



# Strategic Equality Plan 2020 - 2024

ANNUAL REPORT 2022-2023

**Mae'r ddogfen hefyd ar gael yn Gymraeg.  
This document is also available in Welsh.**

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# Introduction

In April 2020, Newport City Council published its [Strategic Equality Plan \(SEP\) 2020-24](#), identifying six Equality Objectives that the Council will measure itself against over the next four years. Our Equality Objectives built on work delivered in previous SEPs and were developed following a programme of consultation and engagement events held with residents and representatives from protected characteristic groups.

Our six Equality Objectives are:

- **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 (Learn Well)** - Newport City Council supports the well-being and attainment of the city's pupils, and actively looks to address any disparity in achievement of vulnerable 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.

As part of our duties under the Equality Act (2010), the Council is required to produce and publish an Annual Report outlining the progress we have made against the Equality Objectives set out in our SEP. 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 third 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 Network Chairs, and service area lead officers.

## 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
<b>Leadership, Governance, and Involvement</b>	<b>Newport City Council shows clear and consistent leadership in promoting equality and diversity across the city.</b>	<ul style="list-style-type: none"> <li>• Anti-Racism training completed by Elected Members, Senior Leaders, Mangers, and wider staff.</li> <li>• Llanwern High School awarded the inaugural Betty Campbell MBE Award for its work on anti-racism.</li> <li>• Significant dates, including Eid al-Fitr, Black History Wales, UN Anti-Racism Day and Pride in the Port, Newport’s first community Pride Event, have been recognised and promoted across the city.</li> <li>• Proud Councils Partnership shortlisted for the PinkNews Public Sector Equality award.</li> </ul>
	<b>Newport City Council has a clear governance structure in place to monitor equality performance across the organisation.</b>	<ul style="list-style-type: none"> <li>• Senior Leaders, including Strategic Directors and Heads of Service received Fairness and Equality Impact Assessment training.</li> <li>• Fairness and Equality Impact Assessments including the Socio-economic Duty are embedded across the council and have been used as consideration for policy/decision making,</li> </ul>
	<b>Newport City Council will improve how it understands the impact of changing services by engaging residents and relevant groups in the decision-making process.</b>	<ul style="list-style-type: none"> <li>• Updated Community Well-being profiles, which are used as evidence in decision making and in the design of services.</li> <li>• £300,000 of funding has been distributed to 44 community projects, overseen by a representative community steering group, working closely with Newport’s Fairness Commission.</li> </ul>
<b>Customer Service and Access</b>	<b>We have a better understanding of the demographics of our service users, and reflect these in service design, removing barriers to access.</b>	<ul style="list-style-type: none"> <li>• Face to Face services reopened at Newport Central Library with improvements to accessibility.</li> </ul>
	<b>Complaints relating to discrimination are managed in a way that ensures organisational learning.</b>	<ul style="list-style-type: none"> <li>• Compliments, Comments and Complaints Policy has been updated to simplify complaints procedure and improve organisational learning</li> </ul>

	<b>Through close partnership working with Newport Live, barriers to accessing sports and leisure provision in the city will be reduced,</b>	<ul style="list-style-type: none"> <li>Completed Diversity and inclusion review of Arts and Culture provision and developed improvement plan.</li> <li>Continued development of Newport Live programmes to ensure opportunities for as wide a range of people as possible.</li> <li>Continued progress on the Disability Sport Wales insport Gold kitemark scheme.</li> </ul>
<b>Representative Workforce</b>	<b>Staff with protected characteristics are better represented at all levels throughout the organisation.</b>	<ul style="list-style-type: none"> <li>Updated internal demographic monitoring categories based on census categories to better reflect local communities.</li> <li>Increased female representation in upper pay quartiles.</li> <li>Gender Pay Gap closed from 2.0% to -0.4%.</li> </ul>
	<b>Diverse staff have a voice within the organisation and are listened to.</b>	<ul style="list-style-type: none"> <li>Staff networks for disabled, LGBTQ+ and ethnic minority staff continue to provide a platform for under-represented groups to influence our workplace policy, service delivery and strategic decision making</li> </ul>
	<b>The potential for unconscious bias in recruitment processes is recognised, and minimised.</b>	<ul style="list-style-type: none"> <li>Recruiting managers and staff within HR attended Anti-Racism professional learning and development workshops</li> </ul>
<b>Community Cohesion</b>	<b>Everyone living in Newport feels welcomed, and integration is supported by local communities.</b>	<ul style="list-style-type: none"> <li>Significant support provided to EU citizens in Newport to make late applications to the EU Settlement Scheme and access services.</li> <li>Supported Ukraine Sponsorship Scheme (Homes for Ukraine) and established two initial accommodation centres for individuals and groups displaced from Ukraine.</li> <li>Supported over 200 individuals and families displaced from Ukraine to resettle in Newport</li> </ul>
	<b>Community tensions are monitored and mitigated effectively.</b>	<ul style="list-style-type: none"> <li>Community tensions meeting and weekly community dial in established in partnership with Gwent Police have continued.</li> </ul>
<b>Learn Well</b>	<b>There is greater parity in attendance and exclusion rates for all pupils in Newport.</b>	<ul style="list-style-type: none"> <li>The Education Welfare and Inclusion Service tailored programmes to address the specific and growing needs of learners and schools.</li> <li>The continued provision supporting learners, who are vulnerable to not having an educational pathway, including those who are Electively Home Educated (EHE), not attending due to Emotional Based School Avoidance (EBSA) and at risk of not being in education, training, or employment (NEET).</li> </ul>

	<p><b>We have a better understanding of the challenges faced by potentially marginalised pupils.</b></p>	<ul style="list-style-type: none"> <li>• Further supported schools to embed the ‘whole -school approach to emotional and mental well-being’ set out in the Welsh Government’s Framework (2021).</li> <li>• Provided support to schools based on the recording and reporting of incidents against Protected Characteristics.</li> </ul>
<p><b>Independent Living</b></p>	<p><b>People are empowered to live in their own accommodation for longer.</b></p>	<ul style="list-style-type: none"> <li>• Rapid Rehousing Transition Plan developed to align with Housing Support Programme Strategy priorities.</li> <li>• During the year, over 2,800 people were supported by all floating support schemes to access and maintain their accommodation.</li> <li>• Over 430 homeless households at any one time were accommodated in temporary accommodation units.</li> <li>• Developed of a range supported housing schemes, including specific provision for young people, people with mental health conditions and Care Leavers.</li> <li>• The number of affordable housing units developed in Newport in this period was 220, a mix of 1,2 and 3-bed properties.</li> <li>• 38 void properties were brought back into use for homeless households under the Welsh Government’s Transitional Accommodation Capital Programme (TACP).</li> <li>• Creation of a homeless prevention team to upstream services</li> </ul>
	<p><b>People are empowered to play an active role in their local communities</b></p>	<ul style="list-style-type: none"> <li>• Community Connectors supported 222 people to connect with, and be involved with, their local communities</li> </ul>
	<p><b>The city is responsive to the accommodation needs of victims of domestic abuse</b></p>	<ul style="list-style-type: none"> <li>• Housing Support Grant continues to fund six projects for people escaping domestic abuse, including specific provision for people from an ethnic minority background.</li> <li>• Over 370 women supported by DAFS floating support to remain in their own homes.</li> <li>• Funding secured to change one refuge into a ‘safe house’ for five women subject to sexual and financial exploitation.</li> </ul>

# 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 must 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 objectives will be delivered effectively over the lifetime of the Plan.

