

Agenda

Cabinet

Dyddiad: Dydd Mercher, 13 Hydref 2021

Amser: 4.00 pm

Lleoliad: Ystafell Bwyllgora 1 - Canolfan Ddinesig

At: Cynghorwyr: J Mudd (Cadeirydd), J Hughes, Councillor R Jeavons, P Cockeram, D Harvey, D Mayer, Councillor R Truman, D Davies and M Rahman

Eitem		Wardiau Dan Sylw
1	<u>Ymddiheuriadau dros Absenoldeb</u>	
2	<u>Datganiadau o ddiddordeb</u>	
3	<u>Cofnodion y Cyfarfod Diweddaf</u> (Tudalennau 3 - 12)	
4	<u>Adroddiad Blynyddol Corfforaethol 2020/21</u> (Tudalennau 13 - 66)	All Wards
5	<u>Cynllun Datblygu Lleol Newydd (CDLI)</u> (Tudalennau 67 - 94)	All Wards
6	<u>Adroddiad Blynyddol Cynllun Cydraddoldeb Strategol 2019/20</u> (Tudalennau 95 - 132)	All Wards
7	<u>Diweddariad ar Ymateb ac Adferiad Covid-19</u> (Tudalennau 133 - 148)	All Wards
8	<u>Diweddariad ar ôl Brexit</u> (Tudalennau 149 - 154)	All Wards
9	<u>Crynodeb o Fusnes y BGC</u> One Newport PSB Summary of Business (office.com)	
10	<u>Rhaglen Waith</u> (Tudalennau 155 - 162)	
11	<u>Live Event</u> Join live event	

Contact: :
01633 656656
E-mail: democratic.services@newport.gov.uk
Date of Issue: Date Not Specified

Mae'r dudalen hon yn wag yn



Minutes

Cabinet

Date: 8 September 2021

Time: 4.00 pm

Present: Councillors Councillor J Mudd (Chair), Councillor R Jeavons, P Cockeram, D Harvey, D Mayer, D Davies and M Rahman

Apologies: Councillors J Hughes and Councillor R Truman

1 **Declarations of Interest**

None received.

2 **Minutes of the previous meeting: 7 July 2021**

The Minutes of 7 July 2021 were recorded as a true and accurate record.

3 **Revenue Budget Monitor - July 2021**

The Leader presented the report to Cabinet.

This was the first revenue monitor presented to Cabinet this financial year and it explained the current forecast position of the Authority as at July 2021.

Against a net budget of £316million, the July revenue position currently forecasted an underspend of £5.3million, representing a 1.6% variance against budget. This position was inclusive of the continued financial impact of the COVID-19 pandemic and assumes full reimbursement of additional expenditure and lost income for the remainder of the year. This followed confirmation from Welsh Government that the Hardship Fund would remain available until March 2022. This was a welcomed addition to this years forecast position as although the rollout of the vaccination programme enabled a lifting of restrictions and reopening of the economy, it was evident that the financial impact on the Council's budget continued to be felt during this financial year.

As shown in the report and its Appendixes, the position could be explained in the following way:

- Overall, service area spend was more or less on budget
- Then, the underspend came from savings against the (i) capital financing budget (ii) the revenue contingency budget which was currently not needed and (iii) some other non-service budgets which were not committed currently. These together produced the £5m underspend.

Although budgets were balanced overall in service areas, some individual areas continued to overspend against specific activities. As in previous years, these overspends related to demand-led activity areas, such as Social Services, and therefore there was an inherent risk that they may change should demand levels change from current forecasts.

In addition to this, there remained several unknowns in terms of the longer-term impacts of the pandemic, such as the impact upon unemployment levels as and when the support for employees who were furloughed began to be withdrawn. This monitoring position did not make any assumptions in terms of that longer term impact and would require to be closely monitored as the pandemic situation continued to evolve.

The key areas contributing to the £5.3million forecast position included:

- (i) Increased demand across key social care areas including children's out of area placements, independent fostering agencies and adult community care. These three areas alone contributed an overspend of almost £350k to the overall service position.
- (ii) In addition to these continued risks, there were also issues that emerged during the year and would continue to be closely monitored. These included, but were not restricted to, inter agency adoption, children's emergency placements and the increase costs in respect of dealing with 'ash die-back'. The anticipated overspend in areas of emerging risk was expected to be more than £700k by the end of the financial year.
- (iii) There was an anticipated shortfall against the delivery of 2021/22 and prior year savings of over £600k, which was largely due to delays in progressing the necessary actions, some of which was a result of the pandemic. Whilst the level of unachieved savings in relation to the current financial year was lower than in previous years, there remained a need to ensure that all savings were delivered, in full, as soon as possible and officers continued to take action to ensure these were delivered from the earliest opportunity.
- (iv) Underspending against non-service budgets explained the key elements of the forecast underspend as previously mentioned. Firstly, there was a forecast underspend of £2.7million in relation to the Capital Financing budget. As part of the budget setting for 2021/22, the capital financing costs of the current capital programme, which ended in 2022/23, were funded up front. This resulted in a saving within the Minimum Revenue Provision budget and the interest payable costs, as this budget was not yet required. This underspend was known and understood at the point at which the budget was agreed in March of this year.
- (v) Furthermore, given that an underspend position was anticipated at this stage of the year there was no requirement to utilise the council's general revenue budget contingency of £1.3million therefore adding to the non-service underspend.

The report highlighted that, overall, schools were anticipating a net overspend of £2million, after allowing for reimbursement of eligible expenditure and lost income from the Hardship Fund.

Although schools are expecting to overspend against budget, it should be noted that schools carried forward significantly higher balances at the end of the 2020/21 financial year, compared with previous years. This higher level of balances was primarily the product of Welsh Government grants issued towards the end of the last financial year, which offset spend that schools had already budgeted for. As a result, schools carried forward higher than anticipated balances, which, in most individual cases, would be more than sufficient in offsetting the overspends being reported.

In comparison to previous years, only four schools were projecting to hold deficit balances, totalling £1.3million, with two of those expecting to be smaller than the previous year.

The current position on school balances represented a significant change from the concerns evident in previous financial years. Now that an overall surplus position, projected to total £7.5million, was anticipated, and appeared set to continue for at least the next financial year, it was important that there remained a focus on school budgets, to ensure that, as much as possible, a return to the previous position was avoided. This must be balanced with trying to avoid a situation whereby balances could be considered excessive and would, therefore, be a key consideration when setting future revenue budgets and reviewing the medium term financial plan.

Comments of Cabinet Members:

Councillor Jeavons referred to the Ash Die back in the large trees around Newport. Specialist equipment was provided and the council would continue to move through the city to removed the diseased trees. The WG had provided some funding and this was something that the Council had to deal with and it came at a great cost.

Councillor Cockeram mentioned that the overspend in Social Services was a serious issue but placement for children within Newport was a bold step but the capital would offset the overspend. There was a big push for Independent fostering and on 20 September Newport Foster Carers were being promoted for two weeks.

Councillor Davies referred to the net overspend in Education Services and although a grant was received, there was a surplus in the school budget.

The Leader thanked the Governors and volunteers for their support.

Decision:

That Cabinet

- Noted the overall budget forecast position and the potential for an underspend position to exist at the end of the financial year.
- Noted the continued financial challenges being experienced by certain, demand-led, services and the need for robust financial management in these areas, as well as the level of currently unachieved budget savings.
- Noted the risks identified throughout the report and in the HoF comments, particularly in relation to future years and the lasting impacts of the pandemic.
- Noted the forecast movements in reserves.
- Noted the improved overall position in relation to schools, when compared to previous years, but also note the remaining deficit positions for some schools and the risk of past issues re-emerging if good financial planning and management is not undertaken.

Action by:

That Cabinet / Head of Finance / Corporate Management Team:

- HoS continued to keep under review the key risk cost areas and taking action, with Cabinet Members, to move towards balanced positions for those budgets currently projected to overspend.
- HoS delivered agreed 2021/22 budget savings as soon as practically possible, but by the end of the financial year at the latest.
- HoS and budget holders closely monitored the impact of the easing of restrictions relating to the pandemic and identify, escalate, and mitigate emerging risks in a timely manner.

Cabinet Members and HoS promoted and ensured robust forecasting throughout all service areas, including agreeing and implementing appropriate actions to balance spend and available budgets.

4 **Capital Programme Monitoring and Additions - July 2021**

The Leader presented the report to Cabinet.

This report provided the capital monitoring position as at July 2021.

The Council set an extensive capital programme that reflected seven years commitments.

Table one in the reports showed how that had changed over the financial year and showed the Councils capital commitments and spend in the city now totals £282m over the life of the programme, across all service areas.

Cabinet was also being asked to approve, as usual, new capital projects to be added to the overall programme.

Table two within the report detailed these new capital projects and how each of the projects were funded.

Table three in the report showed the forecast position as at July 21 which was the focus of this report. The current position showed a small expected underspend of £159k and appendix C within report showed the details of those.

The table also highlighted that there had been reprofiling undertaken to date of £30.2m. Details of where this reprofiling occurred was also contained within the report. This however still left a capital programme of £70.4m for 21/22, which was still extremely high. Further work on forecasting and reprofiling would need to continue to ensure that the capital programme reflected a more realistic timescale for the projects to be delivered and officers were asked to continuously review projects and update the project profile as the schemes progressed.

In terms of monitoring spend, the report confirmed low spending of just under £11 million on a budget of £70.4m. This pattern was not uncommon, as usual a lot of the cost was predicted in the last half of the year. This however, brought with it the risk of slippage, but further work, as outlined would help in that respect. In saying this, progress was being made on a number of projects, in particular the Band B School programme, details of which were noted in the report.

The reported capital headroom (budget for which there was currently no committed expenditure), was £7.6m, which included £1.2m of unallocated Joint Venture monies. The demand for capital expenditure in Newport exceeded the level of resource and the Council needed to prioritise carefully where it spent this capital resource accordingly

Whilst not addressed in this report, it was helpful to note that the Leader requested some work on the financial and delivery risks on the capital programme resulting from volatility in raw materials/labour costs and supply issues. Mainly as a result of Covid and Brexit, these are clearly having an impact across the UK and officers will assess this for the Councils programme and report back in due course. The work is on-going.

As a cabinet, the report asks us to note and approve

- the re-profiling which has been undertaken so far this financial year of £30.2m into future years.
- Approve the new capital projects and amendments to the Council's Capital Programme, including the use of reserves and capital receipts
- To note the current available capital resources ('headroom'),

Comments of Cabinet Members:

Councillor Davies looked forward to future Cabinet report regarding the Bassaleg School expansion programme. Councillor Davies also made reference to the outstanding work undertaken at St Andrews, with excellent support from staff, teachers and governing body. It was hoped that the school would receive funding from WG soon.

Councillor Cockeram advised that there would be over 200 projects completed by end of 2022 to help vulnerable, schools, leisure centre, which was positive to see this being achieved by the administration.

Councillor Jeavons attended the connect centre at St Andrews and congratulated the school on a good job well made and thanked everyone for their hard work as well as thanking Lliswerry Primary School who had accepted the year six children of St Andrews.

Councillor Rahman mentioned that it was a year like no other, with positive plans going forward as an authority. The Council was committed to improving City Centre, with the largest market refurbishment in UK. Active travel was making good strides and the Newport leisure centre was an ambitious project. Newport was leading way in the UK with regeneration projects as well as working with community groups such as Maindee Unlimited.

Councillor Mayer commended officers for their hard work behind the scenes. Investments which were in place enabled service delivery to run efficiently.

Councillor Harvey echoed the comments of colleagues and considered that this was the worst time in our generation due to Covid, however the service delivery by the Council was still taking place. Councillor Harvey was proud of Newport City Council and proud of Cabinet

Decision:

That Cabinet:

1. Approved the additions and amendments to the capital programme (Appendix A), including the use of reserves and capital receipts requested in the report
2. Approved reprofiling of £30,228k into future years
3. Noted the update on the remaining capital resources ('headroom') up to and including 2022/23
4. Noted the capital expenditure forecast position as at July 2021

5 **Quarter 1 2021/22 Corporate Risk Register Update**

The Leader presented the report to Cabinet.

The next item was an update of the Council's Corporate Risk Register for the end of Quarter One (1 April 2021 to 30 June 2021).

Members were asked to consider the contents of this report and note the changes to the Council's Corporate Risks.

The Council's Risk Management Policy and Corporate Risk Register enabled this administration and officers to effectively identify, manage and monitor those risks which could prevent the Council from achieving its objectives in the Corporate Plan (2017-22) and to undertake its statutory duties as a local authority.

The Quarter one risk report would also be presented to the Council's Governance and Audit Committee on 30 September to review the Council's risk management process and governance arrangements.

At the end of quarter one the Council had 46 risks recorded across the Council's eight service areas.

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

At the end of quarter one 18 risks were recorded in the Corporate Risk Register.

- Eleven Severe Risks (15 to 25);
- Four Major Risks (seven to 14);
- Two Moderate Risks (four to six); and
- One Low Risk (one to three).

In relation to change in Direction of Risk Scores, in quarter one the Corporate Risk Register had seen one risk score decrease, with the remaining 17 risks remaining at the same score.

The Covid-19 Pandemic Outbreak (Decreased 20 to 15) risk score decreased to 15 due to the successful roll out of the vaccination programme and easing of lock down restrictions which made it possible to reopen services to face to face contact.

This risk score was a reflection of the Covid risk in quarter one and since this period Newport and Wales saw an increase in the infection rate. This would be considered as part of the Council's Quarter two update.

Front line Council services continued to operate normally and Council staff where they could were still being advised to work from home.

Comments of Cabinet Members:

Councillor Mayer added that the Council was always under threat of cyber attacks and that we had robust systems in place which were continually checked by staff. Newport City Council did everything to secure back up data was in place.

Decision:

Cabinet considered the contents of the quarter one update of the Corporate Risk Register.

6 **Corporate Safeguarding Annual Report 2020/2021**

The Leader presented the report to Cabinet.

The Annual Safeguarding report 2020/21 provided assurance to the Council that all departments across the Council had clear standards in place to address safeguarding. The introduction of the safeguarding self- assessment audit in 2020 was completed by all departments and evidenced an understanding of *safeguarding involves us all* with regard to policy and practice, environment and the culture of the council.

The safeguarding team continued to work with each department across the council to further develop key actions identified within the audit.

Throughout the very difficult year of the pandemic and its impact on service delivery and on the workforce, Cabinet were assured that the immediate safeguarding practice for children and adults continued to be delivered across all social services statutory functions. Face to face assessments with families and citizens for immediate safeguarding practice was delivered using PPE where required and adherence to all restrictions. The pressure on front line services required resourceful management to ensure the Council continued to protect and safeguard our most vulnerable citizens and ensured early intervention was available to prevent escalation within families and communities.

The council recognised the impact of the pandemic on the workforce resources and the continued pressure within front-line services to deliver safe and accessible services. It was therefore crucial that the whole Council was an informed workforce that recognised safeguarding issues in the community and act accordingly.

The assurance evidenced within the safe-guarding audit provided a base-line for the Council on how it discharged its '*safeguarding involves us all*' commitment across the Council. This therefore reduced the level of risk for the Council, but it was proposed not to reduce the level of risk on the risk register currently due to the impacts of the pandemic on the workforce and the possible impacts across council services.

