



**NEWPORT**

CITY COUNCIL

CYNGOR DINAS

**CASNEWYDD**

# NEWPORT CITY COUNCIL

## DRAFT STRATEGIC EQUALITY PLAN

### 2024 - 2028

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

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

## FOREWORD

DRAFT

# CONTENTS

<b>FOREWORD</b> (To be added)	<b>2</b>
<b>ABOUT THIS STRATEGY</b>	<b>4</b>
<b>HOW ARE WE GOING TO MONITOR THE STRATEGY</b>	<b>4</b>
<b>OUR EQUALITIES DUTIES</b>	<b>5</b>
- Public Sector Equality Duty (PSED)	<b>5</b>
- Who is protected under the Equality Act?	<b>5</b>
- Care Experience	<b>5</b>
- Welsh Specific Duties	<b>6</b>
- Socio-economic Duty	<b>6</b>
<b>OTHER RELATED DUTIES AND KEY DOCUMENTS</b>	<b>7</b>
- The Well-being of Future Generations (Wales) Act 2015	<b>8</b>
- Corporate Plan 2022 - 2027	<b>8</b>
- Armed Forces Covenant Duty	<b>8</b>
- Welsh Government Strategic Plans	<b>8</b>
- Equality and Human Rights Commission (EHRC), Is Wales Fairer Report	<b>8</b>
<b>ABOUT US</b>	<b>9</b>
<b>OUR CONSULTATION</b>	<b>10</b>
<b>OUR EQUALITY OBJECTIVES</b>	<b>11</b>
<b>OUR PLAN</b>	<b>12</b>
- Equality Objective 1: Leadership, Governance & Involvement	<b>12</b>
- Equality Objective 2: Customer Service, Digital and Access	<b>13</b>
- Equality Objective 3: Representative Workforce	<b>14</b>
- Equality Objective 4: Community Cohesion	<b>15</b>
- Equality Objective 5: Equity in Education	<b>16</b>
- Equality Objective 6: Service Delivery	<b>17</b>
<b>KEY DOCUMENTS</b>	<b>18</b>
<b>HOW TO GET INVOLVED</b>	<b>19</b>

## ABOUT THIS STRATEGY

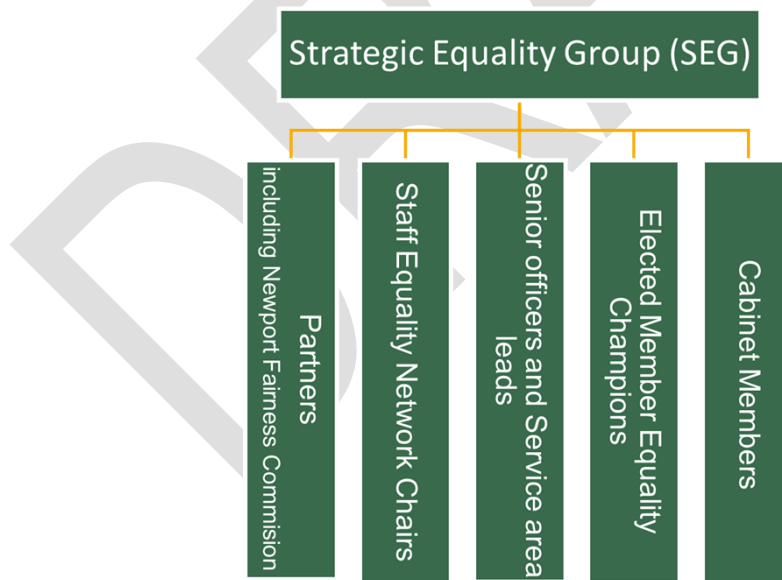
Under the Equality Act (2010), each local authority in Wales must publish a Strategic Equality Plan (SEP) that sets out the objectives it wants to achieve over a four-year period. These priorities are called “Equality Objectives.”