In the last reporting period, we reviewed the membership and Terms of Reference of our Strategic Equalities Group (SEG). Throughout this period, this group, chaired by the Cabinet Member for Organisational Transformation, has continued to meet to support the Council's progress in achieving the objectives in our SEP and overcoming any barriers we encounter. The attendance of Staff Support Network Chairs has further enabled us to ensure the lived experiences of people who share a range of protected characteristics is heard and acted upon.

This year, to successfully implement the [Socio-Economic Duty \(SED\)](#), we have continued our work to increase understanding of the SED and maximise opportunities to achieve its overall goal of improving the lives of people and communities experiencing socio-economic disadvantage. SED assessments are embedded within the Council's strategic decision-making process, and the Duty has been considered against a range of decisions to ensure we reduce inequality of outcome. Building on progress made to provide a more streamlined, integrated assessment tool for decision-makers, we updated the [Community Well-being profiles](#), which are used as evidence in decision-making and service design. During this reporting period, we also provided training to Senior Leaders, including Strategic Directors and Heads of Service, on the updated Fairness and Equality Impact Assessment process to further embed thinking about the impact of decisions on this group into strategic decision-making and change how we deliver services to the most deprived groups.

We continue to publish all FEIAs on our [website](#) to ensure we publicly share information about our decision-making process and how FEIAs have enabled us to make fair decisions, take relevant evidence into account, and seek to secure the best outcomes for our communities. We were cited as an example of good practice in an [Audit Wales Report](#) for publishing our FEIAs in a central and easily accessible location on our website.

## Corporate Plan 2022-27

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 contribute to Wales's Well-being Goal of "A More Equal Wales" set in the Well-being of Future Generations Act (Wales) 2015.

In the development of the Corporate Plan, we also aligned the Corporate Plan with the Equality Objectives within our Strategic Equality Plan. More specifically, this plan includes the following objectives and sub-objectives:



- **Well-being Objective 1 (Economy, Education, Skills)**
  - Work towards eliminating education inequality faced by young learners that are from disadvantaged, Black, Asian, and Minority Ethnic backgrounds, low-income households, and/or have additional learning needs.
- **Well-being Objective 2 (Environment and Infrastructure)**
  - Collaborate and support investment into a digital infrastructure which will provide equitable access for residents and businesses across Newport.
- **Well-being Objective 2 (Quality Social Care and Community Services)**
  - Newport will be a City of Sanctuary which supports asylum seekers, refugees and our global community to settle and become part of our community.
  - Promote positive community inclusion and culture by engaging with key stakeholders and communities to address issues of anti-social behaviour and crime.
- **Well-being Objective 4 (an Inclusive, Fair and Sustainable Council)**
  - Become an inclusive organisation that represents the citizens of Newport, providing equitable opportunity for people to succeed and places the citizen at the centre of decision making.
  - Provide fair access to the council's in-person and digital services, including digital skills training and support.
  - Promote and improve the way in which residents and businesses can interact with the council's democratic process and decision making.
  - Generate opportunities to build wealth across Newport's communities through progressive procurement of goods and services and other initiatives such as participatory budgeting.



## Leadership



In June 2022, the Welsh Government published the [Anti-Racist Wales Action Plan](#) (ARWAP). This plan signalled a new approach in Wales to tackling race inequality and racism, including actions for public bodies to tackle racism and make meaningful and measurable changes to the lives of Black, Asian, and minority ethnic people. As a Council, we acknowledge that racism exists in our society and continue to take action to address the negative impacts it can have on ourselves, our colleagues, and the communities we support. In 2020, we signed up to Race Council Cymru's [Zero Tolerance to Racism](#) policy for Wales and as highlighted in

previous reports have taken consistent action to promoting a zero-tolerance approach to racism throughout the Council and within local communities.

As part of our work to support the achievement of the Welsh Government's vision of an Anti-Racist Wales, we have worked with Elected Members, Staff at all levels across the organisation, the Welsh Government, Welsh Local Government Association (WLGA) and members of the wider community to deliver on recommendations outlined in the ARWAP. Two core principles identified in the ARWAP include leading from the front in terms of anti-racist values and behaviours and ensuring our decision-making process or senior leadership groups allow the lived experiences of ethnic minority people to be heard. This year to mark the International Day for the Elimination of Racial Discrimination (also known as UN Anti-Racism Day), we introduced a programme of anti-racism training for Elected members and all staff, including the Leader, Cabinet Members, senior leaders and managers to embed anti-racist values and promote anti-racist behaviours across the organisation starting at the highest level. This progress has also been mirrored in schools, where Diversity and Anti-Racist Professional Learning has been launched to support school governors and all staff within education, including senior leaders on their anti-racist journey.

Listening and learning from staff, pupils and residents from Black, Asian and minority ethnic communities with lived experience of racism has also allowed us to review and improve our policies, practices, and procedures. Our Diversity staff network have worked with us to review key policies such as our Bullying and Harassment Policy, update our Employee Exit process and with ongoing work to create a more inclusive work environment for all staff.

### **Llanwern High School – Inaugural Betty Campbell MBE Award**

Llanwern High School received a [Professional Teaching Award](#) under the Betty Campbell Award category for promoting the contributions and perspectives of Black, Asian and Minority Ethnic communities in June 2022. The award recognised their work in celebrating diversity and promoting anti-racism.

In line with recommendations in the ARWAP, pupils at Llanwern have been placed at the centre of the school's promotion of anti-racism and enabled to lead the way in shaping the school's attitudes to learning and dealing with the problem of racism. The school's approach allows staff to learn from and consider the lived experiences of their students and hopes for a fairer, more inclusive school experience.



## Involvement

Over the past four years, the Council has significantly invested in Participatory Budgeting (PB) as a way of involving communities in improving well-being and actively participating in decision-making. This year's programme was the second round of funding allocated to tackle the impacts of COVID-19 on local people, particularly to reduce inequalities, tackle disadvantage and support those from disproportionately impacted groups.

PB funding is supporting new projects to start up and is helping to sustain some of the important activities and groups that emerged during the pandemic. 530 residents attended a series of voting events in Newport Centre and voted for the initiatives that were most likely to benefit local communities. 80 projects from across Newport applied for funding and presented their ideas to voters. 44 projects secured funding to the value of £300k, taking the total now allocated PB in Newport to over £750,000.

