workplace Culture**

This year we have continued to work to increase the amount of content relating to equality and diversity visible to staff on our internal communications platforms. This has included marking significant dates throughout the year and topical updates on issues, including anti-racism, hate crime and gender identity. In October, during Black History Month, our Diversity Staff Network launched its anti-racism guide, followed by a range of workshops for staff. We have also offered a range of informal learning events for staff.

In addition, we continued our work with Proud Councils and are now one of 8 councils within the network to recognise and continue to improve our culture in relation to LGBTQAI+.

## **Focus on the future**

Priorities for the next year include:

- Review and update of Bullying and Harassment Policy
- Improving our collection of staff data, increasing completion rates, and aligning with census categories to allow effective comparison
- Developing a range of entry routes to the organisation and promoting these to under-represented groups
- Embedding anti-racism principles within our workplace culture
- Developing Gender Identity and Dignity in the Workplace Policies

## Equality Objective 4: Community Cohesion

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

☒ Everyone living in Newport feels welcomed, and integration is supported by local communities

☒ Community tensions are monitored and mitigated effectively

As a local authority, community cohesion is a central theme within our equality related work plans, and our priorities in this area are informed by the delivery of the Welsh Government’s community cohesion work plan for local authorities. The ongoing implications of Brexit, the wider global migration crisis, and the disproportionate impact of the pandemic on minority communities have continued to present additional challenges to community cohesion.

Like last year, most of our cohesion work has been reactive, supporting communities to access information in their main languages, developing online communications channels to share important updates, responding to COVID-19, and addressing vaccine misinformation within some of our most vulnerable communities.

### **Hate Crime and Community Tensions**

This year we continued our commitment to addressing all forms of hate as it affects our communities. We continued our fortnightly tensions meetings with our partners in Gwent Police, which enabled us to effectively monitor and mitigate emerging community tensions. We saw a significant rise in hate speech directed at LGBTQ+ communities, particularly trans and non-binary people. To tackle this, we have provided training on hate crime to frontline staff, highlighting discrimination faced by trans people and started work in schools as part of the Hate Crime in Schools Project. We have also delivered hate crime training to a range of community groups and our internal staff networks.

### **EU Settlement Scheme**

As a result of the EU referendum and Britain’s exit from the European Union, EU, EEA or Swiss nationals and their family members resident in the UK by 31 December 2020 were required to apply to the EU Settlement Scheme (EUSS) to secure their rights to live, work and study in the UK. As of the end of the EUSS deadline, 10990 applications had been made to the EUSS by Newport residents.

From July 2021, people who failed to make an in-time or late application to the EUSS no longer had legal status in the UK. This year our teams have worked hard to promote awareness of the EUSS, including the deadline, late applications, and status entitlements. Our EU Citizens Forum continued to meet virtually, bringing together community members and third sector services to effectively address issues affecting EU citizens in Newport. We continued hosting awareness events for professionals on post-Brexit rights and coordinating

a weekly multi-agency drop-in for EU citizens to access immigration advice, EUSS application assistance, or other practical support.

This year we also signed up for the Afghan Citizens Resettlement Scheme (ACRS) and have been working closely with the Home Office, Welsh Government, and other local authorities to support Ukraine relief efforts and the development of new Ukraine Resettlement Schemes.

### **Hardship Group**

Insecure immigration status can result in significant consequences and hardship for migrants. For example, people may have limited or no access to welfare benefits, housing, employment, education, and health services. The COVID pandemic has exacerbated the hardship faced by migrants with insecure or unclear migration status.

This year we established a Hardship Group and a referral pathway to manage complex hardship cases arising from insecure migration status. Representation includes Social Services, Housing, Connected Communities, and external partners such as Health services and third sector organisations. This group and associated referral pathway have contributed to a more structural approach to coordinating support and exploring sustainable solutions for those experiencing hardship. In addition, we have developed awareness-raising training which will be prioritised for all public-facing staff.

The impact of the end of free movement from the EU and the Nationality and Borders Act 2022, combined with the effects of the ongoing economic downturn, is likely to result in the continued increased demand for hardship support within Newport.