Preparations for change in legislation on target as the Council continued to prepare for the change in legislation and practice from Deprivation of Liberty Safeguards to Liberty Protection Safeguards (Mental Capacity Act amendments). This would now occur in 2022, as part of the on-going identified training strategy, both in-house and as part of the wider regional consortium. More training on the new legislation/ practice to increase knowledge and skill would be on-going and was clearly identified both within the Annual Corporate Work plan (2021/2022) and in the specific adult and children's social services priority plans regarding training on new regulations/ legislation.

Skill scanning: safeguarding training appropriate for every role within the Council as Member/employee or volunteer meant that every post would be reviewed by safeguarding and the training department to ensure that the correct level of safeguarding training and checks required for that role is "assigned" and would be reviewed by the responsible line manager at the correct intervals. This work was identified on the Work Plan (2021/ 2022).

As highlighted to Members, there was an area of risk to the Council in relation to the performance for mandatory training where fines/ regulatory action may be taken regarding safeguarding training in particular the Violence against Women Domestic Abuse and Sexual Violence (VAWDASV Act 2015), although there was mitigating factors affecting performance during 2020/21

It was therefore a recommendation to Members that Cabinet endorsed the Corporate Safeguarding work plan with specific reference to:

1. People and Business Change who continued to adopt new ways of working into their priority planning for both new starters to the authority and current employees (including volunteers) in completing mandatory safeguarding training in order to improve compliance rates.
2. The Welsh Government mandatory training requirement was the Violence against Women Domestic Abuse and Sexual Violence (VAWDASV Act 2015) which required the Council's completion of the National Framework for Training for all Council officers, Members and volunteers.
3. Improvement in completion of these mandatory courses would ensure fines or regulatory action are not taken by governing bodies against Newport City Council.

The Leader thanked Mary Ryan for her hard work towards the report.

Comments of Cabinet Members:

Councillor Cockeram echoed comments and also thanked Mary Ryan and her stewardship this report. There was good practice displayed in safe guarding hub, police and health. The Partnership working was also going well. There was a Mind counsellor in place to support children regarding Covid. Finally, we had a duty to the public to report any abuse that was being witnessed.

Councillor Rahman agreed that the council had a duty to ensure community was kept safe. As a school governor, Councillor Rahman thanked Newport City Council for their safeguarding training. Councillor Rahman also highlighted the comments from the Scrutiny Committee, which thanked the safeguarding team. Cabinet would support the safeguarding team in their work and were listening and willing to support them.

Decision:

Cabinet accepted the Council's corporate safeguarding work plan for 2021/22 and comments of the Overview and Scrutiny Management Committee.

7 Covid Update Report

The Leader presented the report to Cabinet.

This Cabinet Report was an update on the Council's and its partners' response to the Covid-19 crisis supporting the City (Residents and Businesses) to comply with the current restrictions and progress in the Council's Strategic Recovery Aims and Corporate Plan.

Since the last Cabinet meeting in July, the Delta variant was the most dominant strain across Wales and the UK.

Case rates for Newport and other areas in Wales remained high as restrictions have been eased allowing people to socialise more and undertake more normal routines.

It however remained important for people to continue to adhere to the Welsh Government guidelines wearing face coverings, maintaining social distancing (where possible) and being aware of people whether that was friends or family, that there were still vulnerable people who are susceptible to the virus.

Hospitals were continuing to see people being treated for Covid and as the summer break ended, people returned back to work, schools and universities the next few months would remain precarious as we saw what impact this would have. As the Welsh Government stated, restrictions could be reimposed if the case rate, hospitalisations increased or new variants emerge.

The vaccination programme continued to be very successful in Newport and across Wales. The last month focused on young people and those who had yet to receive their vaccine. Cabinet could not stress enough the importance for all people eligible to have the vaccine to do so. Not only did it protect but it also protected others around you.

Many Council services continued to deliver to residents and communities across Newport. And a significant proportion of Council staff continued to deliver face to face services.

The Council (staff and Members) would continue to work from home where they could. Risk assessments were being undertaken in compliance with the Welsh Government guidelines to ensure that buildings, staff and the public could work safely.

Over the next few weeks, work would continue to deliver a New Normal business model and further updates would be provided in October.

Throughout the summer break Community teams, schools, education and Newport Live have been supporting young people and their families providing various programmes and supermarket vouchers for free school meal pupils.

It was encouraging to see businesses and the hospitality sector return including the Riverfront Theatre. The Council continued to offer grants to businesses to help them recover and Cabinet would encourage businesses to take up this offer.

Many Council services had fully returned to normal operations offering face to face services (in line with Welsh Government Guidance).

The Leader was pleased to see the city centre revive such as the Riverfront theatre being opened.

The Council was also allocated £500k over the next two years to support community groups and projects. The Council would be announcing further details in due course on how communities could apply and access this funding.

The Leader reiterated the importance of adhering to the Welsh Government guidance, encouraging people from all communities to take up the vaccine.

Further updates on the Council's progress would be provided next month.

Comments of Cabinet Members:

Councillor Harvey echoed the comments of the leader and reminded members of the public that they could still be infected even though people had been double vaccinated. Councillor Harvey encouraged members of the public to keep wearing masks to keep each other safe.

Decision:

Cabinet considered the contents of the report and noted the progress being made to date and the risks that were still faced by the Council and the City.

8 **Brexit Update Report**

The Leader presented the report to Cabinet.

The next Cabinet Report was an update on the post Brexit / trade arrangements.

Since the previous report in July, it was two months since the deadline (30 June 2021) for EU/EEA citizens to apply for EU Settled Status.

The UK Government (Home Office) reported that over 98,000 applications were received from EU/EEA citizens living in Wales.

The UK Government statistics indicated that a significant majority of applications had outcomes that either resulted in full settled status or pre-settled status being granted.

However, there remained many people that either had not received an outcome of their application or were unsuccessful in being granted their status.

It was not clear how many people in Newport missed the application deadline or failed to secure their status.

The Council was expecting to see an increase in the number of people and their families presenting as needing support as they would no longer have access to public funds. This would be in addition to the people and families that the Council would be supporting as part of the Home Office asylum seeker and refugee programmes.

The Council's services would be continuing to support those affected and ensuring that they had access to the services and support they needed.

Since the UK left the single market in December 2020, some sectors in the economy saw significant impacts in the supply and demand of commodities alongside increases in the price of goods and services. This was also impacted by the Covid crisis as the economy recovers from the Covid pandemic.

Many businesses in Wales reported issues with labour supply such as HGV drivers, construction and farming labourers.

The Council's Finance, service areas and project teams were monitoring closely these issues and assessing their impacts on the delivery and cost to the Council. These would be reported in the Cabinet's Finance updates.

With prices also set to increase in the autumn it was likely that many households would be impacted by these changes making it difficult for low-income households. It was important for those households to contact the Council and other organisations such as Citizens Advice Bureau who could provide advice and support.

The leader mentioned the support provided to asylum seekers and refugees, Newport was a city of sanctuary and welcomed people from other nations who wished to settle here.

Taking part in a scheme to support vulnerable people from Afghanistan over past five years and was taking further families during the crisis and npt would do all it could to provide accommodation for refugees. Housing was also made available and provision of support in place. Information on website for those who wanted to support in some way or another, or make a donation/provide support.

Comments of Cabinet Members:

Councillor Jeavons echoed the Leader's comments and mentioned the HGV driver shortage. HGV licences were not easy to pass and the Council was not immune to this, such as refuse lorries. Councillor Jeavons recognised this and these drivers had not failed residents in the continuation of services.

Councillor Harvey mentioned that it would be remiss as parent of serving soldier to not accept interpreters into this country and that it was our time to help them, as they saved lives in Afghanistan. The Council welcomed refugees to come here.

Councillor Rahman also echoed the sentiments of Councillor Harvey and considered Newport as a city of sanctuary and that it needed to do the right thing and support refugees.

Decision:

Cabinet considered the contents of the report and noted the Council's Brexit response.

9 PSB Summary of Business

Cabinet noted the PSB Summary of Business.

10 Work Programme

The Leader presented the report to Cabinet.

This is your regular monthly report on the work programme.

Please move acceptance of the updated programme.

Decision:

Cabinet agreed the Cabinet Work Programme.



Report

Cabinet

Part 1

Date: 13 October 2021

Subject Corporate Annual Report 2020/21

Purpose To present to Cabinet the Corporate Annual Report 2020/21 on the progress of delivery against the Corporate Plan 2017-22

Author Chief Executive
Head of People and Business Change

Ward All

Summary This is the fourth Annual Report on the delivery against the Corporate Plan 2017-22 'Improving People's Lives'. This report reflects back on the progress made against the delivery of its four Well-being Objectives: To Improve skills, education and employment opportunities; Promote economic growth and regeneration whilst protecting the environment; Enable people to be healthy, independent and resilient; and to build cohesive and sustainable communities. These Well-being objectives contribute towards the overall delivery of the Well-being of Future Generations Act and the Public Services Board Well-being Plan 2018-23.

In 2020/21 Newport Council also had four Strategic Recovery Aims to support the City's and Council response / recovery from the Covid-19 pandemic. These Aims focused on employment and education; economic and environmental recovery; well-being and health of people and safeguarding the most vulnerable residents in the city; and provide people and communities with the opportunities to move out of the crisis. This report reflects back on the progress made against these aims and how the Council alongside its strategic partners and communities responded to crisis.

This report highlights the achievements made by the Council in the year including: the continuing improvement to household recycling; launch of the Council's first electric refuse collection vehicle; ongoing regeneration of the City Centre including the redevelopment of Market Arcade and Newport Market; success in achievement of pupils and schools in GCSE and A Level exams, and the continuing to support the residents and businesses of Newport through the pandemic. This report also raises the challenges that the City is now facing, most particularly with the demand for adult and children social care; the ongoing sustainability of the environment; the need to become net zero carbon neutral by 2030; and increasing demand for secure and affordable housing for residents.

Following the endorsement of the annual report by Cabinet, the Report will be published online.

Proposal Cabinet is asked to endorse the Annual Report 2020/21 and enable the report to be published by the 31st October 2021.

Action by Corporate Management Team

Timetable Immediate

This report was prepared after consultation with:

- Overview and Scrutiny Management Committee
- Corporate Management Team

Signed

Background

The Well-being of Future Generations (Wales) Act 2015 has set seven Well-being goals for all public bodies in Wales to work towards. The Act also requires public bodies deliver 'sustainable development' to improve economic, social, environmental, and cultural wellbeing. To deliver these goals the Future Generations Commissioner has set 5 principles for public bodies to consider in their decision-making activities: Long Term, Collaborative, Involvement, Integration and Prevention.

Newport Public Services Board (PSB) 'One Newport' has set their Wellbeing Plan 2018-23 to deliver the Wellbeing goals for Newport. In support of the PSB work, Newport City Council's Corporate Plan 2017-22 has set a mission statement '*Improving People's Lives*' to address the root causes of inequalities and to give our citizens the best possible chance to achieve their ambitions, to build strong and resilient communities and to have a local economy and thriving city. To achieve these aims we set four Well-being Objectives:

1. To improve skills, educational outcomes and employment opportunities.
2. To promote economic growth and regeneration whilst protecting the environment.
3. To enable people to be healthy, independent and resilient.
4. To build cohesive & sustainable communities.

This year's Annual Report also reflects back on the Council's response to the Covid-19 pandemic that impacted Newport and the world since February 2020. The Council's response alongside its partners to the crisis has led towards the re-evaluation of how services are delivered and re-focused some of the priorities set in the Corporate Plan. The Council recognises the work that is required to help support the recovery of the City's economy, support of vulnerable and marginalised communities that have been impacted by Covid-19 and the delivery of Council services. This has resulted in the Council adopting its four Strategic Recovery Aims to support the Corporate Plan and the delivery of the four Well-being Objectives in 2020/21:

1. Understand, and respond to, the additional challenges, which Covid19 has presented, including loss of employment, impact on business and on the progress, achievement, and wellbeing of both mainstream and vulnerable learners.
2. Understand and respond to the impact of Covid19 on the city's economic and environmental goals to enable Newport to thrive again.
3. Promote and protect the health and wellbeing of people, safeguarding the most vulnerable, and building strong, resilient communities.
4. Provide people with the resources and support that they need to move out of the crisis, considering in particular the impact that Covid 19 has had on our minority and marginalised communities.

This is the fourth Annual Report on the delivery of the Corporate Plan as required by the Well-being Act. The purpose of the annual report is to self-reflect on the achievements made, where the Council can do more to improve performance and what we intend to deliver in 2021/22 for the rest of the Corporate Plan. As part of the Council's Annual Review, the Council will commit to the delivery of the four Well-being Objectives in 2021/22, supported by our Strategic Recovery Aims.

The 2020/21 Annual Report looks back at the Council's performance against its finances, performance measures and progress against the four Well-being Objectives. The report also looks at other areas such as how Newport City Council supports the delivery of services, staff and decision making such as: corporate / service planning, workforce well-being, procurement, equalities (including the Strategic Equality Plan) and engagement. The Annual Report also highlights the ongoing collaborative work that it is involved with in the city and across the wider South East Wales region.

In February 2021 the Local Government (Wales) Act received Royal Assent and replaced the 2009 Local Government (Wales) Act. Whilst the new Act no longer requires Annual Reports to be published by 31st October deadlines, Audit Wales have confirmed that they will note the final publication to meet this requirement for 2020/21.

The Report for 2020/21 financial year highlights that it has been challenging and unconventional due to the impacts of the Covid pandemic. The traditional considerations for delivering a balanced revenue budget involving increasing demand on social services and schools, have been added to with pressures on income budgets, and the cost of responding to and recovering from the pandemic.

At the end of the financial year (March 2021) the Council reported a net revenue underspend of £14m against the £300.3m budget. The underspend was due to a range of factors including:

- the receipt of one-off Wales Government funding to assist councils with mitigating the impact of the COVID-19 pandemic, such as the inability to deliver against savings targets agreed for the 2020/21 financial year;
- underspending on general revenue contingency budget, council tax reduction scheme and council tax income;
- underspends across the service areas due to changes in working practices; and
- not undertaking planned/normal services as Covid-19 response work was prioritised.

The report also highlights where the Council is performing well over the last four years and where further improvement can be made. The Council strives to continuously monitor these areas and make the necessary improvements for the remainder of the Corporate Plan.

In this year's Annual Report 2020/21 the following has been successfully delivered by the Newport Council:

Well-Being Objective 1: To improve skills, education and employment opportunities

- Remote learning was a challenge for some families. Using funding from Welsh Government Hwb EdTech programme, 6,735 devices were delivered to schools to support pupils. 1,300 MiFi units were provided to families without access to the internet at home and 150 families were supported with mobile data uplifts.
- Ensuring the wellbeing and mental health of pupils during the pandemic, including the Gwent whole school approach (WSA) in collaboration with the Gwent Regional Partnership Board.
- Council officers and partners continued to support young people in Newport which resulted in less than 2% not being in education, employment or training.
- Neighbourhood hubs teams continued to offer online and virtual support to vulnerable people across the city. The Reach / Restart project supporting refugees completed 95 assessments and supported 74 people to gain employability skills.