The successful projects will bring wide ranging well-being opportunities, activities and services for our communities and were particularly strong in support for:

- Children & Young People - Bundles Baby Clothing Bank & Birth Support, Newport Aces Basketball Club, St Giles Trust, Sparkle
- Older People's Services - Alzheimer's Society, Forget-me-not Chorus, Creative Spaces for Women
- Mental Health, Disabilities & Loneliness - Women of Newport, WALK Newport, Kidscape, Multisport Social Health & Wellbeing C.I.C
- Black, Asian, and Minority Ethnic communities - Pill Millennium Centre, IQRA Youth Club, Operasonic Gypsy Stars Choir, Welsh Sisters Circle, Age Alive

### Visibly celebrating Newport's diversity

Newport City Council is proud that Newport is a diverse city where people and residents from all backgrounds are valued and respected. We believe it is important to celebrate diversity and demonstrate our commitment to equality, as this will contribute to cultural awareness, encourage unity, eliminate discrimination, and overcome stereotypes. To ensure its continued visibility to staff and communities, we have worked hard to communicate our plans, raise the profile of our work, and promote key dates and celebrations. These included:

#### April – June 2022

- Ramadan
- Eid al-Fitr
- Pride month
- Carers Week
- Refugee Week Wales
- Disability Pride Month





**July – September 2022**

- International Non-Binary People's Day
- Pride in the Port, Newport’s first community pride event
- Pride Cymru Parade
- International Day of Sign Languages



**Proud Councils**

Newport City Council is proud to be an active member of the Proud Councils partnership, which has continued to unite to improve the support offered to LGBTQ+ staff, ensure that local government across Wales is a visible leader in the field of LGBTQ+ rights and actively champion LGBTQ+ inclusion in communities across Wales.

In June 2022, PinkNews shortlisted the Proud Councils for the [Public Sector Equality award](#), which celebrates those exceptional parts of the UK’s governmental or other public bodies that are making a change for the better. This year, the partnership supported Pride Cymru and community Pride events such as Pride in the Port and Gwent partners launched the [Gwent LGBTQ+ Timeline](#), highlighting key moments in Welsh LGBTQ+ history.



**October – December 2022**

- Black History Wales/ Black History 365
- Hate Crime Awareness Week
- World Aids Day
- St. Nicholas Day





### St Nicholas Day

For many families living in Newport, the festive period starts on the 5th or 6th of December with St. Nicholas Day. This day is widely celebrated in Europe and has traditions across many European countries.

This year, our Community Cohesion Team partnered with Gwent Police, local services, community organisations and groups to hold an event to help Czech, Hungarian, Polish, and

Slovak families in Newport and new arrivals from Ukraine to mark this day. Children, Parents and Guardians expressed gratitude for the opportunity to celebrate their beloved traditions and shared that this helped them feel at home in Newport.

### January – March 2023

- Lunar New Year
- Holocaust Memorial Day
- LGBT+ History Month
- International Women’s Day
- Anti-Racism and Intercultural Week
- UN Anti-Racism Day



### 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 strategic documents, such as Anti-Racism Wales Action and LGBTQ+ 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.

## 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”*

### Customer Service and Access

Newport’s digital infrastructure is vital to enable residents, businesses and visitors being able to access services online. The COVID-19 pandemic required all services, particularly Customer Services, to adapt to protect staff and residents. Service adjustments led to increased service requests online and through the Contact Centre. In 2022/23, the Council commenced the re-development of the website including the review of customer contact and processes to ensure our website can meet user needs and support the wider transformation of services. To support digital transformation, the Council launched its new [Digital Strategy 2022-2027](#) towards the end of this period. One of its themes ‘Digital Skills and Inclusion’ focuses on providing fair access to the council’s in-person and digital services, including digital skills training and support.



As restrictions have eased and we've adjusted to the new normal, we have worked towards reopening Face-to-Face facilities for high-priority services. Last year, we set up a temporary dedicated service and commenced work on a relocation project to permanently move services. This year, we relocated and reopened Face-to-Face services to the public in Newport Central Library Museum and Art Gallery. As part of this process, we consulted key stakeholders such as the Accessibility Stakeholder Group to improve accessibility for all residents, particularly disabled people. In addition, we reviewed existing customer data such as BrowseAloud and Language Line data to ensure services were equitable and culturally appropriate to resident’s needs.

These activities have allowed us to understand accessibility issues better and ensure we deliver services in a form, language, and manner accessible to people from diverse backgrounds. We implemented several adjustments to improve access, including but not limited to prioritising accessibility in reception design, installing hearing loops at reception, providing accessible computer facilities and training staff on how to support the public with the assistive technology provided. To ensure our services meet residents' cultural and linguistic needs, we are committed to offering interpreting or translation services when required. We have also recruited staff proficient in various community languages to improve our ability to provide comprehensive and inclusive support to all customers. The customer service team now includes staff who are fluent in a range of community languages, including Bengali, Arabic, Urdu, Hindi, Punjabi, German, French, and Welsh.

In this period, we've also revised and updated our Compliments, Comments and Complaints Policy to ensure the complaints procedure was easier understood by the public when accessing services.

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

Over the past year, we have worked with Newport Live to improve and further develop programmes that reduce barriers to accessing sport, leisure, and cultural provision within the city.

We have continued to support Newport Live to work towards Newport becoming the first local authority in Wales to achieve the Disability Wales insport Gold award. Partnership work with staff in Education, including Additional Learning Needs (ALN) staff has led to increased confidence and support for schools with developing solutions to perceived barriers to participation for pupils. The aim of this work is to ensure sport and physical activity in school is inclusive, whether in PE, wake and shake, daily mile, school teams, or as part of the new health and wellbeing areas of learning and experience (AoLE), ensuring all children have opportunity to participate and to be active.



The ongoing collaboration between our Parks & Recreation team and Newport Live to deliver the "Wheels for All" scheme has continued to reduce barriers to residents accessing public sports and leisure services within the city. In this period, this inclusive cycling programme has provided over seven hundred rides with tandems and wheelchair accessible bikes to people of all abilities and ages.

Our partners, Newport Live have also completed a review of Arts and Cultural provision at the Riverfront, which highlighted some positive activity, shows, performances, and engagement and led to the development of an improvement plan to support the organisation to develop. An Equality and Diversity Mentor was appointed to work with staff at all levels on training identification, community engagement, workforce representation, policy development, and recruitment.