### **Focus on the future**

Priorities for the next year include:

- Registering with the Office of Immigration Services Commissioner (OISC) to provide free immigration advice and representation to people with an insecure migration status
- Developing a council Hate Crime Policy
- Working with partners on an inclusive 'safe house' network with venues in Newport for LGBTQ+ People to feel safe in the city
- Developing a 'Welcome to Newport' app for newcomers to the city

## Equality Objective 5: Learn Well

*“Newport City Council supports the wellbeing and attainment of the city’s pupils and actively looks to address any disparity in achievement, of vulnerable learners”*

- ☒ There is greater parity in attendance and exclusion rates for all pupils in Newport
- ☒ We have a better understanding of the challenges faced by potentially marginalised pupils

Covid-19 has continued to have a negative impact on learners through further disruption to education and through the detrimental effect on mental health and wellbeing, which became more evident on return to school. Schools have worked proactively to support the changing needs of their learners to ensure equity of provision and targeted intervention for their most vulnerable learners. Because of the pandemic, we have prioritised actions within our Strategic Equality Plan in relation to supporting the mental health and wellbeing of learners and co-ordinating a multi-agency approach to improving learner engagement.

### Emotionally Based School Avoidance/EHE

In response to schools reporting a significant issue in the number of learners identified at risk of or currently not attending school due to emotional needs (EBSA), a task and finish group was established to consider the nature and scope of this matter and develop a training and support pathway for schools. The universal EBSA training for school staff has been coproduced and piloted with Newport Mind. A monthly delivery programme of this two-part training session has been offered to all schools. A half termly question and answer clinic session that consists of Education Psychologists, Education Welfare Officers and InReach Practitioners has been created for school staff to present ongoing cases that are causing a concern. There is an allocated slot in our Wellbeing panels to have EBSA focussed conversations about students who are causing concern.

Several Elective Home Education (EHE) activities have been arranged for children, young people and families including wellbeing, sport, performing arts and cookery.

### Exclusions and work focussed on violence reduction in schools

Exclusions continued to be carefully monitored throughout this period on a weekly and monthly basis. The managed move panel continued to take place virtually with representation from senior leaders in all secondary schools. The development of a weekly ‘virtual inclusion helpline’ for all school-based staff gave a regular opportunity to meet with Teacher Advisers who can offer specialist advice and support to staff managing increasingly complex behaviours in schools, to try and minimise further disengagement of learners as well as look at longer term, appropriate strategies that can be utilised to support whole school communities. The introduction of NCC’s Violence Reduction protocol (September 2021)

developed utilising a multi-agency approach, led by officers from within the NCC Education and Youth Justice Services as well as support from Gwent Police and school-based staff. This new approach in response to serious incidents (violence related) occurring in schools seeks to provide specialist and targeted support for all those involved as well as exploring alternative options other than permanent exclusion of the learner.

### **Whole School Approach**

Gwent Whole School Approach to Emotional and Mental Wellbeing was commissioned by Newport City Council as part of our bid to the Welsh Government's Whole-Schools Approach Development Fund. The purpose of this fund was to implement a whole-schools response to the mental health and emotional wellbeing challenges presented by COVID, lockdown, social distancing, and learners' return to school. The initial stages of the Post Covid Recovery work involved delivering two - day long training events hosted live on Microsoft Teams. The funds procured through the Welsh Government's Whole-Schools Approach Development Fund also enabled the Whole School Approach Team and Educational Psychology Service to procure training on Circles Solutions for schools from highly acclaimed psychologist Sue Roffey. Circle Solutions is a pedagogy to develop social/emotional skills based on the principles of ASPIRE (Agency, Safety, Positivity, Inclusion, Respect & Equity).

### **Preparing schools for the requirements of the Relationships and Sexuality Statutory Education Code (RSE)**

During 2021-22, our Healthy Schools Officer has worked with primary schools to explore age-appropriate opportunities and sexuality within the curriculum as part of relationships and sexuality education (RSE) which becomes statutory for certain age groups from September 2022. We have provided all primary and secondary schools with resources to support their delivery of RSE. Many schools have engaged with Spectrum to provide workshops to learners on domestic abuse and healthy relationships. Nearly all secondary schools and most primary schools who were targeted to engage in LGBTQ+ inclusion projects are engaged in cluster projects to develop greater understanding and tolerance towards 'protected characteristics' groups, via a 'whole school approach' of strategies and initiatives to enhance inclusivity.

### **Focus on the future**

Priorities for the next year include:

- Expansion of the Healthy School service/hosting the regional role in Newport
- Gwent Education Minority Ethnic Service (GEMS) to be involved with WSA training
- LGBTQ+ training targeted to school leaders, wellbeing leads and healthy school's coordinators.
- Expansion of counselling service to include community support
- Anti-bullying – developing a co-ordinated approach



## 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 housing related services, which accommodates people in different situations”*

People are empowered to live in their own accommodation for longer

People are empowered to play an active role in their local communities

The city is responsive to the accommodation needs of victims of domestic abuse

Our housing services have continued to experience an unprecedented increase in demand during this period. At the beginning of the pandemic, the UK and Welsh governments expanded the definition of vulnerability and the statutory housing duties of local authorities in recognition of the potential impact that Covid-19 could have on people who were homeless.