Well-Being Objective 2: To promote economic growth and regeneration whilst protecting the environment

- Business support team have helped over 4,000 businesses to access advice and financial support through Welsh Government discretionary grant fund.
- Income and revenues team have also administered over £19million of business rates relief to nearly 1,000 businesses.
- Public protection teams provided Covid-19 secure advice, guidance and enforcement to businesses when they were allowed to reopen.
- Continuous regeneration of the City through the support and delivery of schemes such as the Chartist Hotel, Indoor Market, Market Arcade, Mill Street Post Office building, Transporter Bridge Visitor Centre and now the Information Station.
- Implementation of the new smaller bins across households in the City contributing towards the increase in the Council's recycling rates to 67.2% which is the best in the UK.
- As part of the Newport Offer, Council agreed to develop a new multi-million pound leisure and wellbeing centre, being the first step in the deliver of the Newport Knowledge Quarter.
- Installation of 20 charge points across our car parks and £260k worth of LED lighting within Newport Live and car parks
- Council was awarded the prestigious Alan Clark Award for local / community energy in recognition to the solar project installing over 7,000 solar panels across 27 buildings

- Delivery of various bio-diversity and green projects to improve the City's environment. This allowed us to discover a thriving population of rare bees in the city in September 2020.

Well-Being Objective 3: To enable people to be healthy, independent and resilient

- Home First is now fully operational at the Grange Hospital incorporating hospital discharge pathways and reablement services to prevent unnecessary admissions.
- Technology in the Council's three care homes enabled residents to stay connected with their families during the pandemic
- Community Connector team provided a service to 2,136 people with information, telephone advice and 1:1 support including a rise in those seeking information and support regarding health, mental wellbeing and financial assistance.
- 70 rough sleepers were provided with temporary accommodation during the pandemic. Further work is required to move people onto more permanent solutions with appropriate levels of support.
- Innovative work has continued to grow – family group conferencing; Baby and Me and a toolkit for children at risk of exploitation was developed and is being shared throughout Wales.
- The roll out of MYST (my support team) to support our children in placement was launched
- During lockdown, improvements to air quality (36 % reduction) across the city as people used their card less and found alternative ways of travelling.
- Delivery of the Council's Active Travel schemes such as Fourteen Locks and Gaer Fort, Monkey Island and Tredegar Park offering improved access to walking and cycling. With an Active Travel increase of 47% over the year.
- Established local Test Trace Protect service working alongside other Gwent local authorities and ABUHB. Enabled rapid deployment of mobile testing units contributing to breaking the transmission chain.
- Council together with Newport Live and TTP service established a mass vaccination centre at Newport Centre.
- Public protection teams have provided advice and guidance to local businesses over 2,343 occasions and completed over 2,700 inspections. This has been instrumental in helping them safely reopen.

Well-Being Objective 4: To build cohesive and sustainable communities

- Collaborative working with Gwent Police, Probation Service, ABUHB and many others to find temporary and safe accommodation for those homeless and / or at risk of rough sleeping. Offering a range of physical and mental health support for those with complex needs and substance abuse.
- Collaborative working with the City's Registered Social Landlords to deliver the Housing Support Grant and Innovative Housing Programme that will offer more affordable good quality housing for its residents.
- Neighbourhood hub teams supported residents in need throughout the pandemic. Involving over 5,000 phone calls to shielding residents; coordinating the Welsh Government food parcel scheme: working in partnership to deliver over 800 food parcels to isolated and vulnerable families.
- Flying Start settings repurposed during first lockdown and summer holidays to provide childcare for children of key workers. This was extended through the summer holidays.
- Council worked with Clybiau Plant Cymru and Newport Live to provide childcare for 110 vulnerable children during the pandemic.
- Continuing engagement and involvement of Newport's communities through collaborative groups provided information on Covid-19 in home languages to our minority ethnic communities.
- Community Cohesion team have been helping Newport residents who are EU nationals to promote awareness of the EU Settlement Scheme (EUSS) and monitoring other Brexit related tensions. Almost 8,000 applications made to EUSS by Newport residents to March 2021.

Attached at Appendix 1 of this report is a copy of the draft Annual Report. The Council's Communications team will be finalising the report before it is published on the Council's website in Welsh and English.

Cabinet also received a report outlining the progress against the Strategic Recovery objectives and as such this is not covered in detail here.

Financial Summary (Capital and Revenue)

Financial Summary of the Council's capital and revenue position is reported included in the Annual Report.

Risks

Risk Title / Description	Risk Impact score of Risk if it occurs* (H/M/L)	Risk Probability of risk occurring (H/M/L)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
The Annual Report is not published in accordance with the Wellbeing Act 2015.	M	L	The Council will be finalising the report with the communication's team and publishing the report on the Council's website.	Head of People & Business Change Communications Manager

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Public Services Board Well-being Plan 2018-23
NCC Corporate Plan 2017-22
Strategic Recovery Aims

Options Available and considered

1. Cabinet to endorse the Annual Report and for officers to publish the report in accordance with the Wellbeing of Future Generations Act and Local Government Act 2009.
2. To request further information or reject the contents of the report

Preferred Option and Why

1. Cabinet are requested to endorse the Annual Report 2020/21 to enable publication by the 31st October 2021 deadline.

Comments of Chief Financial Officer

There are no direct financial implications arising as a result of this report. The report highlights the impact of COVID through 2020/21 and the ongoing financial pressures that have been and continue to be managed through the Welsh Government Hardship Fund and other specific WG grant funding. The report also highlights the financial aspects of other actions delivered throughout the year.

The Council has a Corporate Plan which is reflected in the Medium Term Financial Plan and this report outlines its four Strategic Recovery Aims to support this plan and delivery of the four Wellbeing Objectives in 20/21. The report also acknowledges where recovery was supported by Welsh Government grant funding, including the Hardship Fund.

The link between the Corporate Plan and Medium Term Financial Plan will continue to be monitored and updated as the Corporate Plan progresses. Any necessary changes to the MTFP will be identified and implemented if required.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report. The Council has a duty to publish an annual report in relation to its duty to secure continuous improvement under the Local Government (Wales) Measure 2009 and also publish an annual report in relation to the progress it has made in meeting its well-being objectives under the Well-being of Future Generations (Wales) Act 2015. The Council has adopted a single integrated process of performance monitoring to provide a more streamlined and robust approach to performance management. The improvement and well-being objectives are closely aligned under the over-arching Corporate Plan and the delivery is underpinned through individual service plans. Therefore, this Annual report sets out the progress made in delivering the Corporate Plan during 20/21 and is intended to meet the reporting requirements of both the Measure and the Well-Being Act. It sets out the significant achievements during the last financial year in the delivery of services and also the challenges in relation to the response to Covid-19, the pressures on social care and the sustainability and environmental issues that need to be addressed. It should be noted that the 2009 Measure and the continuous improvement duty was repealed with effect from April 2021 by the Local Government and Elections (Wales) Act 2021 and replaced with a new performance self-assessment requirement. However, there are savings provisions within the relevant Commencement Order which still require the publication of this final Improvement plan report for the last financial year 20/21 before October 2021. The new performance self-assessment report will need to be published in 2022/23.

Comments of Head of People and Business Change

The Wellbeing of Future Generations Act requires the Council to publish its Annual Report on progress of delivery against the Corporate Plan 2017-22. This provides the Council an opportunity to reflect on our achievements and the further work we have to do in delivering the Corporate Plan to 2022. The publication of this report also provides an opportunity for Newport residents, businesses and staff to understand the progress of delivery. The comments of the Scrutiny Committee are also included in the report.

This report, alongside our ongoing COVID recovery reports outline the continuous progress that is being made.

Scrutiny Committees

The Annual Report was presented to the Overview & Scrutiny Management Committee on 10th September 2021. The agenda and video of the committee meeting is linked [here](#). A summary of the Scrutiny Committee's comments and recommendations are below and have been considered as part of the final version of the Annual Report presented to the Council's Cabinet.

- The Committee noted that the Corporate Plan Annual Report was well written and well structured, with good visual stimulus and information in layman's terms.
- The Committee would like to see some changes to the graph on page 8 of the Corporate Plan Annual Report, to make Non-Service and Capital Financing Costs more clear in terms of their purpose – one Committee Member noted that the phrase 'Non-Service' is not particularly inspiring or explanatory to a layman.
 - The Committee also noted that they may wish to see the data in the graph presented either in alphabetical order or in in order of value/increasing cost.
- The Committee would like further context within the Corporate Plan Annual Report with regards to employment figures - the amount of businesses in Newport and the jobs they generate specifically.
- The Committee noted in areas where the Performance Indicators have changed (specifically pages 25-27) whether it might be possible to provide more context around those figures or previous date held for similar performance indicators, as at present the lack of data gives little context or framing to 2020/21 figures.
- Committee noted that the inclusion of Disabled Facilities Grant data on Page 53 seemed incongruous and wondered whether it may fit better in another part of the report.

Fairness and Equality Impact Assessment:

- **Wellbeing of Future Generation (Wales) Act**
- **Equality Act 2010**
- **Socio-economic Duty**
- **Welsh Language (Wales) Measure 2011**

These areas have been considered and reported as part of the Council's Annual Report.

Consultation

Not Applicable

Background Papers

Corporate Plan 2017-22

PSB Well-being Plan 2018-23

Well-being of Future Generations Act 2015

Dated: 6 October 2021

DRAFT Annual Report 2020/21



NEWPORT
CITY COUNCIL
CYNGOR DINAS
CASNEWYDD

Improve skills, education, and employment opportunities

Promote economic growth and regeneration whilst protecting the environment

Enable people to be healthy, independent, and resilient

Tudalen 21
Build cohesive and sustainable communities

CONTENTS

Leader's Foreword	2
Chief Executive Summary	3
Purpose of the Annual Report	4
Newport City Council Finances	8
Well-being Objective 1 - To improve skills, education, and employment opportunities. Strategic Recovery Aim 1 - Support Education and Employment.	11
Performance Analysis 2020/21	13
Looking Ahead in 2021/22	13
Well-being Objective 2 - To promote economic growth and regeneration whilst protecting the environment Strategic Recovery Aim 2 - Support the Environment and the Economy	14
Performance Analysis 2020/21	20
Looking Ahead in 2021/22	20
Well-being Objective 3 - To enable people to be healthy, independent, and resilient Strategic Recovery Aim 3 - Supporting Health & Wellbeing of Citizens	21
Performance Analysis 2020/21	26
Looking Ahead in 2021/22	28
Well-being Objective 4 - To build cohesive and sustainable communities Strategic Recovery Aim 4 - Supporting Citizens Post Covid-19	29
Performance Analysis 2020/21	34
Looking Ahead in 2021/22	35
The Way we Work: Equalities and Workforce	36
The Way we Work: Corporate Governance	39
The Way we Work: Council Involvement and Engagement	41
The Way we Work: Council Decisions and Achievements	43
Have your Say	45

Leader's Foreword

To be added in final version

Chief Executive Summary

To be added in final version.

Purpose of the Annual Report

Welcome to the 2020/21 Annual Report for Newport City Council. This report outlines the progress Newport City Council is making towards delivering its Well-being Objectives set out in the **Corporate Plan 2017-22**.

The report reflects on the achievements we have made in the year, the challenges that we have faced and the lessons that have been learned. It also looks forward to what will be delivered for Newport and its communities for the next year and beyond.

2020/21 has been one of the most challenging years that Newport Council and its partners have faced as the Covid crisis has impacted on Council services, Newport's communities, and its economy. But with new challenges there are also opportunities which are reshaping the Council's focus and delivery of services.

The objectives that we have set in the Corporate Plan contribute towards the seven goals set out in the **Well-being of Future Generations Act (Wales) 2015**. The Act requires all public bodies to deliver sustainable development that improves the economic, social, environmental, and cultural wellbeing of citizens in Wales.

This means that when decisions are made the socio-economic impact that these decisions will have on the communities, businesses and those that use the Council's services must be considered.

Newport Council's mission is to 'Improve People's Lives' and to achieve this four Well-being Objectives have been set in the Corporate Plan which will remain its key objectives for 2021/22. These are:

1. To improve skills, education, and employment opportunities.
2. To promote economic growth and regeneration while protecting the environment.
3. To enable people to be healthy, independent, and resilient.
4. To build cohesive and sustainable communities.

As Covid-19 and the restrictions put in place impacted on Newport's communities and businesses, it was recognised that services had to adapt to be able to respond as necessary to an ever-changing landscape. It was also recognised that some of the services and activities that the Council had routinely provided had to be paused whilst focus was placed on ensuring frontline services were delivered.

To support this, the following four Strategic Recovery Aims were developed to provide focus for the organisation and recognise the impacts to Newport's communities and businesses.

1. Understand and respond to the additional challenges which Covid-19 has presented including loss of employment, impact on businesses and on the progress, achievement and wellbeing of both mainstream and vulnerable learners.
2. Understand and respond to the impact of Covid-19 on the city's economic and environmental goals to enable Newport to thrive again.
3. Promote and protect the health and wellbeing of people, safeguarding our most vulnerable and building strong, resilient communities.
4. Provide people with the resources and support they need to move out of the crisis, considering in particular, the impact that Covid-19 has had on our minority and marginalised communities.

As the Council moves into the final year of delivering against the Corporate Plan, the Strategic Recovery Aims will be integrated into the service plans and corporate objectives during the year.

To support the development of the next Corporate Plan in 2022, the Council will undertake assessments, consultations and research that will support the future key priorities for the City of Newport. This will enable the Council and its partners to fully understand its risks, impacts, future trends and opportunities from Covid-19, as well as the new relationship with the EU and world, climate change, societal, legislative, and economic changes.

This year's report will provide an overview of what has been delivered in 2020/21 for each Well-being Objective set in the Corporate Plan and the Covid-19 Strategic Recovery Aims. Under each Objective we will also include the performance measures that are used to support and indicate the areas where the council is performing well and the areas that require improvement.

In June 2021, the performance of the Council's eight [service areas plans for 2020/21](#) was examined by the Performance Scrutiny Committees. Information on the service areas performance can be found through the links below:

Place and Corporate Performance Scrutiny Committee (City Services / Finance / Law & Regulation / People & Business Change / Regeneration Investment & Housing): [7th June 2021](#) and [21st June 2021](#)

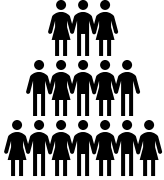






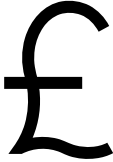

People Performance Scrutiny Committee (Adult & Community Services / Children Services / Education): [8th June 2021](#) and [22nd June 2021](#)

Where measures are reporting amber or red against their target, an explanation will be provided to explain the reason(s) why and actions being taken to improve performance. Due to Covid-19, benchmarking of council performance data with other local authorities has been suspended and this is currently under review by Data Cymru and Welsh Government Local Government Association (WLGA). There are also a range of new measures where previous data is not available.

About Newport

Newport is a city that is steeped in history and situated on the River Usk that has served as a port since medieval times when the first Newport Castle was built by the Normans. Since the industrial revolution, Newport was built on the coal and steel industries which saw the city becoming one of the key ports in the export of coal and steel across the world. Its rich heritage can be seen across the city with sites such as Tredegar House, Transporter Bridge, Medieval Ship, Belle Vue Park, International Conference Centre, Rodney Parade, Civic Centre and Chartist Tower. Newport has welcomed people from across world that have called this City as their home and has seen many big events take place such as the Ryder Cup in 2010, 2014 NATO summit and the Welsh Marathon.