### Focus on the future:

Priorities for the next year include:

- Continued provision of an accessible and varied programme/timetable of sport and physical activity opportunities for children and families in partnership with Social Services Childrens Disability Team, and Disability Sport Wales.
- Identify, train, and support the development of Maes Ebbw pupils to become peer leaders/coaches in sport and physical activity.
- Work with ethnically diverse community groups and partners to support further access to sport and physical activity opportunities; ensure local people are identified, trained, and supported to become peer leaders/coaches.
- Assessment for Disability Wales insport Gold kitemark accreditation

## 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”*

Becoming a more representative organisation is key to achieving our vision of a more equal Newport. Diverse lived experiences, thoughts, and skills will support us in meeting Newport's needs and ensuring residents have trust in us. We have continued to make progress toward meeting our Strategic Equality Objectives despite the unprecedented workforce disruption and challenges caused by the COVID-19 pandemic.

As we've continued to adapt to the new normal, we've remained committed to delivering a representative workforce. We have aligned objectives in key strategic documents, such as the Corporate Plan and as part of developing our new People Plan. We have also taken further steps to improve our policies, practices, and procedures to create an inclusive culture where all staff are treated with dignity and respect.

### Representation and Gender Pay Gap

Working towards a more representative workforce and advancing equality of opportunity internally as well as within the communities we serve remains a priority for Newport City Council. Women have long represented a high percentage of our workforce. However, changes in policies and organisational culture have allowed the Council to further gender equality. In this period, we closed the gender pay gap from 2.0% to -0.4% and increased female representation in upper pay quartiles. Women now earn £1 for every £1 that men earn when comparing median hourly pay and represent the majority share at the most senior levels. The table below displays the differences in the average pay between men and women.



**Table 1: Gender Pay Gap**

	2021/2022		2022/2023	
	Mean Hour Rate	Median Hour Rate	Mean Hour Rate	Median Hour Rate
Male	£14.82	£13.01	£16.10	£14.15
Female	£14.91	£12.95	£15.92	£14.17
Pay Gap	1.5%	2.0%	0.6%	-0.4%

While we have made positive strides, we remain committed to advancing equity for people from all backgrounds and working towards increasing representation of minority ethnic people, disabled people and people who identify as LGBTQ+ as part of our commitment to address under-representation across all levels of the organisation. We recently started featuring dedicated Equality, Diversity and Inclusion (EDI) content, including information on staff networks, an anti-racism statement and links to our Strategic Equality Plan as part of recruitment campaigns.

This has received a positive response from applicants and contributed to an increased number of applicants from underrepresented communities.

### **Staff Networks**

Newport City Council has three staff equality networks for minority ethnic, LGBTQ+ and disabled staff. These groups are a powerful agent for organisational change that support us to foster an inclusive culture and in the delivery of our equality priorities, internally and across our communities. The Council's work to attract, recruit, retain and develop staff from underrepresented backgrounds has also been supported by staff equality networks, who have continued to play a pivotal role in ensuring the voices of under-represented groups were heard, listened to, and influenced policy and process. In this period, Networks supported the review and development of key strategic documents, policies, and procedures, such as the new Corporate Plan, People Plan, Wellness at Work Policy and Employee Exit Process, as identified as a key priority in last year's report.

### **Workplace Culture**

Similar to last 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 working with staff networks to mark significant dates throughout the year, topical updates or raising awareness on key issues, including Anti-Racism, Hate Crime, Gender Identity, and the Social Model of Disability. We have also offered a range of professional development and learning opportunities for elected members and staff at all levels, including Anti-Racism sessions in line with the ARWAP.

### **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
- Development of the new People Plan 2023 -2027, including work to align themes with Strategic Equality Objectives, particularly objective 3 (Representative Workforce)



## Equality Objective 4: Community Cohesion

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

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 migration crisis, and the disproportionate impact of the pandemic on minority communities have continued to present additional challenges to community cohesion. 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 and responding to the conflict in Ukraine.

### 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 tension monitoring meetings with our partners in Gwent Police, enabling us to monitor and mitigate emerging community tensions effectively. To improve understanding of the different types of hate crime and tackle rising incidents, we have continued to deliver hate crime training highlighting discrimination faced by people with different protected characteristics in schools and to frontline staff and community groups.

### EU Settlement Scheme and Support

As a result of the EU referendum and Britain’s exit from the European Union, EU, EEA or Swiss nationals and their family members were required to apply to the EU Settlement Scheme (EUSS) to secure their rights to live, work and study in the UK. 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.

Similar to last year, our teams have worked hard to promote awareness of the EUSS and post Brexit rights, including 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 and coordinating a weekly multi-agency drop-in for EU citizens in Newport to access immigration advice, EUSS application assistance, or other practical support.



### EU Citizens for Ukraine

The Ukraine conflict has significantly impacted local communities, particularly residents from EU countries, many of whom have family or friends in Ukraine and surrounding areas.

To show solidarity with Ukraine and those impacted, in April 2022, we worked in partnership with Newport's EU communities and community organisations to host an event to raise funds for humanitarian aid for displaced Ukrainians and those remaining in the country. The event received significant support from Newport's residents and raised over £2000 for the [DEC Ukraine Humanitarian Appeal](#).

## **Resettlement Schemes and Ukraine**

As highlighted in our new Corporate Plan, we aspire to be a City of Sanctuary, which supports asylum seekers, refugees and our global community to settle and become part of our community. We've continued to support vulnerable people and those at risk who've arrived via resettlement schemes to resettle in Newport. In response to the conflict in Ukraine, we worked closely with the Home Office, the Welsh Government, other local authorities and, where possible, community organisations and residents to support Ukraine Relief Efforts. Building on this work, we signed up for the Ukraine Sponsorship Scheme (Homes for Ukraine). As part of this scheme, we established two initial accommodation centres for new arrivals from Ukraine. Our Vulnerable People Resettlement Scheme (VPRS) team supported over 200 individuals and families displaced from Ukraine to resettle in Newport and lead independent, safe, and productive lives.

## **Hardship Group**

The impact of the end of free movement from the EU, Nationality and Borders Act 2022, Immigration rule changes which were implemented in the lead up to the Illegal Immigration Act 2023 and creation of new categories of refugees and 'special visas', combined with the effects of the ongoing economic downturn, has resulted in the continued increased demand for hardship support within Newport, particularly for migrants with an Insecure immigration status. Insecure immigration status can result in significant consequences and hardship for migrants. For example, people may have limited or no access to welfare benefits, social housing, and some health services.

In 2021, 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. During this period, this group coordinated support and explored sustainable solutions for 32 individuals and families experiencing hardship, up from 17 in the previous year.

## **Focus on the future**

Priorities for the next year include:

- 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”*

Following the COVID-19 pandemic, schools and education settings have remained committed to working proactively to support the changing needs of their learners and addressing the negative impact caused by disruptions to education. Schools have continued to deliver their Curriculum for Wales, including the new Relationship and Sexuality Education (RSE) requirements, the new Additional Learning Needs Act and the Whole School Approach to Emotional and Mental Health Statutory document. However, some learners have been reluctant or unable to return to school and settings. As a result, this has put huge demands upon both the Educational Welfare and Inclusion Service. Various programmes have been tailored to meet the emotional needs of learners presenting as Emotional Based School Avoidance (EBSA) Students.