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

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

## HOW ARE WE GOING TO MONITOR THE STRATEGY?

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



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

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

# OUR EQUALITIES DUTIES

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

---

## PUBLIC SECTOR EQUALITY DUTY (PSED)

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

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

---

## WHO IS PROTECTED UNDER THE EQUALITY ACT 2010?

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

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

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

## CARE EXPERIENCE

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

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

---

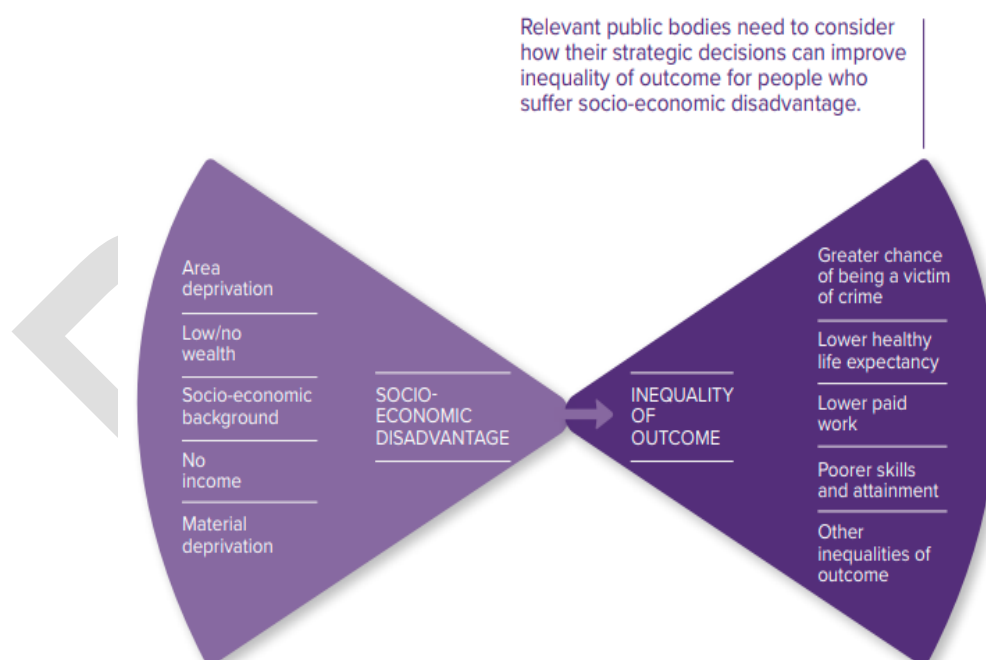
## WELSH SPECIFIC DUTIES

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

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

## SOCIO-ECONOMIC DUTY

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



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

# OTHER RELATED DUTIES AND KEY DOCUMENTS

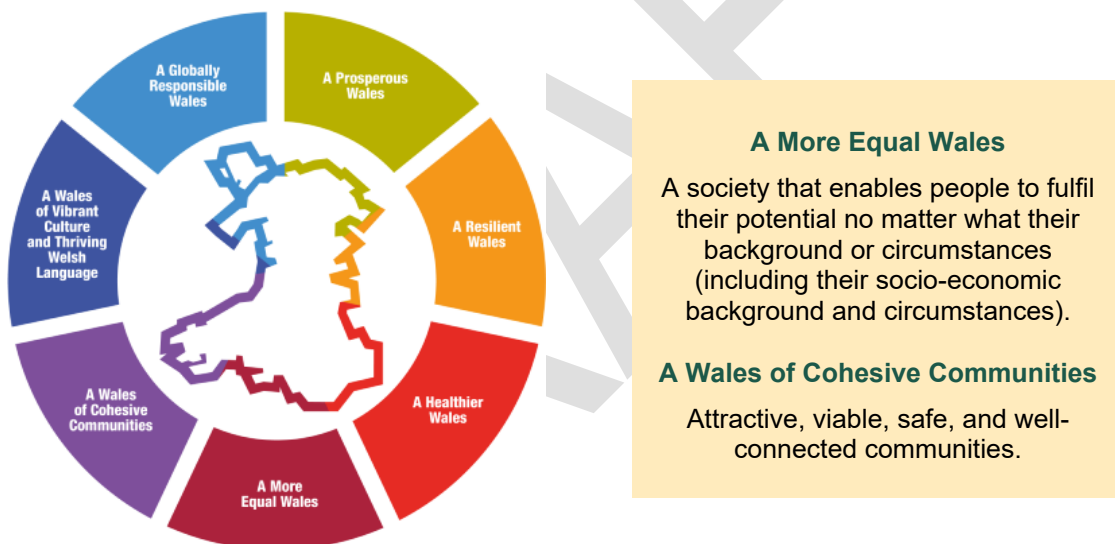
We have also tried to make sure that this strategy aligns with other related statutory duties and other key strategic documents, as well as considering Welsh Government priorities and national research.