Newport Statistics

 156K	 £3.92bn	 79.7%
Population (Mid-year population estimates 2020)	GVA (2018) (Key Cities)	Economically Active (Annual Population Survey Dec 2020)
 3.9%	 10.9%	 685
Unemployed (Annual Population Survey Dec 2020)	Furloughed (Key Cities)	Job Vacancies (Key Cities December 2020)
 7.5%	 £564.60	 39.1%
Claimant Count March 2021 (ONS Labour Market Survey)	Gross Weekly Pay 2020 (Annual survey of hours and earnings)	Qualifications NVQ4 and Above (Annual Population Survey)

*[Office for National Statistics NOMIS Website](#)

**[Key Cities](#)

***[Welsh Index Multiple Deprivation – Local Super Output Areas \(LSOA\)](#)

Newport City Council Delivering for Newport, Gwent, and Wales

Newport City Council is a single tier unitary authority responsible for the administration of all areas of local government. There are 50 **Councillors** (31 – Labour, 12 – Conservative, 4 – Newport Independent Party, 2 – Liberal Democrats and 1 – Independent).

The **Council's Constitution** sets out how the Council operates, how decisions are made and the procedures that are followed to ensure these are efficient, transparent and accountable to local people. In Newport, the Labour Party holds the Council majority and form the Council's Cabinet which act as the main decision-making body in the Council.

The delivery of the Corporate Plan also supports the Labour administration manifesto. The aims of which are a **working Newport**, a **learning Newport**, a **fairer Newport**, a **safer Newport**, a more **sustainable Newport**, a **vibrant Newport** and the **future of Newport**.

Newport City Council is responsible for over 800 different services / activities spanning eight service areas that cover the city - ranging from roads and parks, collecting waste and managing cemeteries, through to delivery of education services, social services, planning, libraries, car parks and many more. It must comply with different legislation and regulations that are set by the Welsh Government and UK Government.



The [One Newport Public Services Board \(PSB\)](#) is a group led by Newport City Council alongside some of its strategic partners - including Natural Resources Wales, Aneurin Bevan University Health Board (ABUHB) and South Wales Fire and Rescue Service. It also includes other public sector bodies such as Gwent Police, Newport Live, University of South Wales and other third sector partners.

The One Newport PSB has its own [Well-being Plan 2018-23](#) and delivers an annual **Well-being Report** (*link to be added once finalised*) on what the partnership group has delivered in 2020/21. This report will highlight some of these projects delivered and how the council has contributed and supported this work.

In 2020/21, the five Gwent local authority PSBs (Blaenau Gwent, Caerphilly, Monmouthshire, Newport, and Torfaen) agreed to form a single regional PSB. Each PSB will complete the delivery of their own Well-being Plan to 2023. In the lead up to this, a Gwent wellbeing assessment will be completed that will inform the priorities from 2023. Newport will continue to have a local delivery group consisting of existing and new partners and will deliver Newport's priorities as well as those for the Gwent PSB.

The [Gwent Regional Partnership Board](#) (RPB) is responsible for the integration of services to support older people with complex needs and long-term conditions, people with learning disabilities, carers (including young carers), integrated family support services and supporting children with complex needs. The Gwent RPB includes the five Gwent local authorities and ABUHB.



To support the delivery of this work Gwent RPB has a [Regional Area Plan](#). Progress against the delivery of this Plan and the council's own Wellbeing Objectives are outlined in the **Director of Social Services Report 2020/21** (*link to be added*).



[Cardiff Capital Region](#) (CCR) consists of the 10 local authorities in South East Wales delivering a large-scale regional investment in skills, digital, sites and property and innovation. The group is delivering various large projects and investments across the region including as an example, delivery of the Metro network across the region. Some of the areas that have been delivered in Newport include: the semi-conductor plant, Metro, homes for the region, challenge fund and the CCR Graduate scheme.



The [Western Gateway](#) is a cross border economic partnership of local authorities, city regions, local enterprise partnerships and governments and goes one step further than regional. Originally comprising the Great Western cities of Bristol, Cardiff and Newport, it now incorporates eight cities and extends from Swansea to Swindon. The focus is to propel transformative, inclusive and greener growth as part of building a new future for the British economy. Delivering this vision will add more than £56bn to the UK economy by 2030, helping us to lead to a net zero future.

Structure of Report

The rest of this report will provide an overview of what Newport City Council delivered in 2020/21 as part of each wellbeing objective in the Corporate Plan. For each objective it will also include the performance measures that are used to support and highlight the areas which the council is performing well and the areas that require improvement.

The performance measures reported include national indicators such as Public Accountability Measures (reported to Data Cymru), Welsh Government Wellbeing Measures, and local performance measures set by the Council.

The report will also provide an overview of what the Council and its partners did in response to the Covid-19 outbreak in Newport. It will also detail the Council's Strategic Recovery Aims that will support the council's recovery and delivery of the Corporate Plan.

Newport City Council's Finances

The 2020/21 financial year for Newport City Council has been a challenging and an unconventional one with the impacts of the Covid pandemic. The traditional considerations for delivering a balanced revenue budget involving increasing demand on social services and schools, have been added to with pressures on income budgets, establishments and service outlets.

At this stage it is difficult to quantify the long-term impact of Covid-19 and what this means on services and where future demand and support will be required to deliver these.

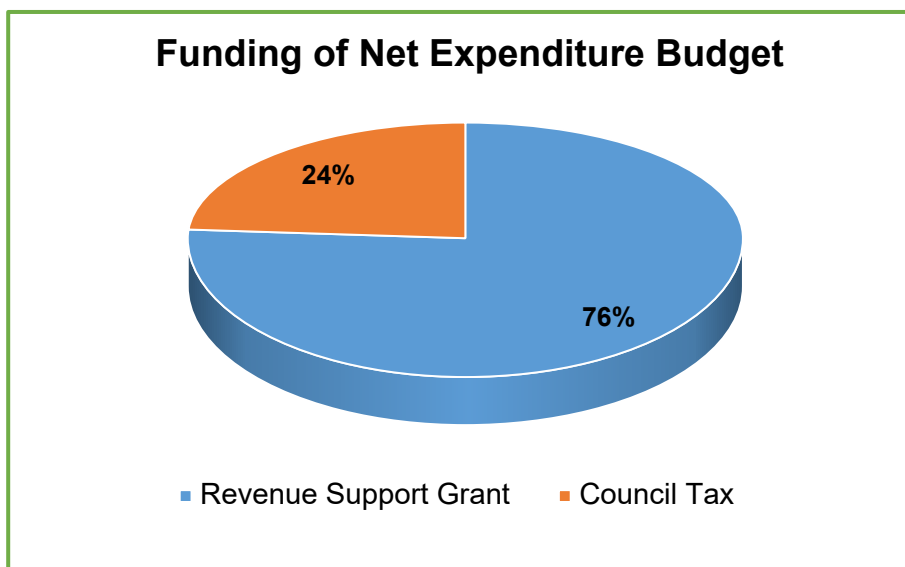
Every year the Council is required to produce a [Statement of Accounts](#) which provides a detailed overview of where and how it has spent its money.

Newport Council Budget

The 2020/21 net budget for Newport Council was £300.3m. This was funded from the Welsh Government (WG) revenue support grant (76%) and from local council tax (24%).

Newport council received an uplift of £13.7m from the Welsh Government. Council tax was increased by 6.95% for the year.

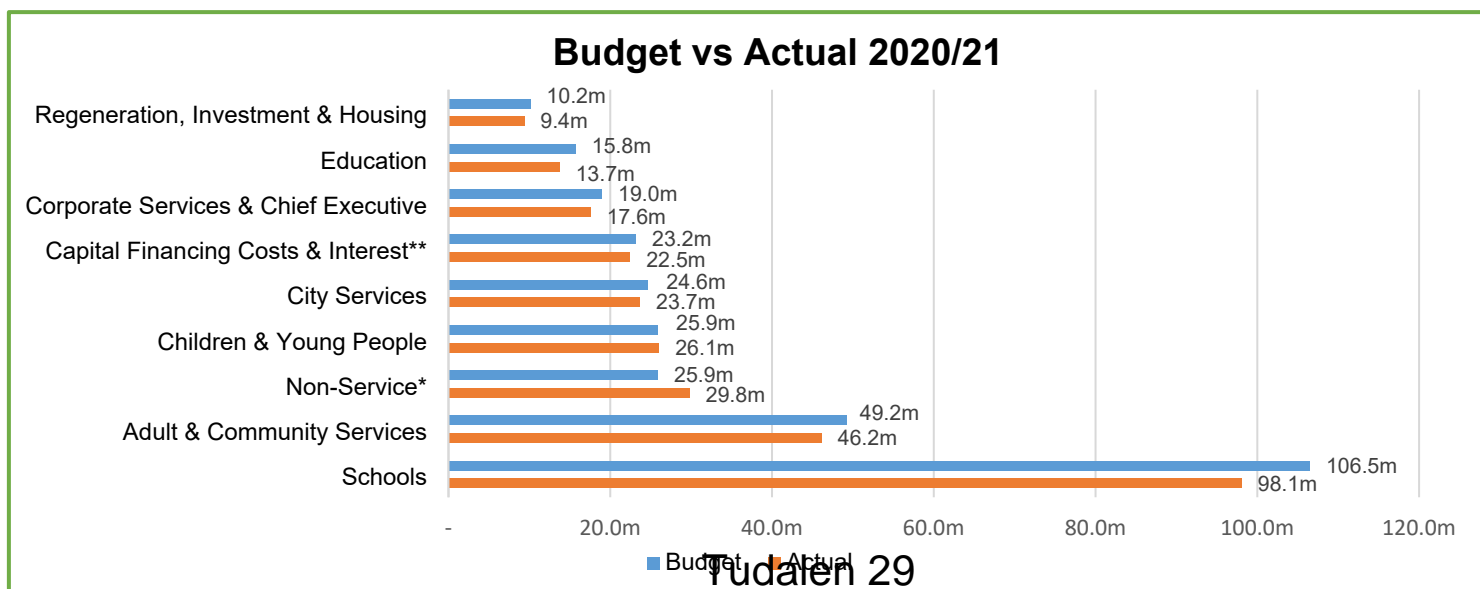
In comparison to other local authorities in Wales, council tax rates in Newport remain the third lowest in Wales.



2020/21 Revenue Financial Performance

At the end of the financial year (March 2021) the Council reported a net underspend of £14m against the £300.3m budget. The underspend was due to:

- the receipt of one-off WG funding to compensate council services in its response to Covid and lost income;
- funding for the direct costs of and delivery of the WG support programmes to businesses;
- underspending on general revenue contingency budget, council tax reduction scheme and council tax income;
- underspends across the service areas due to changes in working practices; and
- not undertaking planned/normal services as Covid-19 response work was prioritised.



*Non-Service - is expenditure which is not a service requirement but we still account for it, such items as levies and provisions.

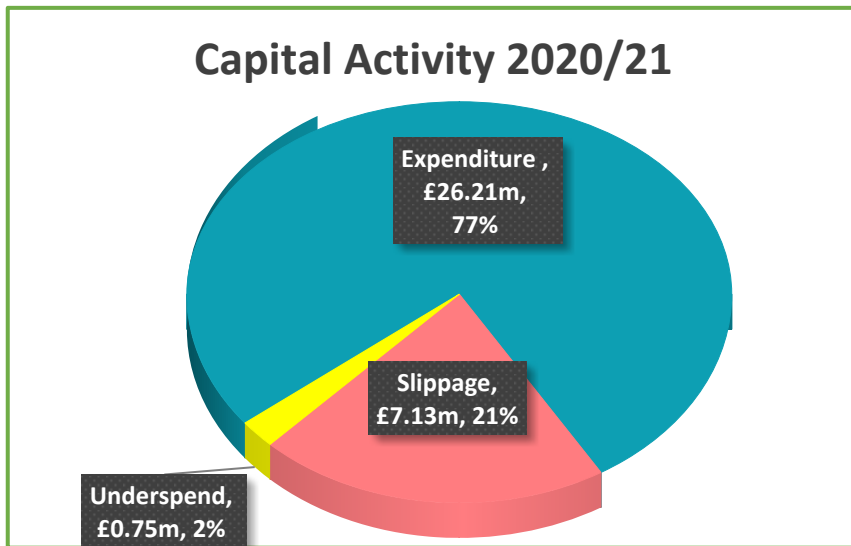
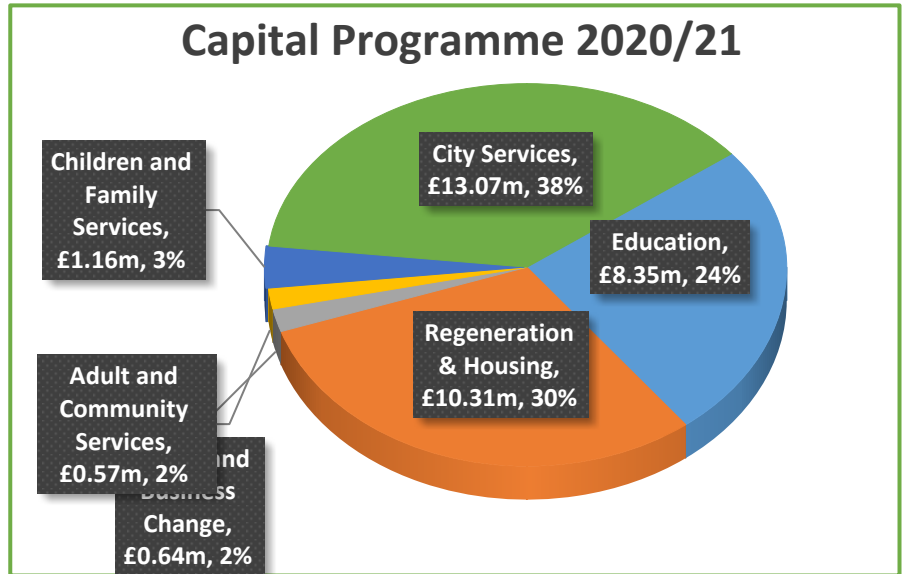
** Capital Financing Costs & Interest - is the cost to us to finance capital, the MRP charge, and interest is the interest we pay and receive.

2020/21 Capital Programme

The capital programme is about the large-scale investments that the council makes towards its assets and infrastructure, such as schools, roads, regeneration projects and the wider investment into the Cardiff City Region City Deal.

The council has a seven-year capital programme which started in 2018/19 totalling £274.5m. In 2020/21 the capital programme included:

- £7m investment in schools
- £10m enhanced active travel and greening of council fleet
- £1.6m in social care
- Delivery of energy efficiency schemes across Newport
- £7m investment in regeneration and housing
- Transporter Bridge investment
- Gypsy and Traveller sit development
- Investment into Cardiff City Region City Deal



The Council spent £26.21m on assets to maintain and improve service delivery and to support regeneration initiatives.

£19.29m of the £26.21m was received from grant funding and £5.9m from borrowing.

The remaining amount (£1.03m) was from capital receipts, contributions & S106 and Council resources.

£7.13m was moved into future years of the programme (slippage) and there was an underspend of £0.75m.

Council Revenue and Capital Budget 2021/22

The Council's base budget for 2021/22 is £315,930m which is to be £240.8m from Welsh Government and increasing council tax by 3.7%. The budget was approved by a [Full Council meeting](#) on 3 March 2021. The capital budget for 2021/22 is £100.2m and will contribute towards the authority's ongoing investment programme.

Well-being Objective 1 / Strategic Recovery Aim 1

We want to give every child in Newport the opportunity to have the best start in life - from the very early years through to secondary and tertiary education, eventually into employment. The aim is also for adults to have the opportunities to up-skill and strengthen their prospects and maximise their potential.