### Attendance

As a result of schools closing in March 2020 due to COVID-19, Welsh Government made the decision not to collect attendance data for all academic years between 2019 and 2023. After improving rates of pre-Covid attendance in both primary and secondary sectors to a position above the Welsh average, our attendance data now highlights the negative impact of the pandemic on rates of school attendance.

Even though schools returned to their pre-Covid-19 practices, rates of attendance remained affected by several factors attributed to the pandemic. These included:

- Ongoing positive cases of Covid-19 affecting both staff and pupils.
- Asymptomatic pupils being kept at home when parents, siblings or another close contact has a confirmed case of Covid-19
- Parents not wanting to send their children to school because of concerns about Covid-19
- Higher levels of other illnesses
- Changes around the habit of attending school.
- Increased rate of absence from school because of mental health and wellbeing issues.
- The current cost of living crisis is placing pressure on many families not only those who have previously been considered as facing disadvantage. These families may find that holidays are only affordable when they are booked during term time.
- Increase in persistent absenteeism. Persistent absentees are pupils who are absent for at least 20% of the number of half-day sessions that schools are open to pupils.
- Students who are presenting as EBSA.

In recognition of the need to support schools to improve rates of learner attendance we introduced a broad range of activities, intervention and support which were utilised. These included:

- Ongoing monitoring and sharing of school attendance data amongst schools,
- Annual internal attendance targets (all schools set these),
- Increased support from the Education Welfare Service,

- All schools had a designated Education Welfare Officer (EWO),
- Reintroduction of Fixed Penalty Notices for persistent absenteeism and holidays during term time,
- Cluster attendance policies,
- Attendance clinics,
- Attendance at several partnership panels; Managed Move panel, SPACE panel, EBSA clinic and relevant Social Services meetings,
- Reintroduction of Attendance and Exclusions meetings with Headteacher and Chair of Governor's,
- Additional funding for school specific activities.

## Exclusions

Recent exclusion data for Newport continues to highlight the increased challenges caused by the impact of the pandemic on rates of exclusion within schools. We responded to the rise in the number of incidents and days lost to exclusion with several newly developed approaches that aim to provide additional support to schools in relation to ongoing and increased complexities relating to pupil behaviour. Some of these initiatives include:

- Updating of NCC's 'Violence Reduction Protocol' (first introduced in September 2021). This protocol will be renamed and relaunched as the 'Reduction of Harmful Behaviours Protocol' by end of spring term 2023.
- Expansion of the weekly 'virtual inclusion helpline' for all school-based staff.
- The Inclusion Advisory Service collaboratively working with all schools across Newport with the aim of effectively supporting schools to reduce the number of incidents and days lost each academic year to exclusion.
- Training and CPD opportunities coordinated and delivered by the Inclusion Advisory Service.
- Support from the LA has moved from specific behaviour management policies to ensuring school policies focus more on building and sustaining effective relationships within schools (particularly between staff / pupils) and have a strong emphasis on de-escalation strategies as well as a clear graduated response in terms of escalating behaviour concerns.
- Weekly and monthly school exclusion data continues to be provided and analysed by the LA for exclusions to be tracked and monitored in a timely manner.
- All secondary schools have been re-issued with new targets for the academic year 2022-23 and progress against these are tracked and monitored by the Inclusion Adviser monthly.
- Attendance and Exclusions meetings with all Secondary Head teacher's and their Chair of Governor's have been reintroduced. Qualitative feedback has been gained after each meeting and this has been largely positive.

## Not in Education, Employment or Training (NEET)

The Youth Engagement and Progression Framework (YEPF) has continued to be supported by all key partners. The Framework is strongly held to account by the strategic Youth Support Services Board (YSSB). The Pre 16 NEET group, the 16-18 practitioner group and the Learning Provider Network are the working groups that support the YSSB operationally and have reduced the numbers of young people not in education, employment, or training (NEET).

Newport has a robust process for managing the early identification of young people needing support in all secondary schools and the Bridge Achievement Centre (BAC). The Youth Engagement and Progression Coordinator, based in Education Services, oversees this activity. Newport secondary schools assisted in the development of the Early Identification Toolkit (EIT), and this profile draws information from SIMS and supports the identification of pupils who are vulnerable and, long term, at risk of becoming NEET. The data set contained in the Early Identification Toolkit supports schools by acting as a Risk Assessment Profile to be used from Key Stage 2 upwards. The Early Identification Toolkit has fostered significantly better working relationships between schools and the local authority, ensuring robust plans are implemented for these young people.

The focus of the Youth Engagement and Progression Framework Coordinator is as follows:

- Coordinating and reporting to the Pre 16 NEET subgroup
- Key Stage 4 early identification meetings with all secondary schools and the Bridge Achievement Centre
- Key Stage 5 early identification meetings with all secondary schools and the Bridge Achievement Centre
- Early identification meetings with the Youth Justice Service
- Early Identification meetings with the Looked After Children Education (LACE) coordinators.
- Quality Assurance responsibility for alternative education provision
- Engagement with young people attending the alternative quality provision to obtain their views.
- Chairing of the Learning Coach forum
- Liaising with Careers Wales
- Help individuals identify and explore career options, make informed decisions about their future, and develop strategies to achieve their goals.
- Transition meetings held with all secondary schools, Coleg Gwent and Careers Wales
- Working with all Post 16 providers to ensure successful transition.
- Coordinating and reporting to the strategic Youth Support Services Board

Partnership work has significantly reduced Newport's NEET figures and ensured young people make successful, meaningful transitions. The relationship between secondary schools and the BAC has proved crucial to securing positive outcomes for young people.

It has enabled more collaboration when offering advice or practical solutions and ensured shared accountability regarding the number of young people who are NEET.

Our collaborative and cross-service approach has proved effective with the NEET figures reducing year on year with Newport performing joint 2nd position in Wales in 2022 for Year 11 leavers.

### **Emotionally Based School Avoidance**

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), Newport Education developed a partnership with Newport Mind with an aim of providing the following support package:

- To provide 1:1 support for young people
- To educate and support parents and caregivers.
- To deliver training to schools and provide access to a consultation service.
- To raise the profile of the issue within the Local Authority, in schools and within families.

While some progress has been made and engagement rates amongst pupils, parents and caregivers were good, impact is still being determined. We hope to include detail in future reports.