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

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

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

### Wales Well-being Goals



### Sustainable Development Principle



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

## CORPORATE PLAN 2022 - 2027

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

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

## ARMED FORCES COVENANT DUTY

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

## WELSH GOVERNMENT STRATEGIC PLANS

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

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

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

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

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












## ABOUT US

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

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

### KEY FACTS ABOUT NEWPORT

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

## OUR CONSULTATION

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

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

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

### QUESTIONNAIRE RESPONDENT

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

### IN-NCC STAFF NETWORK CHAIRS

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

### QUESTIONNAIRE RESPONDENT

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

### FOCUS GROUP RESPONDENT

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

### QUESTIONNAIRE RESPONDENT

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

### DIVERSITY NETWORK CHAIR

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

# OUR EQUALITY OBJECTIVES

## 1. LEADERSHIP, GOVERNANCE & INVOLVEMENT

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

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

## 2. CUSTOMER SERVICE, DIGITAL INCLUSION AND ACCESS

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

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

## 3. REPRESENTATIVE WORKFORCE

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

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

## 4. COMMUNITY COHESION

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

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

## 5. EQUITY IN EDUCATION

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

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

## 6. EQUITABLE SERVICE DELIVERY

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

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

# OUR PLAN

## Equality Objective 1: Leadership, Governance & Involvement

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

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

**We will achieve this by:**

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

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

**We will achieve this by:**

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

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

**We will achieve this by:**

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

**Which protected characteristics will these outcomes most benefit?**

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

## Equality Objective 2: Customer Service, Digital Inclusion and Access

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

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

**We achieve this by:**

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

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

**We achieve this by:**

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

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

**We will achieve this by:**

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

**Which protected characteristics will these outcomes most benefit?**

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

## Equality Objective 3: Representative Workforce

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

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

**We will achieve this by:**

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

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

**We will achieve this by:**

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

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

**We will achieve this by:**

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

**Which protected characteristics will these outcomes most benefit?**

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



## Equality Objective 4: Community Cohesion

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

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

**We will achieve this by:**

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

**Outcome 2:** Community tensions are monitored and mitigated effectively

**We achieve this by:**

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

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

**We will achieve this by:**

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

**Which protected characteristics will these outcomes most benefit?**

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

## Equality Objective 5: Equity in Education

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

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

**We achieve this by:**

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

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

**We achieve this by:**

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

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

**We achieve this by:**

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

**Which protected characteristics will these outcomes most benefit?**

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



## Equality Objective 6: Equitable Service Delivery

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

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

**We achieve this by:**

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

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

**We achieve this by:**

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

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

**We achieve this by:**

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

**Which protected characteristics will these outcomes most benefit?**

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

## KEY DOCUMENTS

NEWPORT CITY COUNCIL: STRATEGIC EQUALITY PLAN ANNUAL REPORTS

Available online: [www.newport.gov.uk/our-council/plans-and-strategies/equalities](http://www.newport.gov.uk/our-council/plans-and-strategies/equalities)

NEWPORT CITY COUNCIL: CORPORATE PLAN 2017 – 2022

Available online: [www.newport.gov.uk/our-council/plans-and-strategies/corporate-plan](http://www.newport.gov.uk/our-council/plans-and-strategies/corporate-plan)

NEWPORT CITY COUNCIL: PEOPLE PLAN 2023 -2028

Available online:

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

NEWPORT CITY COUNCIL: PLANS AND STRATEGIES

Available online: [www.newport.gov.uk/our-council/plans-and-strategies](http://www.newport.gov.uk/our-council/plans-and-strategies)

NEWPORT CITY COUNCIL: FAIRNESS AND EQUALITY IMPACT ASSESSMENTS

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

WELSH GOVERNMENT: ANTI-RACIST WALES ACTION PLAN

Available online: [www.gov.wales/anti-racist-wales-action-plan](http://www.gov.wales/anti-racist-wales-action-plan)

WELSH GOVERNMENT: LGBTQ+ ACTION PLAN FOR WALES

Available online: [www.gov.wales/lgbtq-action-plan-wales](http://www.gov.wales/lgbtq-action-plan-wales)

EHRC: IS WALES FAIRER REPORT (2023)

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

## HOW TO GET INVOLVED

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

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

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

NEWPORT CITY COUNCIL WEBSITE - [www.newport.gov.uk](http://www.newport.gov.uk)

NEWPORT CONSULTATIONS - [www.newport.gov.uk/haveyoursay](http://www.newport.gov.uk/haveyoursay)

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

EMAIL - [nccequality@newport.gov.uk](mailto:nccequality@newport.gov.uk)

WRITE TO - Newport City Council

Civic Centre

Godfrey Road

Newport

NP20 4UR