### Housing Support Grant and Homelessness

Prevention Grant projects, including floating support, mediation, and housing options staff, continue to support people to maintain their accommodation and prevent homelessness. The Housing Support Grant also funds 20 units in four refuges, including one specifically for Black, Asian, and Minority Ethnic women and two as part of a regional scheme for women with more complex needs.

In addition, our Domestic Abuse Floating Support, crisis and advice scheme supports a minimum of 380 women in their current temporary or permanent accommodation. It includes a dedicated post working with minority ethnic women. 2 additional dispersed units for 5 people have recently been acquired using VAWDASV and Phase 2 homelessness capital funding. We have also established two new schemes: funding for a support worker to operate the DACC (Gwent Police Domestic Abuse Conference Call) process and funding for the Horizons Project for female victims of sexual and financial exploitation.

We have continued to consolidate and remodel our support services to ensure they meet the needs of marginalised groups. Our work with the Gwent Gypsy and Traveller Support Service, Light House Project Refugee Service, and European Economic Area (EEA) Housing Service continues, with dedicated support workers providing support and advice to proactively address the disadvantages and inequalities that result in barriers to accessing housing.

Last year, we supported five young people with learning disabilities to move into self-contained flats, and this year, we have established additional schemes to meet the needs of asylum seekers and refugees. As part of the implementation of the Independent Living Strategy, we have launched a floating support scheme for unaccompanied asylum-seeking children and young people (UASC) to support their transition out of care to independent living. Next year we will begin a three-year programme of re-tendering and consolidating most of our floating support services in the city.

As well as providing accommodation, we also encourage people to play an active role in their local community, through projects that include:

- Adult Services' Community Connectors
- Floating support workers
- Integrated Wellbeing Networks with Aneurin Bevan University Health Board (ABUHB)
- Older Persons Pathway
- Independent Living Strategy
- Tenancy ready programmes

Our Community Connectors for minority ethnic communities offer support to people who may be socially isolated to improve their well-being based on what matters to them. During 2021/22, they supported 182 people with information, advice and assistance resulting in over 500 referrals or signposting to referrals to local services. Information in different languages was shared via digital platforms with Mosques, churches, and online groups.

Connectors continue to work with groups at a grassroots level on COVID recovery plans. They have re-started face-to-face work and supported 7 Ethnic Minority groups to re-build their capacity with volunteer recruitment and retention. They have also assisted with signposting to funding sources and funding applications to ensure sustainability. The team continue to map community activity provision and engage with groups as we continue working on the city's recovery.

### **Focus on the future**

Priorities for the next year include:

- Development of another complex with five self-contained flats for people with learning difficulties and/or cognitive impairments
- Commencement of a three-year programme of re-tendering and consolidation of most floating support services in the city.
- Implementation of the first Housing Support Programme Strategy's (2022-2026) nine strategic priorities
- Completion and implementation of the first Rapid Re-housing Transition Plan (2022-2027)
- Implementation of Welsh Government legislation including the Renting Homes Act and changes to the Housing (Wales) Act 2014 -Homelessness Priority Needs Groups to include people sleeping rough.
- Improve the financial and digital inclusion offer via up-skilling support staff and increased training opportunities e.g. The Department of Work and Pension's Money Guiders Programme.
- Provide additional units of a range of social housing to begin to address increased demand.

## Equality Monitoring and Capturing Data

Equality data is used by the council to inform our decision-making, help us understand where we have gaps, and support effective impact assessments.

This section of the report will consider:

- Collecting data; how we collate information related to protected characteristics
- Evaluating data; how we use this data to inform our practice

### 1. Collecting Data

Collecting accurate information about our employees and the public is key to delivering services which are inclusive, and responsive to individual need. We collect and monitor equality data in a number of ways.

#### A. Systems

The council has a range of systems which collect data, for example, through our Customer Relationship Management (CRM) system, other databases linked to individual services, and through our internal HR system. These allow service areas to build a picture and profile of their customers or staff. Customer data is utilised in developing service area plans and work programmes and allows service areas to amend existing services and delivery where needed. We use our internal data to assist with workforce planning and inform our representative workforce work.