### **Whole School Approach to Emotional and Mental Wellbeing and Recording and Reporting Incidents against Protected Characteristics.**

The Welsh Government introduced new Anti-Bullying statutory guidance, Rights Respect Equality (RRE) in November 2019. This sets out a series of requirements that local authorities must regard when exercising their educational functions. The guidance includes prescriptive actions that local authorities need to adhere to. The local authority has required schools to record and report all incidents of bullying related to a protected characteristic for several years. In addition to recording incidents related to protected characteristics, Newport requires schools to record against other bullying related incidents that have a high prevalence for young people. The analysis of this data enables the local authority to understand the prevalence of bullying in schools and provide support for individual schools through training and interventions. The data on incidents of bullying related to a protected characteristic is shared with Headteachers and Wellbeing Leads. This element of existing practice is now a statutory requirement for all schools in Wales. We support schools to respond to RRE in several different ways, including supporting the links between this statutory guidance and other relevant statutory guidance, in particular the Relationships and Sexuality Statutory Guidance and Code.

Responding to the data, the following actions were put in place:

- Guidance, training and a model policy for Rights, Respect, Equality bullying prevention and Relationships and Sexuality Education provided to nearly all schools.

- Headteachers supported in different ways such as LA developed parental leaflets, discussions with individual parents where resources and activities had been shared, a parental presentation delivered by Teacher Advisors on both anti-bullying and Relationships and sexuality education.
- Relationships and Sexuality curriculum training delivered to primary and secondary phases.
- LGBTQ+ training developed and delivered widely across schools within the authority.
- Training around peer-on-peer Harmful Sexual Behaviour developed and delivered widely within the authority.
- Curriculum guidance and resources shared with all primary schools.

### **Focus on the future**

Priorities for the next year include:

- Supporting schools and settings to improve attendance rates and reduce exclusion rates of known vulnerable groups of learners.
- Development of effective Equality Plans, focussing on protected characteristics, anti-bullying measures and anti-racism actions
- Supporting schools to address the impact of poverty within education.

## 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”*

Our housing services have continued to experience an unprecedented increase in demand during this period with the supply of new properties in all sectors not able to meet this demand. 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. This has seen a large rise in the number of people sleeping rough who have been assisted by the Council.

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. In addition to over 80 units of supported accommodation, 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.

Also, 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. Responsive to changing local needs, an existing refuge has been re-configured into a ‘safe house’ for financially and sexually exploited women in the City.

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. A Hoarding Project has been developed as a pilot and quickly went to full capacity.

The Housing Support Team has started a three-year programme of re-tendering most of its floating support services. This will focus services more on homeless prevention and tenancy sustainment to align with the Housing Support Programme Strategy priorities and Rapid Rehousing Transition Plan’ Action Plan.

Partnership working is essential in addressing the issues in housing, homelessness and housing support services in the City and regular meetings are held with key partners. Multi-agency groups have also been established to address the long-term and complex needs of some of our most vulnerable citizens, with health services providing a crucial role.

Our Community Connectors for minority ethnic communities offers support to people who may be socially isolated to improve their well-being based on what matters to them. During 2022/23, they supported 222 people with information, advice and assistance and signposting to local services. Connectors continue to map community activity provision, work with groups



at a grassroots level to re-build their capacity and signpost to funding sources to ensure sustainability.

### **Focus on the future**

Priorities for the next year include:

- Development of two supported housing schemes for 18+ care leavers.
- Focus services more on the prevention of homelessness and tenancy sustainment.
- Year 2 of a three-year programme of re-tendering floating support services in the city including schemes for people sleeping rough, refugees & migrants and a generic scheme to include a hospital support worker and two homelessness team support workers.
- Mid-term review of the Housing Support Programme Strategy's (2022-2026) nine strategic priorities.
- Re-configuring floating support for the dispersed supported housing scheme.
- On-going review of the Rapid Re-housing Transition Plan (2022-2027).
- Continue the financial and digital inclusion offer for support workers 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 address the high demand by maximising capital funding opportunities e.g. Welsh Government's Social Housing Grant, Housing with Care Fund and Transitional Accommodation Capital Fund.
- Work with landlords in the Private Rented Sector to keep existing provision and acquire more properties to assist with the local housing demand.
- Be responsive to changing demand, legislation and circumstances.

# 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 2022. 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.

### 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.

Data from the 2011 Census of England and Wales can be found [here](#).

## **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, including the Socio-economic Duty, Welsh Language, Well-being of Future Generations, and the parameters of fairness set out by our Fairness Commission within a single process. FEIAs should be evidence based, drawing on internal and external data to support any findings.

All FEIAs completed in this period can be found [here](#).

### **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.

Further information can be found [here](#).

## Workforce Data

The following workforce data shows information about the protected characteristics of our employees between April 2022 and March 2023. The data shows that at the time of reporting there were 5941 staff employed by Newport City Council which is a decrease from 5982 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. 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.

During this reporting period, we continued to make changes to the recording options that we offer potential and existing staff to better align with the 2021 Census and as part of our ongoing commitment to continuously improve how we capture data. While the latest UK censuses were conducted in 2021, some topic summaries, area profiles and intersectional data are currently unavailable. We hope to include this data and further analysis in future Annual Reports.

In recent 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.

In our first report period (2020-21), we started to capture data relating to Armed Forces connections, Care Leavers, gender identity, and gender reassignment 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 5459 applicants:

- 70 disabled applicants were eligible for a guaranteed interview under our 'Disability Confident Scheme'.
- 44 applicants from the Armed Forces Community were eligible for a guaranteed interview under our ['Defence Employer Recognition Scheme'](#).
- 30 Care Leavers were eligible for a guaranteed interview under our 'Care Leavers' agreement.
- From the 'Gender Identity' question, 40.37% identified as female, 14.03% as male, 0.15% selected 'other' and 42.02% of respondents left the question blank.
- 23 applicants disclosed that they have had gender reassignment.

## Data Analysis

At the time of data capture, we had 5941 staff employed, 933 leavers and 5459 applicants. Anomalies in data (numerical statistics in 'pay band by sex', 'contract type by sex', 'working pattern by sex') are due to the time that reports were run/requested but were analysed from a date correct at 31/03/2023 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.