Improving educational and employment opportunities has been shown to have a significant impact on the health and wellbeing of individuals. This work also contributes towards the reduction in inequalities, improves prosperity of individuals and communities to move out of poverty and overall improve the socio-economic position of the city.

The Covid-19 pandemic and the lockdown restrictions have impacted many children and young people across Newport. The restrictions in particular saw schools closing between March and June 2020 and between December 2020 and February 2021. In between these periods, there was much disruption to school life with COVID-19 compliance restrictions and school contact groups resulting in many staff and pupils having to self-isolate. The pandemic also highlighted the inequality faced by many families not having access to digital devices and internet access.

There are also many children who have faced health and wellbeing issues, requiring further support and an increase demand to provide children with additional learning support.

There have also been many adults that have lost their jobs during the pandemic as sectors struggled stay open with staff being furloughed and/or not being retained. This has caused many people looking to retrain, seek new employment or gain new qualifications. The Council's Community Hubs and partners have throughout the year been using technology and new approaches to support those impacted by the pandemic.

Strategic recovery aim one was established to support the council's response to the pandemic and maintain the work against wellbeing objective one. It ensured that there was support to school, education and those who were made unemployed. There were six steps to this aim:



A Prosperous Wales



A More Equals Wales



A Globally Responsible Wales

Wellbeing objective one – to improve skills, education, and employment opportunities		Strategic recovery aim one – support education and employment.	
Steps		Steps	
1	Improve school attainment levels and ensure best educational outcomes for children.	Support schools and other education establishments to safely reopen for both staff and pupils.	
2	Support young people into education, employment and training.	Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	
3	Reduce inequalities in education by improving educational outcomes for pupils disadvantaged by poverty.	Support schools to enhance and develop digital skills, digital teaching and learning platforms and enhanced support for digitally excluded learners.	
4	Improve basic skill levels and increase personal capacity to assist more people to enter sustained employment, training or education	Support and enable people that are digitally excluded to access community IT programmes, Council services and other public services.	
5	Produce and implement a strategy for the delivery of Adult Community learning and lifelong learning opportunities.	Support people who have been affected by unemployment to access new opportunities through training and re-employment required for post Covid-19 businesses.	
6	Development of digital skills through support for schools and community IT programmes including a Digital Inclusion Charter	Ensure our diverse communities are appropriately supported through tailored interventions specific to their needs.	
7	Improve school attendance, reduce exclusions, and improve safeguarding and well-being.		

Newport has 57 schools consisting of 9 secondary schools, 43 primary schools, 2 special schools, 1 pupil referral unit and 2 nurseries. Within these there are 1 Welsh-medium secondary school, 3 Welsh-medium primary schools, 1 Roman Catholic secondary school, 6 Roman Catholic primary schools and 2 Church in Wales primary schools. Throughout 2020/21, Education Services alongside schools, Health & Safety teams, Estyn, Public Health Wales and other strategic partners have been ensuring schools can remain safe and inclusive environments for pupils and staff. During the periods of lockdown and self-isolation this has included providing supermarket vouchers for free school meal pupils, providing face to face learning for vulnerable pupils and pupils whose parents and/or guardians are key workers.

The Council's 21st Century School's Band B programme is in the early stages of delivery, but work commenced as planned on delivering improvements to Ysgol Gyfun Gwent Is Coed in 2020/21. Despite the pandemic, the Education Capital programme continued, thus supporting access to high quality learning environments.

In the last academic year 2019/20 and this academic year 2020/21, it has been particularly challenging for pupils at GCSE (key stage 4) and A Level (key stage 5). Following Welsh Governments decision not to require pupils to sit external examinations there was no requirement for schools to publish their pupil performance in 2019/20 and 2020/21 academic years. As highlighted in the council's cabinet report on [2019/20 Pupil Performance data](#) the National context for Wales has seen an increase in performance from 61% (2018/19) to 75% in 2020 for pupils achieving Grade C and above. Similarly, for A Level pupils there was also an increase in the overall performance from 2015-2019 where it was approximately 22-27% to 44% of grades A* and A at A Levels in Wales. For Primary school pupils there was no Foundation phase, Key Stage 2 and Key Stage 3 required. The Welsh Government removed the requirement for schools to set attendance targets for the 2020-2021 academic year. However, the monitoring of attendance remains an important practice for both the local authority and schools.

One of the most significant challenges that schools, pupils and families had to face in the last year was remote learning at home during the periods of schools being closed or pupils having to self-isolate. Schools very quickly became aware that some pupils were not engaging with remote learning as they either did not have access to the internet or to suitable device such as a laptop, computer or tablet.

Using funding from Welsh Government Hwb EdTech programme during 2020/21 6,735 devices such as Chromebooks, laptops and Apple tablets were delivered to schools. Additionally, for families that did not have access to the internet at home 1,300 MiFi units were purchased and the carrier charges funded to cover the period May 2020 to March 2021. Further support was also provided through providing parents with access to mobile data uplifts. 150 families were able to access this support.

The Council's Education service also recognised that having a device or internet connection does not always result in pupils accessing remote learning and that other factors also impacted remote learning. These included:

- parental skill deficits / confidence
- accessibility such as language
- children with Additional Learning Needs
- multiple children/parents sharing devices
- levels of learner and parent engagement

As a result of these barriers the council's education team, schools and digital services will be looking at supporting families and schools with a new digital strategy and plan for schools as well as opportunities to support parents and pupils.

It has been important to ensure the wellbeing and mental health of pupils during the pandemic was supported by the schools and the council's education services. In Newport there are 12 initiatives and interventions in place to support mental health and wellbeing.

One initiative that was delivered was the Gwent whole school approach (WSA) to emotional wellbeing in collaboration with the Gwent Regional Partnership Board. This approach focused on two strands:

Strand 1: Pilot WSA Strand where Newport's Llanwern cluster received in-depth support that focused on the emotional wellbeing needs of school communities working alongside the school and partners to meet these needs.

Strand 2: Post Covid-19 recovery work - delivering two-day training events to staff via Microsoft Teams. This training enabled them to consider what was impacting learner's wellbeing, how this was understood and why it

matters. This work supported Newport's schools to help them to contribute to a WSA Film that was designed as a training tool for schools wishing to embark on their own whole school approach.

Despite the restrictions in place for the majority of 2020/21, council officers and partners continued to support young people in Newport who were in education, employment or training. This resulted in less than two percent of people not being in education, employment or training.

The neighbourhood hubs teams continued to offer online and virtual support to vulnerable people across the city. One of the projects delivered was Reach/Restart which supported refugees. The team completed 95 assessments and supported 74 people to gain employability skills. The team was also able to offer food parcels to refugees who were struggling, or who were going through the benefits process and had difficulty obtaining food or other items.

The community regeneration team, working in partnership with Digital Communities Wales delivered a Welsh Government project which loans IT equipment and provides data for eligible clients on the Communities for Work (CFW) and CFW Plus projects.

The council also delivers three initiatives through EU Social Funding: [Inspire to Work \(I2W\)](#); [Journey to Work \(J2W\)](#) and [Skills at Work \(S@W\)](#). The I2W initiative aims to reduce the number of young people aged 16-24 years who are not in employment, education or training (NEET) and supported them to gain the necessary skills and training to get into long term employment.

The Hubs deliver two alternative education programmes, the Newport Youth Academy and Aspire. The Youth Academy, based at the east hub, increased the number of students on its programme by over 20 percent over the year, providing intensive support to young people at risk of becoming NEET. In 2020/21 the programme enrolled 111 students which saw positive progression rate of 84% where by they went on to employment and further education. The Programme also saw students achieve over 115 accredited qualifications ranging from Entry Level through to Level 3.



Similarly, despite the challenge of being unable to meet face-to-face for large parts of the year, the employment support projects operating from the hubs through collaborative working with Careers Wales, DWP, Job Centre, Sanctuary Project, Coleg Gwent Adult Community Learning to continue offering help and support for training and help to find jobs.

Job Success Stories from our Neighbourhood Hubs

Participant A:

- Working in low end manufacturing job, working nights unable to see young daughter properly with working hours
- Wanted to complete driving/road works licences
- S@W funded Traffic Management Course and signposted to Forest Traffic Management
- Supported with CV updating and cover letter
- Started work with the company working 4 on 4 off shifts, better pay and better hours

Participant B:

- Working stewarding job, sporadic hours and low pay
- S@W funded SIA licence and signposted to security firm within Newport area
- Supported with CV and cover letter and obtaining references
- Started work as security guard, increase in pay, better hours – more job security

Participant C:

- Made redundant from Stores Person role in local manufacturing company in March 2020
- Helped create their first CV and applied for various jobs
- Interviewed for Production Operative but too experienced and passed on to Warehouse Dept in same firm
- Successfully interviewed and appointed as Warehouse Operative with local food company and thrilled to have a new job
- Really enjoying the work and colleagues at his 6 month follow up call. One very happy customer for our service.

It is hoped that the relaxation in the restrictions surrounding Covid-19 will mean a return to full services in the coming year.

Performance Analysis 2020/21

In 2020/21, the Welsh Government announced the cancellation in the reporting of performance measures in the education system for academic years 2019/20 and 2020/21. These measures have been excluded from the report this financial year. You can see the Minister's statement [here](#).

Performance Measure (NCC Measure unless stated)	2020/21 Actual Performance	2020/21 Target	2019/20	2018/19	2017/18
PAM Indicator - % Young people Not in Education, Employment and Training (NEET) year 11	1.4%	3%	0.9%	1.1%	1.3%
PAM Indicator - % 16-18 year olds not in education, employment or training	2.6%	6%	2.6%	2.6%	4%
% of young people NEET 13.	1.13%	3%	1.8%	1.7%	1.5%
No. of people supported into employment.	221	200	451	434	No Data

Performance Measure (NCC Measure unless stated)	2020/21 Actual Performance	2020/21 Target	2019/20	2018/19	2017/18	Explanation
% young people recorded as unknown following compulsory education	1.2%	0.5%	1.2%	1.2%	0.7%	Due to Covid restrictions tracking of school leavers has been challenged. The target was not achieved and performance was 0.9pp higher than the previous year. All Wales data was 1.4%. This data includes young people who have left the area or who did not respond to the survey.
No. of people improving skills & qualifications	353	500	994	487	No Data	Covid has impacted highly on our ability to support customers with 'Improving skills and qualifications'. Due to WG Guidelines we were unable to deliver face to face training or any group sessions which is usually the way this PI is met.

Looking Ahead in 2021/22

Looking ahead, there will be many emerging challenges and opportunities faced by schools and community learning. The impacts of the pandemic over the next academic year are still unknown and this uncertainty for pupils will impact their learning and mental wellbeing. New Additional Learning Needs legislation will impact on the support and assessment provided to pupils across the city. Further support will also be needed for adults that may be impacted by the wider economy to enable them to train and access new opportunities in the job market. Some of the key priorities in the Council in 2021/22 will be:

- Continuing the delivery of the 21st Century Schools Band B programme through projects at Ysgol Gyfun Gwent Is Coed, Bassaleg School, Caerleon Comprehensive School and the planned new primary school at Whiteheads
- The opening of a new Welsh-medium primary school – Ysgol Gymraeg Nant Gwenlli - in September 2021
- Securing approval of the new 10-year Welsh in Education Strategic Plan to commence in September 2022
- Welsh Government EdTech Programme
- Additional Learning Needs Transformation
- DWP Kickstart Programme
- DWP Restart Programme

Well-being Objective 2

Strategic Recovery Aim 2

Newport is uniquely positioned in southeast Wales served by road, rail, sea and air, making it an ideal location for businesses and investments to locate.

Newport has already seen global organisations such as Airbus, IQE Ltd and SPTS invest in the City alongside home-grown businesses like Tiny Rebel, Admiral and Wales & West Utilities. Newport City Council wants to continue to build on this success attracting diverse, innovative businesses that can contribute towards making Newport and Wales a prosperous place to live and work.

Newport is also a City that has a unique heritage and cultural assets that rival other cities in the UK and abroad. These include one of only six transporter bridges in the world which dominates the Newport skyline as well as Caerleon’s Roman fortress and baths, Tredegar House and the Newport Wetlands Nature Reserve.

The council wants to preserve these areas to attract visitors into the city and for future generations to use. Climate change and the protection of Newport’s environment is one of the biggest challenges that future generations will face, and a commitment has been made to become a zero net carbon organisation by 2030.

The Covid-19 pandemic and the subsequent social distancing restrictions have had a significant impact on the economy in Newport and across Wales. Along with the impact of the United Kingdom leaving the European Union, there remains much uncertainty but also opportunities to shape what Newport’s economy will look like over the next decade.

As the City is recovering much of the council’s work has and will continue to support the local economy to thrive once again, but also continue to support initiatives that will provide long term sustainability for communities, the environment and visitors.



A Prosperous Wales



A Resilient Wales



A Globally Responsible Wales



A Wales of Vibrant Culture and Thriving Welsh Language

Wellbeing objective two – to promote economic growth and regeneration while protecting the environment		Strategic recovery aim two – support the environment and the economy
Steps		Steps
1	Specialise in high value business growth.	Maintain our focus on regenerating Newport to deliver existing and new investment projects.
2	Grow the economy as part of the wider region – collaboration for competition.	Enable and support the construction industry to re-establish the supply of new and affordable housing.
3	Promote and innovate for entrepreneurship, support indigenous development	Enable and support businesses re-establish normal operations whilst maintaining the health and safety of their workers and customers.
4	Create an economic environment to support population growth.	Enable and support businesses to prepare for future trade arrangements resulting from Brexit negotiations.
5	Deliver a digital strategy with improved connectivity in the city with access for citizens, partners, and businesses	Protect and improve the environment, including air quality and decarbonisation of the city for its residents, businesses and visitors.
6	Recognise and promote the importance of fast, reliable, and frequent public transport links for the connectivity of the city	Continuing support and safe delivery of the Council’s City Services including waste, cleansing and highways.
7	Maintain our focus on regenerating the city centre to become one of the UK’s top cities	

Wellbeing objective two – to promote economic growth and regeneration while protecting the environment		Strategic recovery aim two – support the environment and the economy
Steps		Steps
8	Improve school attendance, reduce exclusions, and improve safeguarding and well-being. (See WB Objective 1)	
9	Maximise environmental opportunities	
10	Work with communities and schools on a range of countryside, biodiversity & recycling related matters	
11	Increase household recycling and divert waste from landfill	
12	Protect and promote local built and natural assets and cultural heritage	
13	Support compliance within reputable businesses and investigate rogue traders to maintain a fair and safe trading environment.	

In June 2020 the council set out its strategy on how it will support Newport's economy through the Covid-19 pandemic as well as the UK's exit from the European Union. These were added as an [addendum](#) to its existing [Economic Growth Strategy](#) (EGS) which was adopted in February 2020.

The purpose of the EGS is to set out the council's vision for Newport's economy through delivering shared prosperity, creating an excellent economic environment, and moving Newport up the value chain. To support the city during this difficult time the council will support the economy in three areas: recover (short term), reposition (medium term) and renew (Long term).

Throughout 2020/21, the council has been supporting the local economy through a wide variety of business outreach and support working in collaboration with Welsh Government, Cardiff Capital Region and Newport Economic Network.

The authority's business support team helped over 4,000 businesses to access advice and financial support through Welsh Government discretionary grant fund. The income and revenues team also administered over £19 million of business rates relief to nearly 1,000 businesses.