#### B. Consultations

The council regularly consults and engages with a variety of community groups, citizen panels and the public in general. We develop surveys and consultations based on needs for service changes, improvements or strategies that will affect the community. This year we have consulted on topics such as the setting of our budget, the new Leisure Centre provision and facilities and residents parking. Consultation methods have included online surveys, sharing of consultation opportunities on our website and social media platforms and Bus Wi-Fi surveys. Using demographic monitoring for all surveys and consultation exercises means we can now better understand the needs of people in Newport that share protected characteristics, and the differential impact of our proposals.

#### C. Community Well-being profiles

In line with the Well-being of Future Generations Wales Act (2015), the council published our Community Well-being Profiles in 2019. The profiles are available on our website for the public, as well as internally on our intranet system for staff. These profiles provide a source of data across different areas, including data on ethnicity and are often used by the council to inform equality impact assessments.

As part of the work of the Gwent Public Services Board and the new wellbeing plan to be published in 2023, a new wellbeing assessment is underway, and results will be published in May 2022.

#### D. National Census

We continually review and update our standard equalities monitoring forms and are working to ensure that the data we capture aligns with the categories within the recent Census. This will allow us to better understand our resident population, any under or over-representation of communities accessing our services, and inform our workforce representation strategies and planning.

### **2. Evaluating data**

The council uses a range of processes which ensure that we use the data that we collect in a way that informs our planning, decision and policy making.

#### A. Fairness and Equality Impact Assessments

The completion of Fairness and Equality Impact Assessments at the outset of decision or policy making process, assists the council in evidencing that we are meeting our Equality duties, and, more importantly, using relevant equality data to ensure that any disproportionate impact is mitigated at an early stage, and the best decisions for the public are made. The council has an integrated model of equality impact assessment, combining considerations around Equalities, Welsh Language, Well-being of Future Generations, and the parameters of fairness set out by our Fairness Commission within a single process. This will shortly include obligations relating to the Socio-economic Duty. FEIAs should be evidence based, drawing on internal and external data to support any findings.

#### B. Service Area Plans

Annual plans are produced by each of the council's service areas, and act as a key reporting mechanism for the delivery of our Corporate Plan, as well as our Wellbeing Objectives. Each Service area has performance indicators relating to priority actions, as well as areas of risk which are updated on a quarterly basis. Risks are currently identified in relation to non-compliance with the Equality Act 2010.

## Workforce Data

The following workforce data shows information about the protected characteristics of our employees captured between April 2021 and March 2022. The data shows that at the time of reporting there were 5982 staff employed by Newport City Council which is an increase from 5779 in the last reporting period.

Comparing workforce data against national statistics remains challenging due to differences in how employee systems collect data compared to the Census of England and Wales. 2011 Census data is now outdated and unlikely to be an accurate reflection of the current demographics of Newport. Work continues to align our systems to ensure comparative data can be analysed effectively, information is managed securely, and we instil confidence that our monitoring is inclusive.

In the previous reporting period, we made some changes to the recording options that we offer potential and existing staff to better align with the Census 2021 and as part of our ongoing commitment to continuously improving the way we capture data. While the latest UK censuses were conducted in 2021, topic summaries and area profiles are currently unavailable. We hope to include this data and further analysis in our next Annual Report.

In the last two years, we have seen an increase in people providing their personal information across several categories, with fewer people opting not to provide information or leaving categories blank. Several factors have influenced this change, including an increased awareness of the importance of monitoring data due to the national census campaign and our efforts to move towards a culture that normalises the capture of demographic information and is clear about its role and purpose. This year we have continued to reinforce the importance of updating personal information, update staff on new recording categories available and prompted colleagues to update their information when they log on to our employee self-service system.

Last year we started to capture data relating to gender identity, armed forces connections, care leavers and transgender status both for applicants and existing staff. This data can currently only be reported on in low numbers, however we hope to include further detail in future reports.

As an indication of applicant data, we can report that out of 5777 applicants:

- 40 applicants disclosed that they have had gender reassignment
- 86 applicants had identified they were eligible for a guaranteed interview under the 'Disability Confident Scheme'
- 36 were eligible for a guaranteed interview under our 'Armed Forces Covenant'
- 18 were eligible for a guaranteed interview under our 'Care Leavers' agreement
- From the 'Gender Identity' question 37.93% identified as female, 16.46% as male, 0.33% selected 'other' and 45.28% of respondents left the question blank

## Data Analysis

At the time of data capture, we had 5982 staff employed, 850 leavers and 5777 applicants. Anomalies in data (numerical statistics in 'pay band by sex', 'contract type by sex', 'working pattern by sex', 'ethnicity pay gap' and 'disability pay gap') are due to the time that reports were run/requested but were analysed from a date correct at 31/03/2022 and the percentages displayed are reflective of the correct data. Intersectional data was analysed from a master spreadsheet that allowed all categories to be filtered and defined simultaneously.