### Ethnicity

**Table 2: Employees, Leavers, and Job Applicants by Ethnicity**

Ethnic Origin	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Arab	2	0	1	0.1	8	0.15
Asian or Asian British - Bangladeshi	37	0.6	5	0.5	119	2.18
Asian or Asian British - Indian	20	0.3	6	0.6	75	1.37
Asian or Asian British - Other	28	0.5	5	0.5	98	1.80
Asian or Asian British - Pakistani	42	0.7	7	0.8	131	2.40
Black or Black British - African	30	0.5	10	1.1	133	2.44
Black or Black British - Caribbean	17	0.3	2	0.2	11	0.20
Black or Black British - Other	8	0.1	1	0.1	8	0.15
Chinese	11	0.2	2	0.2	50	0.92
Other Ethnic Group	11	0.2	1	0.1	43	0.79
Gypsy/Traveller	0	0	0	0	0	0.00
Mixed - Black African	2	0	1	0.1	22	0.40
Mixed - Other	28	0.5	8	0.9	40	0.73
Mixed - White & Asian	21	0.4	3	0.3	17	0.31
Mixed - White & Black African	9	0.2	4	0.4	12	0.22
Mixed - White & Black Caribbean	29	0.5	5	0.5	35	0.64
Roma	1	0	0	0	1	0.02
White - British	3727	62.7	522	55.9	2648	48.51
White - English	114	1.9	22	2.4	119	2.18
White - Irish	33	0.6	5	0.5	17	0.31
White - Other	93	1.6	19	2	129	2.36
White - Other European	55	0.9	11	1.2	106	1.94
White - Scottish	10	0.2	3	0.3	7	0.13
White - Welsh	1413	23.8	253	27.1	1314	24.07
Not Stated	14	0.2	2	0.2	12	0.22
Prefer not to say	20	0.3	2	0.2	28	0.51
(blank)	166	2.8	33	3.5	83	1.52
Redacted (GDPR)	0	0	0	0	187	3.43
<b>Total</b>	<b>5941</b>	<b>100</b>	<b>933</b>	<b>100</b>	<b>5459</b>	<b>100.00</b>

## Key findings:

- 92% of staff identify their ethnicity as white; this includes White – British, Welsh, English Scottish, Irish, European, Other White.
- 2.14% of staff identify their ethnicity as Asian British or Asian Welsh - Other, Pakistani, Bangladeshi, Indian.
- 0.37% of staff identify their ethnicity as Chinese or Other – Chinese, Chinese or Other Ethnic Group
- 0.96% of staff identify their ethnicity as Black British or Welsh, African, Other, Caribbean, or Mixed Black African.
- 1.46% 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 – Roma’ was adopted in 2021. In this reporting period, 1 member of staff came from a Roma background.
- 0.5% of staff were ‘not stated’, ‘unknown’, or ‘Prefer Not To Say (PNTS)’
- 2.8% of staff left their ethnicity blank compared to the previous reporting period of 2.71%
- 19% of applications were from Black, Asian and minority ethnic backgrounds.
- Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) staff made up 6.13% of leavers, an increase from 4.15% in the previous period.

## Age

**Table 3: Employees, Leavers, and Job Applicants by Age**

Age Group	Employees (as of 31 <sup>st</sup> March)	%	Leavers	%	Job Applicants	%
16-24	308	5.2	102	10.9	1032	18.9
25-34	1210	20.4	252	27.0	1601	29.3
35-44	1579	26.6	233	25.0	1452	26.6
45-49	758	12.8	83	8.9	470	8.6
50-54	751	12.6	81	8.7	325	6.0
55-59	687	11.6	87	9.3	227	4.2
60-64	424	7.1	55	5.9	85	1.6
65-69	160	2.7	30	3.2	14	0.3
70-74	39	0.7	9	1.0	1	0
75+	25	0.4	1	0.1	0	0
Prefer not to say	0	0	0	0	65	1.2
Redacted (GDPR)	0	0	0	0	187	3.4
<b>Total</b>	<b>5941</b>	<b>100</b>	<b>933</b>	<b>100</b>	<b>5459</b>	<b>100</b>

## Key findings:

- 64.9% of the workforce is aged 16-49 and over 50s make up 35.1% - similar figures as the previous year.
- We have an increase in our 16-24 age category of current staff from last year. Now 5.2 of our staff are aged between 16-24.

- 25–34-year-olds made up 27% of leavers, which was the highest percentage - same category as last year
- 71.8% of job applicants were under 45 years old, the majority (29.3%) were aged 25 – 34 years.
- In our last annual report 17.54% of applicants were aged 16-24; this report shows that 18.90% in this age bracket applied for jobs with us, an increase in younger applicants of 1.36%
- 1.2% of applicants preferred not to disclose their age.

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

**Table 4: Employees, Leavers, and Job Applicants by Sex**

Sex	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Female	4570	76.9	720	77.2	4218	77.3
Male	1371	23.1	213	22.8	1195	21.9
Unknown	0	0	0	0	46	0.8
<b>Total</b>	<b>5941</b>	<b>100</b>	<b>933</b>	<b>100</b>	<b>5459</b>	<b>100</b>

**Table 5: Pay band by sex**

Pay Band (£)	2021/22		2022/23	
	Female %	Male %	Female %	Male %
10,000-14,999	0.3	0.3	0.3	0.3
15,000-19,999	22.4	18.6	0.1	0.2
20,000-24,999	31.5	29.2	46.3	44.9
25,000-29,999	11.5	12.9	14.5	11.3
30,000-34,999	4.5	6.0	8.7	11.1
35,000-39,999	8.0	9.3	3.3	5.1
40,000-44,999	15.2	12.8	8.2	9.2
45,000-49,999	1.5	2.1	13.9	11.5
50,000-54,999	0.5	0.5	0.9	1.6
55,000-59,999	1.0	1.3	0.9	0.8
60,000-64,999	0.3	0.6	0.6	0.8
65,000-69,999	0.2	0.7	0.2	0.5
70,000+	1.0	1.1	1.2	1.8
Not known	2.1	4.6	1.0	0.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Table 6: Contract type by sex**

Contract Type	2021/22		2022/23	
	Female %	Male %	Female %	Male %

Permanent	68.0	68.2	68.2	73.7
Acting Up	0.3	0.3	0.3	0.3
Casual	7.8	9.7	8.0	10
Fixed Term	20.4	16.2	20.7	14.2
Long Term Sickness cover	0.1	0.3	0.1	0.1
Mat Cover	1.0	0.9	0.8	0.6
Seasonal	0.5	0.1	0.7	0.5
Secondment	0.2	0.4	0.1	0.1
Sessional	1.6	3.8	0.8	0.5
Supply	0.0	0.0	0	0
Temporary	0.2	0.1	0.4	0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Table 7: Working pattern by sex**

Working Pattern	2021/2022		2022/2023	
	Female %	Male %	Female %	Male %
Full time	33.7	64.7	33.2	64.7
Job share	1.2	0.3	1.2	0.3
Part time	65.1	35.0	65.6	34.8
<b>Grand Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Key findings:**

- 76.9% of the workforce are female and 23.1% are male.
- In this period, Newport City Council closed the gender pay gap from 2.0% to -0.4%. Women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.4% higher than men's.
- In this period, Newport City Council's gender pay gap was 0.6% (mean) and -0.4% median.
- In this period, the percentage of women in upper pay quartiles increased. Women occupy 69% of the upper quartile/highest paid jobs and 71% of the upper middle quartile.