As Newport commercial districts reopened, the council's public protection teams were on hand providing necessary Covid-19 secure advice and guidance as well as ensuring businesses comply with the restrictions through its enforcement action work. Throughout the last year's council's regulatory services teams have been working across multi-agencies on proactive and reactive investigations and initiatives. They were also involved in many investigations of illicit and rogue trading activities - including operations tackling counterfeit fraud, illegal alcohol, and tobacco sales.

Last year Purple Flag status for the City was achieved for its evening and night-time economy. A range of local agencies and organisations including Newport City Council's licensing team, Gwent Police, the Newport Now Business Improvement District, the Safer Newport Partnership and representatives from the business, community and voluntary sector continue to work together to ensure that the city continues to provide great entertainment, exceptional hospitality and a safe night out for visitors. For further information about the coveted award, visit [here](#).

Throughout the last year, Newport has continued to see major developments take shape across the city. The council was pleased to be associated with the launch of Wales' first international conference centre at the Celtic Manor Resort and have taken forward a number of developments including:

Property enhancement fund – this offers potential applicants the opportunity to apply for a grant for new shop/commercial property frontage and associated external and internal works. The intention being to enhance building frontages and bring vacant commercial floor space back into beneficial business use. It also supports start-ups and growing businesses in the target areas.

The urban centre living grant - supports city centre living by bringing back in to use empty upper floors of city centre based properties. Supporting the Property Enhancement Fund, this grant offers potential applicants the opportunity to apply for financial support to undertake external and internal works to improve access to vacant or

under-utilised space above shop/commercial frontages. The aim of this is to assist owners to bring space into use for residential purposes.

Town centre repayable funding project – this project supported the refurbishment of Clarence House - improving the façade and developing additional space on the upper floors. The refurbishment of 195-198 Upper Dock Street also benefited with the creation of eight apartments for private sale.

Place making grant – this contributed to the refurbishment of the Greyhound Pub on High Street, Kings Chambers (behind Kings Hotel) and Olympia House. Newport City Homes (owners of Olympia House) progressed the demolition of the old fire escape that dominated Skinner Street, in order to open up the space for modern businesses to reoccupy the units.

The pandemic severely disrupted construction and regeneration across the city at the start of the last financial year. But the projects were able to quickly bounce back and continue its work across major sites in the city.

[Newport's Transporter Bridge](#) is one of the city's and Wales' most iconic structures that links the city and southeast Wales to its industrial revolution past.



Over the last couple of years, in collaboration with [Friends of the Newport Transporter Bridge](#), local communities and organisations, the council has been working towards obtaining funding to repair and build a new visitor centre for the community and visitors to learn about its past. In January, the National Lottery Heritage Fund announced £8.75m towards the repairs of the bridge and to support the development of a new visitor centre on the site. The development of the bridge will involve local communities and schools throughout its journey and will ensure its use for future generations. You can follow the bridge on [Facebook](#) [Twitter](#) and [Instagram](#) for regular updates during the project.

The [medieval ship project](#) has been working in partnership with the Mary Rose Archaeological Service in protecting and restoring the ship's timbers. The long-term goal of the project is to find a permanent home in the City for people to visit. Further work will be undertaken in this and the next Corporate Plan to achieve this aim.

The multi-million-pound renovation of Newport Indoor Market continues to make good progress despite the impact of the Covid-19 pandemic. In collaboration with Loft Co (council contractors) 40 percent of the refurbishment had been completed by August 2021 and is on target to be completed by the end of the year.

Once the refurbishment has been completed, the market building will open seven days a week and will host events catering for 50 to 250 people, as well as being home for up to 100 independent businesses. In addition to this work, final completion of the former Royal Mail Sorting Office in Mill Street and the transformation of the information station into a tech hub will continue into 2021/22.

[Market Arcade Project](#)

The Market Arcade in the city centre is a Victorian grade 2 listed structure. The arcade is steeped in history but over the years it has been locked in a spiral of decay and decline.

Working with the community and traders it was recognised that there were stories which needed to be told about its role in city centre life throughout the generations.

In 2018 the council successfully secured funding from the National Lottery Heritage Fund to restore the arcade back to its former glory. Working with the site contractor Anthony A Davies Ltd. work has been delivered on a new glass roof, chimneys, and communal staircase replacement. In its delivery amazing discoveries have been made about its past and when it reopens it will secure the arcade for future generations to use and tell new stories in Newport's regeneration.



For the city's [Museum and Heritage Service](#) it has been a difficult year due to the Covid-19 restrictions. However, using the internet and social media, the museum was still able to support local artists through online exhibitions such as the celebration of Newport College of Art '[40 Years On](#)' looking back at the work of students and tutors.

In December 2020 as part of the '[Newport Offer](#)' to promote and regenerate Newport, the council's cabinet agreed to the proposals to develop a new multi-million pound leisure and wellbeing centre which would signal the beginning of the council's aspiration to not only improve city centre leisure facilities, but also the first step in the delivery of the Newport [knowledge quarter](#). This is a project in collaboration with Coleg Gwent to build a brand-new campus in the heart of the city centre. The project will also see new active travel routes and greening of the area for residents, students and visitors to use.

It is important to balance regeneration with protecting the environment across Newport and last year the council made a commitment to be net carbon neutral by 2030. Having a green and safe environment for urban areas like Newport is vital to support biodiversity but also improve the health and wellbeing of residents, workers and visitors.

In October 2020, the council agreed to begin the formal review of the [Local Development Plan \(LDP\)](#) that was adopted in January 2015. The LDP is one of the most vital plans that is adopted as it sets out the land use policies which form the basis of planning decisions about future development in Newport. Every year the council produces an [annual monitoring report](#) to assess the impact the existing plan has on communities and the environment. In shaping the next LDP it is important for people to have their say. The latest progress and open consultations can be found online at www.newport.gov.uk/rldp.

How people travel across and through Newport is important to the economy but also to the health and wellbeing of people in Newport. In November 2020, the [South East Transport Commission](#) released its report on the issue of congestion on the M4 and Newport area. The council alongside Cardiff Capital Region partners, Welsh Government and other partners, will be considering and working towards implementing these recommendations over the next five to ten years. Some of these areas will also be covered in wellbeing objective 3 as part of the council's active travel work.

In the last year, the 20 charge points across eight [NCC car parks](#) have been installed and £260k worth of LED lighting within Newport Live and car parks.

The overall LED street lighting has contributed towards a saving of 1,235 tonnes in 2020/21 in comparison to 2018/19 figures. The council was also awarded [The Alan Clark award](#) for local/community energy at the Solar & Storage Live Awards in December 2020. This was in recognition to the solar project installing over 7,000 solar panels across 27 buildings.

The council is also committed to upgrading its fleet of vehicles from petrol / diesel to electric and currently 14 percent of its fleet and plant are now ultra-low emission.

In March the authority announced the first electric refuse vehicle in Wales. The vehicle will service areas such as Caerleon which has designated clean air commitments to improve air quality. The vehicle will reduce carbon emissions by approximately 25-35 tonnes per year.



One of the council's biggest successes over the last four years has been the increase in the city's recycling rates with its partners - Waste Savers. In 2017/18 the City's recycling rate was 59.8 percent and since the introduction of its waste strategy, recycling rates increased to 67.2 percent by the end of 2020/21 which is the best in the UK. In addition to this we have seen the amount of residual waste generated per person decrease from 196.85kgs in 2018/19 to 153.24kgs in 2020/21. In 202/21 the household waste recycling centre has seen 93.7percent of municipal waste being recycled in comparison to 59.8percent in 2017/18. All of the work the council has done over the last four years has been recognised by Welsh Government and in Europe through initiatives such as [Zero Waste Cities](#)

As part of the Council's commitment to reduce the levels of litter on our streets, over 80 new [litter bins have been installed across Newport](#). The locations of these bins were decided through consultation with local volunteer litter

picking groups, requests from the public and the experience of the street cleansing teams who have carried out the installation work.

In last year's Annual Report it was reported on how the council's biodiversity and education officer had created a series of educational videos on [You Tube](#) to teach people about the things they can see and do in their own back garden. Despite the lockdown challenges the countryside and biodiversity team have continued to deliver key projects to improve the environment across Newport. More than 80 percent of Newport schools are part of the biodiversity in schools service level agreement (SLA). They receive advice and support to develop school grounds, creating butterfly areas and allotments, planting trees, hedges and orchards and installing outdoor classrooms.

This year Newport Council in collaboration with Monmouthshire Council established the <https://www.biodiversitywales.org.uk/Newport> (LNP). This Partnership builds on the long running and successful biodiversity work delivered between both councils and will deliver large scale projects across the area. Working together will enable greater sharing of expertise and promote action for nature to protect habitats for people to enjoy now and into the future.



In May 2020, the Welsh Government asked local councils to take part in [No Mow May](#). Working across council departments and together with the [Monmouthshire and Newport Local Nature Partnership](#), the aim of the initiative was to take a step back and let nature develop to encourage scarce species of plant and wildlife to flourish.

The initiative has helped the council to identify more species rich areas and prioritise a change in long term grass management.

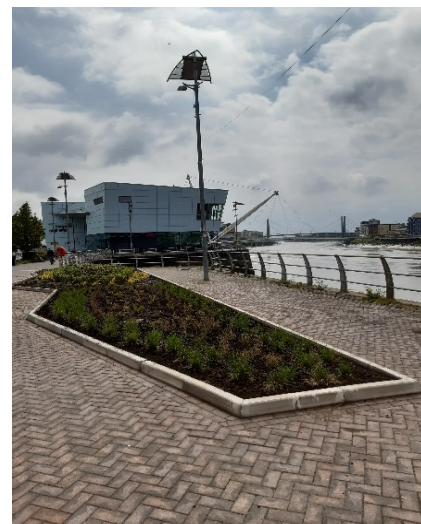


This initiative also supports the commitment which sees Newport as an accredited **Bee Friendly City** which supports the increase and enhancement of habitats for pollinators all throughout the city. In 2020/21 we have increased the number of pollinator sites by 21 locations taking us to a total of 55 sites, with 19 out of 20 wards having designated pollinator sites. The sites vary from large green open space meadows to pollinator friendly flower displays on roundabouts.

In September 2020 the council also discovered a thriving population of rare bees in the city. To find out more visit the [biodiversity](#) section on the council's website.

One of the biggest challenges that the council faces is with ash dieback disease across the City's woodland areas, parks, and roads. The disease not only has a devastating effect on the existing trees if left untreated, it can also cause disruption on the roads, parklands and property. A tree replacement programme is in place to plant more trees that have been felled. To find out more about ash dieback, visit [Forest Research website](#).

As part of the One Newport Public Service Board, the council, working with Natural Resources Wales and Dŵr Cymru (Welsh Water) installed new **rainwater gardens** along the river front and near the Queensway roundabout. The [Greening City Centre Green Arc project](#) is focused on installing more [Sustainable Drainage Systems \(SuDS\)](#), particularly in the areas affected by flooding.



The outcome(s) of this project will not only improve the drainage in these areas but also contribute towards wellbeing of people using the areas and contributes towards improving the air quality of the City.

It has not been possible to offer the usual full services over the year because of the Covid-19 pandemic but it is hoped that there will be a return to full services in the coming year.

Performance Analysis 2020/21

Performance Measure (NCC Measure unless stated)	2020/21 Actual Performance	2020/21 Target	2019/20	2018/19	2017/18
Public Accountability Measure (PAM) - % of waste reused, recycled or composted	67.2%	65%	66.4%	59.9%	59.8%
PAM Indicator - Kilograms of residual waste generated per person	153.24kgs/person	170kgs/person	163.8kgs/person	196.85kgs	Not Available
% of municipal waste recycled at the waste recycling centre	93.7%	65%	65.4%	61.1%	59.8%
PAM Indicator - % of streets that are clean.	99.2%	97%	95%	92.4%	95.8%
PAM Indicator - Average number of days taken to clear fly tipping incidents	1.53 days	2 days	1.49 days	1.73 days	Not Available
PAM Indicator - % of principal A / B / C roads in overall poor condition.	A Roads – 2.3% B Roads – 4.4% C Roads – 6.4%	A Roads – 2.6% B Roads – 4.5% C Roads – 7.8%	A Roads – 2.7% B Roads – 5% C Roads – 7.4%	A Roads – 2.3% B Roads – 4.2% C Roads – 6.9%	Not Available
Number of businesses supported and provided advice and guidance	4,114	58	144	113	116

Performance Measure (NCC Measure unless stated)	2020/21 Actual Performance	2020/21 Target	2019/20	2018/19	2017/18	Explanation
PAM - % of all planning applications determined in time	67.1%	87%	77.8%	87.5%	88.6%	Determination periods have been adversely affected due to lockdown periods and the inability of Officers to undertake site visits which involved entering private property and houses. Welsh Government guidance has now eased in this regard and visits are now being undertaken where social distancing can be ensured. The introduction of a new back office IT system in Q1 also impacted on the timeliness of determining all other applications. However, the system is now embedded and fully operational. The Team are now dealing with a backlog of applications which will impact performance in the short term.
Number of new business start-ups supported through the business development fund.	4	18	27	38	88	Resources were diverted to the administration of the discretionary grants from Welsh Government and award of grants suspended. Unspent grant has been rolled forward to 2021/22 and additional budget made available by Cabinet.
PAM - % of all planning appeals dismissed	74.1%	75%	62.2%	75.7%	88.9%	Performance was just below target levels and represented an improvement compared to 2019/20. Historically refusals for HMO applications have contributed to lower appeal success levels but ongoing training with Planning Committee members and a presentation by the Chief Planning Inspector has helped to address this issue.

Looking Forward in 2021/22

Regeneration and economic growth will be key as the city emerges from the pandemic in 2021/22. The city will see many projects complete and these will support the stimulus that the city centre and economy needs to support future growth and be more resilient to future economic impacts. Sustainability of the environment, climate and ecology of the city over the next 10 years will be important for the Council as we launch the 10 year Climate Change strategy. In 2021/22 we will be focusing on:

- City of Culture Bid
- Electric Vehicle (EV) Charging Programme
- Climate Change Strategy 2021 to 2030
- Market Arcade
- Newport Indoor Market
- IAC building
- Chartist Tower
- Information Station
- Regulatory Services renewed enforcement and regulation programme

Well-being Objective 3

Strategic Recovery Aim 3

All people in Newport should be able to live healthy, independent lives where they can take part in social activities and contribute towards their communities.

The preventive and early intervention work undertaken by the Council and our partners is at the heart of our work. Whether it is supporting children, young people, and families to live healthily and safely, or supporting the elderly and vulnerable people to live independently in their homes and communities.

The health and wellbeing of residents is also important for preventing people needing acute services and reducing the demand for council and health services in the long term.

It is also important for the city to encourage people to be active and offer alternative approaches to travel (including commuting) across the city and the wider region. All of this will support the city to improve its environment, reduce health inequalities and deprivation.