### Key findings

#### Ethnicity

- 92% of staff identify their ethnicity as white; this includes White – British, Welsh, English Scottish, Irish, Other European, and Other, a decrease of 1.5% from last year. This compares to approximately 85% of Newport's population.
- 2.1% of staff identify their ethnicity as Asian or Asian British - Other, Pakistani, Bangladeshi, Indian compared to 4.1% of Newport.
- 0.15% of staff identify their ethnicity as Chinese or Other – Chinese, Chinese or Other Ethnic Group
- 0.9% of staff identify their ethnicity as Black or Black British African, Other, Caribbean, or Mixed Black African
- 1.54% of staff identify their ethnicity as Mixed – Other, Mixed White & Black African, Mixed White & Black Caribbean, Mixed White & Asian
- The UK Census sub-category 'White – Gypsy or Irish Traveller' was adopted in the last reporting period. In this reporting period, 1 applicant came from a Gypsy or Irish Traveller background.
- 0.57% of staff were 'not stated', 'unknown', or 'Prefer Not To Say (PNTS)'
- 2.71% of staff left their ethnicity blank compared to the previous reporting period of 1.85%
- Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) staff made up 5.41% of leavers, an increase from 4.15% in the previous period
- 92.04% of staff leaving the organisation were of White (all categories) ethnicity
- 'Arab' is listed in ONS National Census category for ethnicity, but we did not offer this option during the reporting period
- 10.56% of applications were from people who identified as Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories), compared to population of 13.2%
- 5.44% applicants were Asian, 2.11% applicants were Black, 0.36% were Chinese and 1.82% were of mixed ethnicity
- 4.63% of our current staff are from a Black, Asian, or other minority ethnic background, a slight increase on last year's figure

- We lose a higher percentage of people who identify as Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) than we do of those identifying as White

### Age

- Of 21 staff aged over 75, 6 left the organisation during this period
- 25–34-year-olds made up 24.12% of leavers, which was the highest percentage - same category as last year
- 65.4% of the workforce is aged 16-49 and over 50s make up 34.6% - similar figures as the previous year
- At 63.84% most of our job applicants are under 45 years old
- 15.01% of applicants were aged 75+, an increase of 10.71% from 4.3% in the previous reporting period
- In our last annual report 22.97% of applicants were aged 16-24; this report shows that 17.54% in this age bracket applied for jobs with us, a decrease in younger applicants of 5.4%
- We have an increase in our 16-24 age category of current staff from last year. Now 4.8 of our staff are aged between 16-24
- 1.77% of applicants preferred not to disclose their age

### Sex

- 76.66% of the workforce are female and 23.34% are male, the same as last year
- In 2021, the gender pay gap in Wales increased from 11.8% to 12.3%, due to a larger increase in men's hourly pay.
- In 2021, Newport's gender pay gap decreased by -11.1% from 20.1% to 9.0%
- Newport City Council's gender pay gap was 0.6% (mean) and -0.4% median.

### Marital Status

- Married people (45.7%) and single people (30.3%) make up most of the workforce. The number of married staff has slightly decreased since last year
- The largest percentage of applicants are single people at 34.1% followed by married people at 27.99%
- 0.25% of the current workforce are in a civil partnership
- The highest proportion of leavers are married people at 43.5%
- The lowest proportion of leavers are those in civil partnerships, or who are widowed

### Disability

- 2.52% of the workforce are disabled, an increase of 0.41% from last year
- The approximate global (and local) percentage of disabled people is 15%
- 4.4% of the leavers were disabled, an increase of 1.9% from 2.5% last year
- 'Not known' or left 'blank' accounts for 4.6% of staff, 4.59% of leavers, and 19.99% of applicants
- The number of disabled applicants has decreased from 4.64% to 4.48%

- 30.3% of the disabled workforce, last year left the organisation, based on 122 staff declaring a disability from 2020-2021
- Applicants selecting 'not disabled' has decreased from 85.39% last year to 75.52%