**Marital status**

**Table 8: Employees, Leavers, and Job Applicants by Marital Status**

Marital Status	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Civil Partnership	26	0.4	3	0.3	55	1
Divorced	277	4.7	39	4.2	176	3.2
Living with Partner	622	10.5	129	13.8	722	13.2
Married	2727	45.9	354	37.9	2037	37.3
Separated	106	1.8	22	2.4	75	1.4
Single	1784	30	316	33.9	1966	36
Widowed	50	0.8	3	0.3	16	0.3
Would prefer not to specify	66	1.1	15	1.6	93	1.7



(blank)	283	4.8	52	5.6	82	1.5
Redacted (GDPR)	0	0	0	0	187	3.4
<b>Total</b>	<b>5941</b>	<b>100</b>	<b>933</b>	<b>100</b>	<b>5459</b>	<b>100</b>

### Key findings:

- Married people (45.9%) and single people (30%) make up most of the workforce. The number of married staff has slightly increased since last year.
- 0.4% of the current workforce are in a civil partnership, 4.7% are divorced and 10.5% are living with a partner.
- The highest proportion of leavers are married people at 37.9%
- The lowest proportion of leavers are those in civil partnerships, or who are widowed.
- The largest percentage of applicants are married people at 37.3% followed by single people at 36%.

## Disability

**Table 9: Employees, Leavers, and Job Applicants by Disability**

Disability	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Disabled	149	2.51	34	3.6	246	4.5
Not disabled	5504	92.6	837	89.7	4749	87
Not known	288	4.8	62	6.6	92	1.7
(blank)	0	0	0	0	185	3.4
Redacted (GDPR)	0	0	0	0	187	3.4
<b>Total</b>	<b>5941</b>	<b>100</b>	<b>933</b>	<b>100</b>	<b>5459</b>	<b>100</b>

### Key findings:

- 2.51% of the workforce are disabled, a slight decrease from 2.52% last year.
- The approximate global (and local) percentage of disabled people is 15%.
- 3.6% of the leavers were disabled, a decrease of 0.8% from 4.4% last year.
- 'Not known' or left 'blank' accounts for 4.8% of staff, 6.6% of leavers, and 1.7% of applicants.
- The number of disabled applicants has increased from 4.48% to 4.51%
- Applicants selecting 'not disabled' has increased from 75.52% last year to 86.99%

## Sexual Orientation

**Table 10: Employees, Leavers, and Job Applicants by Sexual Orientation**

Sexual Orientation	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Heterosexual	3281	55.2	596	63.9	4521	82.8
Homosexual/Gay Man	41	0.7	13	1.4	68	1.2
Bisexual	34	0.6	13	1.4	134	2.5
Lesbian/Gay Woman	33	0.6	10	1.1	66	1.2
Other	8	0.1	1	0.1	39	0.7

Declined to specify	267	4.5	40	4.3	241	4.4
(blank)	2277	38.3	260	27.9	203	3.7
Redacted (GDPR)	0	0	0	0	187	3.4
<b>Total</b>	<b>5941</b>	<b>100</b>	<b>933</b>	<b>100</b>	<b>5459</b>	<b>100</b>

### Key findings:

- 1.95% of the workforce identified as gay, lesbian, bisexual or another minority sexual orientation, an increase from last year of 0.13%.
- Of those who identified with an LGB+ orientation, 0.7% described themselves as homosexual (or gay man), 0.6% as lesbian (or gay woman), 0.6% as bisexual and 0.1% selected “Other sexual orientation”.
- 4.49% of employees, 4.29% of leavers and 4.41% of applicants declined to specify their current sexual orientation.
- The number of people choosing to leave this question blank has decreased from 42.08% last year to 38.3%
- We have had an increase in applicants who identify as gay, lesbian, bisexual or another minority sexual orientation rising from 4.41% to 5.62%
- Just over one third of leavers left this question blank, compared to just under half of all staff and only 3.7% of applicants.

### Religion or belief

**Table 11: Employees, Leavers, and Job Applicants by Religion**

Religion	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Agnostic	334	5.6	78	8.4	453	8.3
Atheist	583	9.8	139	14.9	1017	18.6
Buddhist - Hinayana	0	0	0	0	0	0
Buddhist - Mahayana	7	0.1	0	0	4	0.1

### Key findings:

- Just under half of our staff chose to leave this blank.
- Christian (all categories) and ‘Not Specified’ were the largest groups, with 24.98% and 12.40% respectively, following blank.
- The majority (24.98%) of staff identified as Christian (all categories), with 12.4% identifying as Protestant, 7.4% as Roman Catholic and 5.2% as Orthodox.
- 1.46% of staff identified as Muslim (Sunni and Shiite), an increase from 1.25% in the previous reporting period.
- Those identifying as Buddhist, Jewish or Taoist has increased from 0.12%, to 0.22%
- 1.70% of leavers were Muslim, an increase from 1.41% in the previous reporting period.
- The largest group identity specified for applicants was Atheist with 18.63%.
- 7.84% applicants stated their religion or belief as ‘other’.

### **Actions to address under-representation.**

We are committed to advancing equity for people from all backgrounds and working towards increasing the representation of minority ethnic people, disabled people and people who identify as LGBTQ+ as part of our commitment to address under-representation across all levels of the organisation. We've continued to take steps to address under-representation within our workforce, including working to identify and remove any barriers to recruitment and retention. Key activity in this period has included:

- Undertaking a comprehensive review of the inclusivity of our recruitment practices and workplace policies to ensure equality of opportunity irrespective of protected characteristics, caring responsibilities, social or educational background, language preference or any other factor.
- The continued delivery of unconscious bias training, including bespoke training on recruitment and selection for recruitment panels.
- Undertaking outreach activities within underrepresented communities and encouraging applications from diverse talent pools.
- Reviewing our advertising approach to promote Newport Council as an inclusive employer, including adding more Equality, Diversity and Inclusion (EDI) content, which has received a positive response from applicants and contributed to an increase in applications from underrepresented groups.
- Working with our Staff Equality Networks to develop internal policies, such as the Wellness at Work Policy, which a range of staff, particularly disabled staff, have reported was a positive change and beneficial.
- Working with our Staff Equality Networks to undertake a comprehensive review of our Employee Exit Process, which has led to the development of a new Leavers Questionnaire, including more questions related to inclusion as well as other changes.

In this period, we also began the development of our new People Plan 2023-27. To ensure increasing the representation of under-represented groups remains a priority for Newport City Council for the immediate future and the next few years, in developing this plan, we have aligned themes with our Equality Objectives, particularly Equality Objective 3 to ensure “Newport City Council has a workforce that represents the city, and is a workplace with an inclusive culture, which recruits, develops, and retains staff”.

## 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 2021-2022 (2022)*. Available at: <https://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Strategic-Equality-Plan-2019-20.pdf>

*Newport City Corporate Plan 2022-2027 (2022)*. Available at: [Corporate Plan 2022-27 FINAL \(newport.gov.uk\)](#)

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

*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 \(English Final\) \(newport.gov.uk\)](#)

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