The Covid-19 pandemic and the restrictions that have been in place throughout the year have significantly impacted on the delivery of social care services to adults and children across the city. The full extent of these impacts is only now being realised by the council and it is anticipated that there will be longer term impacts as people are waiting to have operations, long Covid as well as new patients / service users entering the system. The following objectives are in place to manage these impacts:



A Prosperous Wales



A Resilient Wales



A Globally Responsible Wales



A Wales of Vibrant Culture and Thriving Welsh Language



A Healthier Wales



A More Equal Wales



A Wales of Cohesive Communities

Wellbeing objective three – To enable people to be healthy, independent and resilient		Strategic recovery aim three – supporting health and wellbeing of citizens	
Steps		Steps	
1	Support people to remain living independently in their homes and communities.	Enable independent living	
2	Work with partners to promote healthy lifestyles and support the prevention, early intervention and self-management of illness	Fully restore children and adult services, supporting partners that have been impacted by Covid-19 and ensuring service users and staff are supported and protected	
3	Support children to remain safely with their families	Assess the impact and the long-term sustainability of the social care sector in Newport informing future service requirements	
4	Support all schools to work towards the National Quality Award for Healthy Schools	Safeguard and support children and young people to remain safely with their families	
5	Work towards Newport becoming a recognised Dementia Friendly City	Improve opportunities for active travel and work towards improved air quality	
6	Improve opportunities for active travel	Regulate businesses and support consumers / residents to protect and improve their health.	
7	Regulate residential dwellings to ensure provision of safe homes	Work with key partners to safely re-open cultural and leisure facilities including the promotion of the city's parks, open spaces and coastal paths	
8	Work towards improved air quality	Sustain a safe, healthy and productive workforce	
9	Regulate businesses and support consumers / residents to protect and improve health		

A more detailed overview of the services delivered by the authority's adult and children services will be included in the **Director of Social Services report**. Below is an overview of how social services teams have responded to the pandemic and contributed towards the wellbeing objective and Strategic Recovery Aim.

The Covid-19 pandemic has created unprecedented challenges for social care, as significant outbreaks of the virus in April, May and December impacted on residential care homes and service users throughout the city. The care home sector was particularly badly affected in the early stages with twice the number of deaths as would normally have occurred between March and July 2020.



When the first lockdown came into force all those receiving care and support in the community were contacted to determine what contingency arrangements could be put into place if their usual carers were unavailable. Those identified as most at risk, continued to receive contact from Social Workers to monitor changing circumstances.

Where required, community visits by social workers and occupational therapists were undertaken in accordance with Covid-19 guidelines. The hospital teams were present on the wards throughout and in conjunction with reablement services continued to minimise delayed hospital discharges and to offer the right level of support for people to return home.

The Grange Hospital opened and hospital discharge pathways and Reablement services were reviewed and incorporated onto the new site. Home First is now fully operational at the Grange at the front end of the process to prevent unnecessary admissions.

In the Council's three care homes, technology such as iPads enabled residents to stay connected with their families and, where possible, Covid safe visits have been facilitated.

We have worked closely with our independent providers distributing PPE and funding made available by Welsh Government to ensure services can operate safely and meet increased costs. Front facing social care staff and clinically vulnerable citizens were offered vaccinations early on and lateral flow tests supplied by Welsh Government have been distributed to prevent and monitor further outbreaks.

Collaboration between the council, Aneurin Bevan University Health Board, Public Health Wales and environmental health was vital in sharing information about Covid-19 outbreaks and providing practical advice, support and guidance to providers.

The community connector team provided a service to a total number of **2,136** people during 2020/21 with information, telephone advice and 1:1 support. This year saw an increase in those requesting a support service and volunteer shopping due to shielding, isolating or ill-health. There was a decline in those asking for social activities and skills or training but a rise in those seeking information and support regarding their health, mental wellbeing and financial assistance. This was partly due to shielding and social isolation, furlough, redundancies.

The number of referrals for mental health increased and the Approved Mental Health Practitioners continued to undertake face to face assessments with more risk and complexity.

The pandemic has forced some changes, not least within the homeless population when 70 rough sleepers were provided with temporary accommodation at the beginning of the year. This is primarily a housing issue, but support required for this group of people with complex needs has been provided by substance misuse services and specialist housing support grant funded schemes. Further work is required to move people on to more permanent housing solutions with appropriate levels of support.

Brynglas day service was closed during the pandemic and will not re-open but a new outreach service has been developed for adults to reduce isolation and loneliness, and to offer support for carers. Newport has new and different options available for all who previously attended Brynglas and some have already transitioned to new services.

Services for carers have continued to develop. It is recognised that the pandemic placed considerable strain on families and carers as the normal community-based services were unavailable. There were 132 carer assessments undertaken between April 2020 and March 2021. A new carers offer was launched in 2020 with a broad range of services, the website has been updated and the council now has an established carer network of 565 people.

Although delayed for several weeks 5 adults with learning disabilities moved into a new housing scheme in March 2021 and look forward to a more independent life in good quality, sustainable accommodation.

The consequences of the pandemic are still unknown and will take time to work through. The additional funding made available to social care by the Welsh Government is due to end in September 2021 and this could impact on the long-term sustainability of some services. Issues such as the ongoing need for social distancing and the preference of service users who may want to change the way their support is delivered will influence the financial viability of current service models.

Services had to adapt to ensure ongoing support was available to the people who relied upon them and a range of new opportunities have now been identified. For example, some virtual contacts worked very well for people who are socially anxious, and this encouraged engagement and confidence. This will translate into new ways of working that we will continue to develop and monitor.

We have seen an increase in the number and complexity of referrals across all aspects of adult services, but it is not yet clear how much of that is a temporary consequence of the pandemic. The successful roll out of vaccinations is driving increased confidence for those wishing to return to services and the removal of restrictions means that carers and family members have less availability, but we are still unable to predict the longer-term impact on demand.

For the council's children services, they have continued to operate throughout providing safeguarding and support for the most vulnerable children, young people and families in Newport. Children services staff have sustained provision and responded positively to the challenges of working differently and the rapid shifts in guidance. Despite the changes and demands brought by the pandemic, children's services have continued to develop and ensure the best possible services are available across all areas of our work.

Despite the increases in referrals the number of looked after children has remained stable and there has been no overall increase in the number of children on the child protection register. Social workers continued to visit throughout, and all safeguarding work has been undertaken in line with statutory requirements. Court work has been sustained with minimal interruption. The number and level of complexity of referrals rose sharply as we came into April 2021. The level of need in families is stark and the impact on children and their carers in all aspects of their lives has been considerable.

Children's homes and short breaks services have adapted to the changed circumstances including providing direct care to children with heightened anxiety and with limited access to education. Foster carers have been supported throughout and many they have found positive ways to enjoy quiet, quality time with children.

A small set of children's artwork and a collection of comments from foster carers have also been put together. The recruitment and approval of carers has continued throughout the period of restrictions. An increased number of new foster carers have been recruited and the number of children placed with independent fostering agencies has been reduced. A small number of children have been placed for adoption.

Despite all of the challenges many elements of innovative work have continued to grow. For example, family group conferencing, baby and me and a strong focus on children at risk of exploitation. A toolkit for children at risk of exploitation was developed and is now being adopted across Gwent and shared throughout Wales. The report of the Joint Inspection into Child Protection Arrangements was published by the shared Inspectorates and highlighted the positive work the council and its partners are doing in the city.

In the second half of the year, we have been supporting the roll out of MYST (My Support Team) as a service to increase the support available to our children in placement - particularly those children placed away from Newport.

Rosedale children's home opened in March 2021 and work also commenced on Windmill Farm. Staff in pathway team have developed increased services for unaccompanied asylum-seeking children and are working to provide proactive services for children requiring placements. Staff across children's services are working to implement updated guidance within the family justice system.

Staff have embraced all forms of digital work and some elements of this continue. The majority of family court work is likely to continue to be via online platforms for the foreseeable future. Child protection conferences will be piloted as hybrid meetings from June 2021 and are likely to be adopted in this manner for the future.

Schools continue to work towards achieving the National Quality Award (NQA) for healthy schools. Twelve schools currently hold the NQA. There are 15 schools who have achieved Phase 5 of the award and 11 schools with Phase 4. These schools will be supported towards NQA over the next 2 years.

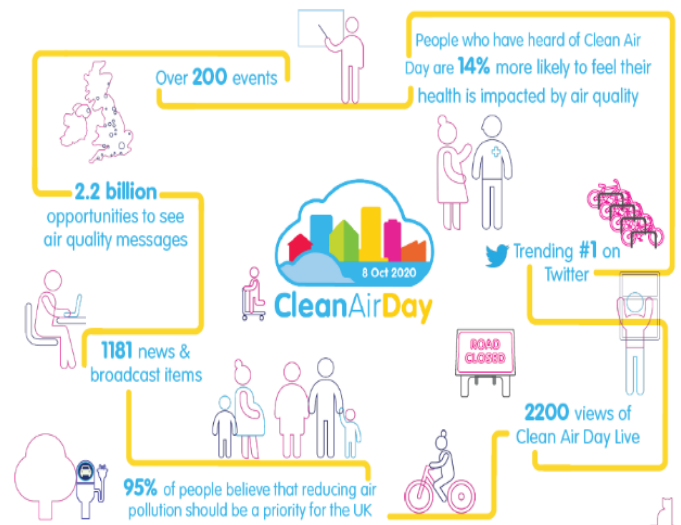
As highlighted in wellbeing objective two of the report, the last year has highlighted the impacts that climate change will have now and into the future for communities in Newport and across south Wales.

As the city went into lockdown, improvements in the air quality (36 percent reduction) across the City were realised as people used their cars less and took alternative ways of travelling in their local areas. People worked from home more which provided opportunities for them to reconsider whether to commute as often into work. The council wants to make sure that these new habits continue after lockdown and well into the future.

Every year air quality progress report is published using the readings taken across the air quality management areas in the city. The [2020 Report](#) highlights the results from 2019 and the work that the council and its partners are doing to improve the city's air quality.

In 2020/21, the final report from the [South East Wales Transport Commission](#) was also published. It outlines the alternative approaches that could be taken to improve traffic flow from the M4 in the region. The recommendations have been accepted by Welsh Government and represent a transformation investment in public transport networks across Newport.

Last year the council participated in [Clean Air Day Wales 2020](#). The event took place on 8 October 2020 and the council was pleased to be part of the launch of Wales' first electric zero-emission bus, Newport Transport and Zenobe Energy announced the arrival of a fleet of 14 new electric buses – the first vehicles of their kind to ever be in service in Wales. The new buses will help drive down air pollution in Newport, which is one of the most polluted areas in Wales. This venture means that Newport will be the first area in Wales to operate zero-emissions buses for our customers and the environment. It shows that Newport is pushing the agenda for Wales and the buses will be used on routes throughout the city, with a focus on routes into Caerleon to help tackle air quality problems in the area.



Since the introduction of the [Active Travel \(Wales\) Act 2013](#) Newport City Council has committed to improving the city's transport network to make walking and cycling the most attractive and safe option for people. A video on the city's active travel can be viewed online at www.newport.gov.uk/activetravel. Despite the Covid-19 pandemic, in 2020/21 the Council has been delivering various schemes across Newport including:

- Ongoing canal redevelopment including a new bridge at **the Fourteen Locks** providing alternative route for walkers, cyclists and people of all abilities into the centre and beyond.
- Resurfacing work along the canal from **Fourteen Locks** to Caerphilly boundary, development of Bettws / Malpas section and sealing of stank boards.
- Construction of an off-road route from Bassaleg Road along **Gaer Fort** connecting to Wells Close, providing a link from last year's work at **Coed Melyn**. The route will also use low level lighting which was designed with the environment in mind and to minimise the effects of the lighting on wildlife.
- An off-road option for pedestrians and cyclists to cross the SDR including a new unsegregated over bridge using **Monkey Island**. Improving this route will provide safe and inclusive access directly to and from the city centre.
- Improving the route in **Tredegar Park**, through the pedestrian subway to provide a link to the old golf course by the A48. The route will also use low level lighting. Within this route we have provided cycle storage and a cycle pump which will be the standard at all eligible routes.
- The [wheels for all](#) project, in collaboration with Newport Live, has been coupled with the active travel scheme and has enabled Tredegar Park to both provide excellent facilities for its disabled users whilst upgrading the public right of way. Newport Live have also been brought into the scheme to run the wheels for all facilities and went live on the 9 June 2021.
- improvements along Corporation Road to make the road safer for cyclists and pedestrians.



- Introducing [20mph Streets](#) across several residential streets to improve safety for all road users and pedestrians.

A project for improved bus passenger infrastructure (shelters) received partial funding in 2020/21 by the Welsh Government which enabled the installation of 40 new shelters up to March 2021). Further funding in 2021/22 will progress the installation of a further 60 stops this year. This includes solar powered shelters for lighting and real time information displays. Last year the council received £8.9m to build a new footbridge across the railway line that will replace the underpass making it safer for residents to walk between Devon Place and the city centre. This work will be completed in 2021/22.

Due to the lockdown restrictions in place in 2020/21, this had a significant impact in changing our habits and exploring the local areas in which we live. Across the city’s active travel routes there has been an increase in comparison to 2019/20 showing people being more active and supports the general increase with people walking, cycling more.

Active Travel Increase in comparison to 2019/20	
2020/21	Increase from 2019/20
Q1	94%
Q2	52%
Q3	17%
Q4	58%
Year	47%

The current active travel maps for the city have been in place for five years and in 2020/21 in collaboration with Welsh Government and Sustrans to updates were made to the [active travel maps](#) to shape the future of active travel across the city. Residents, business owners and community groups were asked where they would like to see the development of new walking and cycling routes as well as improving existing routes on the network. The consultation saw over 3,344 people contribute towards the survey. This feedback will be used in the final report that will be published in 2021/22.

In July 2020 working alongside the other Gwent local authorities and ABUHB, local [Test, Trace Protect Service was established](#). Through the redeployment of staff from Newport Live and other council staff it was possible to identify and contact people where Covid-19 had been transmitted in the community. This enabled rapid deployment of mobile testing units where community outbreaks were identified and contributed to breaking the transmission chain. The council, Newport Live and the TTP service have also supported the vaccination programme by establishing a mass vaccination centre at Newport Centre. The latest figures relating to Covid-19 cases and vaccination rollout can be accessed [here](#).

Public Protection teams have been supporting local businesses providing advice and guidance over 2,343 occasions and completing over 2,700 inspections. This has been instrumental in helping the city centre and other areas to safely reopen.

The team were still able to carry out some of their routine work as well as responding to the pandemic. They seized over £20,000 worth of counterfeit tobacco which was featured on BBC Wales [X-Ray programme](#). The regional intelligence team was instrumental in dealing with an international organised crime group supplying at least £200 million worth of unsafe and counterfeit electrical consumables. Newport Dogs Home was once again awarded the RSPCA Cymru Gold Award for its work with stray dogs during the pandemic. The registration and coroner’s service staff had to manage large numbers of death registrations and inquests during this period - coping with the emotional demands of dealing with the bereaved.

Despite the impacts of Covid-19 19 the team was able to progress more rapidly the use of data and technology which have been critical to the organisation and wider partnerships response to Covid-19. Work has been slowed in relation to some aspects of communications, transformation, human resources, civil contingencies and community cohesion with resources diverted to deal with the pandemic or Covid-19 restrictions which made it more difficult to implement change.

Performance Analysis 2020/21

Performance Measure (NCC Measure unless stated)	2020/21 Actual Performance	2020/21 Target	2019/20	2018/19	2017/18
Number of Active Travel Journeys	280,145	260,000	224,924	200,927	139,680
The number of children looked after children at 31st March.	378	380	382	372	325
PAM - Average Sickness days per Full Time Equivalent	7.3 days	8.8 days	9.5 days	10.1 days	10.1 days

Performance Measure (NCC Measure unless stated)	2020/21 Actual Performance	2020/21 Target	2019/20	2018/19	2017/18	Explanation
Average calendar days to deliver a Disabled Facilities Grant (DFG)	321 days	300 days	239 days	218 days	171 days	Performance was hampered as works did not recommence until June due to lockdown and introduction of safe working procedures. Increased number of referrals and complexity has created backlog which is currently being reviewed. Only urgent cases can be progressed as agreed with the Council's Gold team.