### Sexual Orientation

- 1.82% of the workforce identified as lesbian (or gay woman), bisexual or homosexual (or gay man), an increase from last year of 0.49%
- 4.41% declined to specify their current sexual orientation, a decrease from last year of 0.42
- The number of people choosing to leave this question blank has decreased from 49.07% last year to 42.08%
- We have had a decrease in applicants who identify as lesbian, bisexual, and gay rising from 5.17% to 4.41%
- Just over one third of leavers left this question blank, compared to just under half of all staff and only 18.28% of applicants
- 3.76% of leavers are lesbian, bisexual, or gay, an increase from last year of 1.64%
- We are losing more lesbian, bisexual, and gay people than we are employing in each recorded category
- Applicants who identified as Heterosexual decreased from 83.05% during the last reporting period to 73.84%

### Religion or Belief

- Just under half of our staff chose to leave this blank
- The majority (23.84%) of staff identified as Christian (all categories), with 12.17% identifying as Protestant, 6.8% as Roman Catholic and 4.9% as Orthodox.
- Christian (all categories) and 'Not Specified' were the largest groups, with 23.84% and 11.74% respectively, following blank
- Those identifying as Buddhist, Jewish or Taoist has decreased from 0.53%, to 0.12%
- 1.25% are Muslim (Sunni and Shiite) compared to data from our (2011) Wellbeing Profiles which suggests that 4.7% (minimum) are Muslim
- 1.54% of leavers in 2020-2021 were Muslim which has decreased to 1.41% in this reporting period
- The largest group identity specified for applicants was Atheist with 16.03%
- 262 applicants stated their religion or belief as 'other'

### Focus on the future

Considering our data findings, we will be focussing on the following areas of work next year:

- Delivering targeted recruitment campaigns that increase our engagement and reach with under-represented groups
- Developing our understanding of ethnicity and disability pay gaps across the organisation
- Focussing on increasing reporting for those categories that still have a low completion rate, for example, religion



- Promoting our staff networks to all potential and current staff to encourage confidence in our workplace culture and help people to bring their whole selves to work
- Reviewing our recruitment strategy and process, along with our recruitment landing pages to ensure these are welcoming and inclusive to all

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Captured as of 31<sup>st</sup> March 2022

Pay band by sex

Pay Band (£)	2020/21				2021/2022			
	Female	%	Male	%	Female	%	Male	%
10,000-14,999	20	0.4	10	0.7	15	0.3	4	0.3
15,000-19,999	1919	39.3	450	31.7	1152	22.4	280	18.6
20,000-24,999	944	19.3	288	20.3	1623	31.5	441	29.2
25,000-29,999	384	7.9	129	9.1	592	11.5	194	12.9
30,000-34,999	280	5.7	121	8.5	230	4.5	91	6.0
35,000-39,999	389	8.0	110	7.7	412	8.0	141	9.3
40,000-44,999	696	14.2	191	13.4	781	15.2	193	12.8
45,000-49,999	38	0.8	14	1.0	77	1.5	32	2.1
50,000-54,999	51	1.0	18	1.3	25	0.5	8	0.5
55,000-59,999	27	0.6	9	0.6	54	1.0	19	1.3
60,000-64,999	16	0.3	9	0.6	14	0.3	9	0.6
65,000-69,999	14	0.3	6	0.4	12	0.2	10	0.7
70,000+	33	0.7	17	1.2	52	1.0	17	1.1
Not known	75	1.5	49	3.4	109	2.1	70	4.6
<b>Total</b>	<b>4886</b>	<b>100</b>	<b>1421</b>	<b>100</b>	<b>5148</b>	<b>100</b>	<b>1509</b>	<b>100</b>

Contract type by sex

Contract Type	2020/21				2021/22			
	Female	%	Male	%	Female	%	Male	%
Permanent	3485	71.3	1027	72.3	3500	68.0	1029	68.2
Acting Up	30	0.6	6	0.4	13	0.3	5	0.3
Casual	356	7.3	146	10.3	404	7.8	146	9.7
Fixed Term	921	18.8	195	13.7	1048	20.4	244	16.2
Long Term Sickness cover	2	0	1	0.1	6	0.1	4	0.3
Mat Cover	4	0.1	0	0	49	1.0	14	0.9
Seasonal	29	0.6	5	0.4	27	0.5	2	0.1
Secondment	5	0.1	1	0.1	9	0.2	6	0.4
Sessional	53	1.1	40	2.8	80	1.6	58	3.8
Supply	0	0	0	0	0	0.0	0	0.0
Temporary	1	0	0	0	12	0.2	1	0.1
<b>Total</b>	<b>4886</b>	<b>100</b>	<b>1421</b>	<b>100</b>	<b>5148</b>	<b>100</b>	<b>1509</b>	<b>100</b>

Working pattern by sex

Working Pattern	2020/21				2021/2022			
	Female	%	Male	%	Female	%	Male	%

<b>Full time</b>	1619	33.1	949	66.8	1736	33.7	977	64.7
<b>Job share</b>	62	1.3	5	0.4	62	1.2	4	0.3
<b>Part time</b>	3205	65.6	467	32.9	3350	65.1	528	35.0
<b>Grand Total</b>	4886	100	1421	100	5148	100	1509	100

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Age profile

All Staff						
Age Group	Employees (as of 31 <sup>st</sup> March)	%	Left the Authority	%	Job Applicants	%
16-24	288	4.8	93	10.9	1013	17.5
25-34	1273	21.3	205	24.1	1525	26.4
35-44	1586	26.5	183	21.5	1150	19.9
45-49	763	12.8	91	10.7	451	7.8
50-54	790	13.2	71	8.4	323	5.6
55-59	688	11.5	75	8.8	229	4.0
60-64	395	6.6	69	8.1	85	1.5
65-69	139	2.3	52	6.1	29	0.5
70-74	39	0.7	5	0.6	3	0.1
75+	21	0.4	6	0.7	867	15.0
Prefer not to say	0	0.0	0	0.0	102	1.8
Total	5982	100	850	100	5777	100

Sex profile (biological sex assigned at birth, not gender identity)

All Staff						
Sex	Employees (as of 31 <sup>st</sup> March)	%	Leavers	%	Job Applicants	%
Female	4586	76.7	619	72.8	4203	72.8
Male	1396	23.3	231	27.2	1504	26.0
Unknown	0	0.0	0	0.0	70	1.2
Total	5982	100	850	100	5777	100

## Marital status

Marital Status	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Civil Partnership	14	0.2	3	0.4	38	0.7
Divorced	281	4.7	43	5.1	217	3.8
Living with Partner	614	10.3	103	12.1	776	13.8
Married	2733	45.7	367	43.2	1617	28.0
Separated	107	1.8	19	2.2	82	1.4
Single	1814	30.3	257	30.2	1970	34.1
Widowed	38	0.6	6	0.7	18	0.3
Would prefer not to specify	62	1.0	15	1.8	101	1.7
(blank)	319	5.3	37	4.4	958	16.6
Total	5982	100	850	100	5777	100

## Disability

Disability	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Disabled	151	2.5	37	4.4	259	4.5
Not disabled	5556	92.9	774	91.1	4363	75.5
Not known	64	1.1	11	1.3	128	2.2
(blank)	211	3.5	28	3.3	1027	17.8
Total	5982	100	850	100	5777	100

## Sexual orientation

All Staff						
Sexual Orientation	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Heterosexual / Straight	3092	51.7	509	59.9	4226	73.2
Homosexual / Gay Man	47	0.8	9	1.1	82	1.4
Bisexual	29	0.5	11	1.3	104	1.8
Lesbian / Gay Woman	32	0.5	12	1.4	55	1.0
Other	1	0.0	0	0.0	14	0.2
Declined to specify	264	4.4	44	5.2	240	4.2
(blank)	2517	42.1	265	31.2	1056	18.3
Total	5982	100	850	100	5777	100

#### Religion or belief

All Staff						
Religion	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Agnostic	321	5.4	47	5.5	418	7.2
Atheist	547	9.1	113	13.3	926	16.0
Buddhist - Hinayana	0	0.0	0	0.0	0	0.0
Buddhist - Mahayana	5	0.1	1	0.1	10	0.2
Buddhist - Theravada	2	0.0	1	0.1	9	0.2
Christian - Orthodox	294	4.9	52	6.1	324	5.6
Christian - Protestant	728	12.2	108	12.7	734	12.7
Christian - Roman Catholic	404	6.8	59	6.9	592	10.2
Confucianism	0	0.0	0	0.0	0	0.0
Hinduism	6	0.1	3	0.4	27	0.5
Islam - Shiite	4	0.1	2	0.2	10	0.2
Islam - Sunni	71	1.2	10	1.2	204	3.5
Judaism - Orthodox	0	0.0	0	0.0	0	0.0
Judaism - Reformed	0	0.0	0	0.0	0	0.0
Not Specified	702	11.7	120	14.1	859	14.9

Other	262	4.4	40	4.7	428	7.4
Shintoism	0	0.0	0	0.0	6	0.1
Sikhism	5	0.1	1	0.1	15	0.3
Taoism	1	0.0	0	0.0	3	0.1
(blank)	2630	44.0	293	34.5	1212	21.0
Total	5982	100	850	100	5777	100

## Ethnicity

Ethnic Origin	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Asian or Asian British - Bangladeshi	32	0.5	6	0.7	76	1.3
Asian or Asian British - Indian	23	0.4	4	0.5	49	0.8
Asian or Asian British - Other	30	0.5	3	0.4	79	1.4
Asian or Asian British - Pakistani	40	0.7	7	0.8	110	1.9
Black or Black British - African	28	0.5	6	0.7	96	1.7
Black or Black British - Caribbean	17	0.3	4	0.5	17	0.3
Black or Black British - Other	9	0.2	0	0.0	9	0.2
Chinese	6	0.1	0	0.0	21	0.4
Gypsy / Traveller	0	0.0	0	0.0	1	0.0
Mixed - Black African	3	0.1	1	0.1	9	0.2
Mixed - Other	31	0.5	6	0.7	42	0.7
Mixed - White & Asian	19	0.3	2	0.2	18	0.3
Mixed - White & Black African	11	0.2	3	0.4	6	0.1
Mixed - White & Black Caribbean	28	0.5	4	0.5	30	0.5
Other Ethnic Group	3	0.1	2	0.2	24	0.4
White - British	3808	63.7	513	60.4	2591	44.9
White - English	113	1.9	28	3.3	116	2.0
White - Irish	34	0.6	4	0.5	25	0.4
White - Other	91	1.5	17	2.0	107	1.9
White - Other European	49	0.8	8	0.9	88	1.5

White - Scottish	11	0.2	1	0.1	4	0.1
White - Welsh	1400	23.4	203	23.9	1241	21.5
Not Stated	15	0.3	3	0.4	23	0.4
Prefer not to say	17	0.3	3	0.4	49	0.8
Unknown	2	0.0	1	0.1	1	0.0
(blank)	162	2.7	21	2.5	945	16.4
Total	5982	100	850	100	577	100

### Ethnicity in Newport and Wales (from Wellbeing Profiles 2019)

Ethnic Origin	Newport	%	Wales	%
White; English/Welsh/Scottish/Northern Irish/British	126,756	87.0	2,855,450	93.2
White; Irish	769	0.5	14,086	0.5
White; Gypsy or Irish Traveller	84	0.1	2,785	0.1
White; Other White	3,416	2.3	55,932	1.8
Mixed	2,752	1.9	31,521	1.0
Indian	1,218	0.8	17,256	0.6
Pakistani	3,127	2.1	12,229	0.4
Bangladeshi	1,749	1.2	10,687	0.3
Chinese	600	0.4	13,638	0.4
Other Asian	1,292	0.9	16,318	0.5
Black African	1,499	1.0	11,887	0.4
Black Caribbean	782	0.5	3,809	0.1
Other Black	254	0.2	2,580	0.1
Arab	926	0.6	9,615	0.3



## Supporting Documents

*Newport City Council: Strategic Equality Plan and Equality Objectives 2020-2024 (2020)*. Available at: <https://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Strategic-Equality-Plan-2020-2024.pdf>

*Newport City Council Strategic Equality Plan: Annual Report 2019-2020 (2021)*. Available at: <https://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Strategic-Equality-Plan-2019-20.pdf>

*Fairness Commission* <http://www.newport.gov.uk/fairnessCommission/en/Full-Report/Full-Report.aspx>

*Stats Wales* <https://statswales.gov.wales/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Earnings/genderpaydifferenceinwales-by-year>

*Newport's Well-being Plan 2018-2023* [Local Well-being Plan 2018-23 \(English Final\)](https://www.newport.gov.uk/Local-Well-being-Plan-2018-23-English-Final) ([newport.gov.uk](https://www.newport.gov.uk))

*Chwarae Teg; State of the Nation Report* <https://chwaraeteg.com/wp-content/uploads/2021/02/State-of-the-Nation-2021.pdf>

*Annual Survey of Hours and Earnings (ASHE)*

[https://www.ons.gov.uk/searchdata?q=Annual%20Survey%20of%20Hours%20and%20Earnings&size=50&sortBy=release\\_date](https://www.ons.gov.uk/searchdata?q=Annual%20Survey%20of%20Hours%20and%20Earnings&size=50&sortBy=release_date)

*Senedd Equal Pay Audit* <https://senedd.wales/media/hg4fwhe1/equal-pay-audit-2020-english.pdf>

*ONS Data* <https://www.ons.gov.uk/peoplepopulationandcommunity>