Social Services Performance Framework

Welsh Government introduced a new performance framework for Adults and Children Social Services. The framework has changed how measures are collated and reported. As a result of this and the impacts of the Pandemic on demand for social care, 2020/21 has been set as a baseline set of figures upon which to build future datasets to assess and compare the Council's performance in future years.

Social Services Performance Measure	2020/21 Actual Performance
The number of contacts received by Adult Services where advice and assistance was provided during the year	1,718
Number of new assessments completed for adults during the year	1,538
The active offer of Welsh was accepted	0
Number with a Care & Support package at 31 st March	1,861
Number with eligible needs for Care & Support maintained by Direct Payments at 31 st March	93
Total number of packages of reablement completed during the year.	584
Reablement, maintained the need for the same level of support	95
Reablement, mitigated the need for support	409
Reablement, Reduced package of care & support	43
The Number of adult protection enquiries completed within 7 days from the receipt of the reported alleged abuse.	636
The total number of reports of adults protection enquiries completed in the year.	648
The number of contacts for children received by statutory Social Services during the year.	10,104

Social Services Performance Measures	2020/21 Actual Performance
The total number of children with a care and support plan at 31 st March.	978
The number of children becoming looked after during the year	91
The number where physical punishment by a parent or carer was the only factor.	144
The Active Offer of Welsh was accepted (During assessment)	0
The total number of children removed (de-registered) from the child protection register during the year	148
The total number of children registered on the child protection register in the last 12 months	179
The total number of children on the child protection register at 31 st March.	158
The total number of reports of child exploitation received during the year	62
The Number of Children who Ceased being Looked After during the year	92
The total number of children looked after at 31 st March who have experienced three or more placements during the year	26
The total number of children who returned home during the year	36
The total number of contacts to statutory social services by young carers or professionals contacting the service on their behalf received during the year. Provided by Barnardos	74
Number of Childrens Residential Fostering Beds	21
Number of Children in care proceedings during the year	44
Number of Foster Carers registered with the Local Authority (Inc Kinship, Supported Lodgings General and Respite)	159

Looking Ahead in 2021/22

The long-term impacts of covid on the health and social care systems will become more known over the next year and into the future. The full impacts of long covid, impacts on other areas of the health service e.g. GP appointments, early diagnosis of illnesses and diseases will also have an impact on social care as people require additional support to live independently but also require more complex social care. The Council is expected to see additional demand in adult social care in future which will have an impact on staff and services provided by the Council. Child care and intervention work will continue to be a challenge as the full impact on families and children

are still not fully known. Preventative work with families will continue over the next year. This will also have wider impacts on other Council services such as Disabled Facilities Grants where there will be more demand on the service.

The Council has seen opportunities of less cars and it will be challenge to continue to improve the air quality in the city. National and regional projects to improve the transport system in south east Wales will help support change in how people travel and commute. The Council's Active Travel programme will enable people and communities to travel without the need to use their cars and this will help have longer term improvement to overall health and wellbeing. In the next year the Council will:

- Continue to assess the impact of Covid-19 on service provision and demand to enable full recovery
- Newport Active Travel Map
- Completion of Devon Place Footbridge
- Completion of Monkey Island active travel route
- Canal link path between Bettws and Malpas

Well-being Objective 4

Strategic Recovery Aim 4

Cities are built by the communities that live in them. They shape the way we connect with each other, adapt to change, create safe environments and ensure that the people who live there are focused on each other's well-being.

Newport Council and its partners, including Newport City Homes, Gwent Police, South Wales Fire and Rescue and other not-for-profit organisations are working together to provide these opportunities and address the challenges being faced by Newport's communities.

In Newport, we are proud of our place in Wales' history and it is important that we continue to grow the Welsh language and heritage. Newport is also a diverse city which has become home for many residents from across Europe and the rest of the world. Newport is one of 5 asylum dispersal areas in Wales, has a significant EU migrant population and continues to participate in a range of Home Office Refugee Resettlement schemes. It is important that the decisions we make as a council consider the needs of all of our communities, and that we continue to establish Newport as a city that welcomes everyone.

The Covid-19 pandemic and subsequent restrictions have highlighted many of the existing challenges that the city faces and exposed the social inequalities that we know affect many of our vulnerable or minority communities. But it has also showcased how communities, groups and individuals from all walks of life can work together to ensure that disadvantaged and vulnerable communities are supported when they need it most.

In 2020/21 the focus of the council's work was:



A More Equal Wales



A Wales of Cohesive Communities



A Globally Responsible Wales



A Wales of Vibrant Culture and Thriving Welsh Language

Wellbeing objective four – To build cohesive and sustainable communities		Strategic recovery aim four – Supporting citizens post Covid-19	
Steps		Steps	
1	Deliver a community cohesion programme that creates opportunities for communities to interact with one another.	Work together with our partners to reduce poverty, address homelessness and support our most vulnerable people as a priority	
2	Prevent offending and re-offending of young people.	Identify, develop and seek to sustain any positive developments emerging during the crisis	
3	Develop sustainable communities through the provision of good quality, accessible and affordable housing.	Developing opportunities for people to access suitable and affordable housing	
4	Prevent and tackle instances of antisocial behaviour impacting upon the residents and the business community including general poor behaviour, noise nuisance, fly tipping, illegal alcohol sales to children and doorstep crime.	Deliver a community cohesion programme that effectively responds to community tensions and creates a shared sense of identity across the city	
5	Work with key partners to tackle antisocial behaviour and crime, and improve community cohesion and wellbeing in Pillgwenlly, and use this area focussed model to inform potential future programmes in other areas of Newport.	Prevent and tackle instances of antisocial behaviour impacting upon the residents and the business community of Newport	
6	Work towards increasing the number of Welsh speakers and promote the Welsh language in all parts of life.	Re-establish community regeneration facilities and services where it is safe to do so for staff and service users	
7	Deliver a sustainable library service and varied cultural offer.	Develop opportunities for community involvement participation and engagement	
8	Work with key partners to promote the city's parks, open spaces and coastal path.		
9	Develop opportunities for community involvement, participation and engagement		

At the start of the year and as the lockdown restrictions came into place, priority was given to support those that were homeless and/or at risk of rough sleeping. Collaboratively with Gwent Police, the Probation Service, Aneurin Bevan University Health Board, Public Health Wales, The Wallich, Pobl, Eden Gate, the Olive Branch and the Salvation Army, the council was able to find temporary and safe accommodation for people. But, most importantly, they were able to offer a range of physical and mental health support with those experiencing complex needs and substance abuse.

The council does not have its own housing stock but has continued to work with registered social landlords - such as Newport City Homes, Melin, POBL, Link Cymru and others across the city to deliver a housing development programme that provides secure and affordable housing. This work has included accessing Social Housing Grant (SHG) funding and the Innovative Housing Programme from the Welsh Government in order to use modern methods of construction to meet housing needs.

Case Study – Supporting homeless people in Newport

In the last year the council, Verified Rough Sleeper Team and Melin Homes supported a client that had been street homeless, sofa surfing and alcohol dependent for many years. The client could not see an end to their cycle and was known to local organisations occasionally looking for minimal assistance. During the year, the client took a big step in accepting Newport City Council’s offer of temporary accommodation and support from the VRS team.

Throughout the year, the team worked with the client promoting a trusting, stable, competent and consistent engagement plan. Through this regular contact the client was able to break their previous cycle of sofa surfing and street homelessness. Supporting the clients physical and mental health needs, the client was able to build bridges with his brother and improve their relationship. In May 2021, Melin Homes helped the client to sign up to their own tenancy and support them to furnish their property. The support is continuing to be provided by the VRS support workers.

If you are or you know someone who is homeless, at risk of homelessness or need housing advice, please email rehousing@newport.gov.uk or telephone 01633 656656.



Collective steps are now being taking to build on this work and using Welsh Government funding, we are developing seven units of supported housing with MIND And eight units provided by Melin. A further four projects are being explored that will provide another 38 units in the future.

Many communities needed support to help vulnerable residents who were shielding or did not have access to public funds. Throughout the pandemic the neighbourhood hubs teams supported residents in need. The initial response by the hubs was focused upon helping the clinically extremely vulnerable who were affected by the shielding regulations - this involved over 5,000 phone calls to shielding residents and working in partnership with food banks across the city to deliver over 800 food parcels to isolated and vulnerable families. The hubs teams also co-ordinated the Welsh Government food parcel scheme.

Wherever possible the multi-disciplinary hub teams sought to maintain the delivery of services. Flying Start continued to deliver childcare provision and staff developed innovative digital sessions to support parents when face-to-face meetings have not been possible.

During the first lockdown, ten Flying Start settings were repurposed to provide childcare for 154 children of 109 keyworkers. During the summer holidays, this was extended to include schools and had six early years settings with 60 children, 4 older children settings with 192 children and 1 specialist site with 12 children.

The council also worked with Clybiau Plant Cymru and Newport Live to provide childcare for 110 vulnerable children. It also processed applications for Welsh Government coronavirus Childcare Assistance Scheme (CCAS) with 63 registered private providers supporting 735 keyworkers and 460 children. The families first teams attached to the hubs have continued to receive referrals through the SPACE panel and directly from partners including schools, helping vulnerable families to manage during the pandemic.

Libraries have operated a reduced physical service for much of the year, focusing upon delivery at larger libraries to meet Covid-19 regulations. Work was undertaken with the customer service team to set up an [online booking system](#) and a click and collect service. Investment was also made in e-books and e-audio, which resulted in issue figures doubling in the first six months of the year.

The Covid-19 restrictions made it very difficult for teams at both the council and its partners to undertake their normal diversionary and outreach work during the last year. Working closely with Gwent Police, South Wales Fire and Rescue, Newport Live and others, the council continued to respond to incidents and support communities as much as possible to reduce anti-social behaviour. Newport Live's positive futures programme - funded through the Police and Crime Commissioner and supported by Safer Newport - has been engaging with and supporting young people (aged 8-19). This included one to one youth support, targeted group work and diversionary activities.

A **Safety and Anti-social Behaviour data dashboard** was created through strong partnership work between Newport City Council, Gwent Police, South Wales Fire and Rescue, Natural Resources Wales and Fly Tipping Action Wales. One of its uses was to overlay fly tipping, arson, and crime data with greenspace to provide a better understanding, and collaboratively focus efforts and find solutions to make greenspace safe and accessible for all.

The information is provided to the council by all partners on a quarterly basis. Discussions on operational uses are ongoing, including overlaying it with new and improved active travel routes to see if increased active travel could help reduce some issues. A better understanding was achieved through a network workshop exploring crime and negative behaviours in green spaces - including fire setting, dog fouling, drug and alcohol use. This information is useful to inform implementing solutions.

The Welsh Language Standards provides the council with the impetus to continue to improve the delivery of bilingual public services to residents, businesses and visitors in Newport. The [annual Welsh Language report](#) provides a detailed overview of how the council is delivering against its Welsh Language Strategy.

At the start of the year, a Welsh language promotion officer was appointed to work closely with schools to develop material for home learning. Even during lockdown they continued to promote St David's Day and [Diwrnod Shwmae](#) to staff and sponsored and supported [Gwyl Newydd](#), the annual Welsh language festival, which was delivered via digital platforms. We have also commissioned a series of short videos about the culture and history of Welsh language in Newport which are due to be launched in Autumn 2021.

Access to Welsh Education is important for Newport and its residents. In 2020/21 the council commenced work in developing a 10-year Welsh Education Strategic Plan (WESP) which will be approved in 2021/22. In 2020/21 the council progressed in the development of a new Welsh-medium primary school in Caerleon which will be open from September 2021.

2021/22 will be the last year which the council will be delivering against the current Welsh language strategy. Over the next year, there will be work to involve and engage with residents, groups and other stakeholders across Newport to develop the new strategy which will cover the next five years starting in 2022.

Working with partners Natural Resources Wales and Newport City Homes with funding from Aneurin Bevan University Health Board the east neighbourhood hub trialled a **home food growing initiative** in Ringland, providing kits of small plants, seeds, pots, compost, and a 'how to guide' to local residents. Learning will be used to explore expanding the initiative to other parts of Newport.

A wide range of partners, led by central neighbourhood **hub**, have transformed **Pill allotments** into a community space which will have seen several benefits including food growing.



The council was pleased to have the hard work of managers, staff and volunteers at their parks and green spaces rewarded with [Green Flag Awards](#) for Belle Vue Park (for the fourteenth consecutive year), Beechwood park (third consecutive year) and Gwent Crematorium (seventh consecutive year). With staff diverted to other essential services while the parks were closed, and the usual maintenance couldn't be carried out. achieving the award in 2020 was a real challenge and is a testament to the efforts of the teams involved.

The team pulled together, adjusted to the new normal and thanks to the hard work of the whole parks team we achieved the awards again bringing a great sense of pride and achievement within the team. The Grade 2 listed bridges within Belle Vue Park have been returned to their former glory after funding was secured to restore weathering and acts of vandalism. We have also refurbished the Tennis Courts and the MUGA has benefitted from an environmentally friendly refurbishment too.





Next year we will be undertaking refurbishments to playground facilities in Somerton Park, Underwood, Allt-yr-Yn, Barrack Hill and Sorrell Drive as these are the areas of greatest concern. The Parks Team has awarded the work to local contractors to undertake in summer 2021. We haven't been able to offer our full services over the year because of the Covid-19 pandemic but we are hopeful for a return to full services in the coming year.

During the initial lockdown period, the council developed a comprehensive COVID-19 [Community Impact Assessment](#) which identified key areas of inequality for some of our most vulnerable and marginalised communities, compounded by the pandemic. Developing the assessment, available data at that point in time was used. It involved people through online forums to identify and understand the impacts that Covid-19 and the restrictions have had on their lives. This has allowed focus on reducing some of these inequalities as part of our Strategic Recovery Aims, as well as working with grassroots community groups to build resilience and strengthen local cohesion. Furthermore, the assessment was used to inform and identify avenues which the participatory budget funding could be directed towards in the City.

The council continued its commitment to addressing all forms of hate as it affected our communities. At the start of the pandemic, there was a significant rise in online hate speech directed at specific communities perceived to be contributing to the spread of the COVID-19 virus. To tackle this, the council provided training on hate crime to around 80 frontline staff and hosted a virtual event for professionals in partnership with Hope not Hate together with the Center for Countering Digital Hate, equipping people with the skills to counter online hate where they see it. During Hate Crime Awareness Week this year, the council also signed up to Victim Support's Hate Crime Charter which sets out the way that victims of hate crime should be treated and are currently developing a Hate Crime Policy to further embed these principles. We have also delivered hate crime training to a range of community groups, as well as our internal staff networks.

Much of our cohesion work this year has focussed on supporting our minority ethnic communities who have experienced significant impacts as a result of the pandemic. In July, we lit up the Civic centre in purple as a mark of solidarity with the BLM movement, and were proud to sign up to Race Council Cymru's Zero Tolerance to Racism policy for Wales.



Throughout 2020/21, the Council supported communities through the Community Cohesion team and Community Connectors to access the information in their home languages, providing information to Mosques, churches and online groups, developing e-bulletins and online communication channels to share important updates, and worked in partnership with ABUHB and Public Health Wales to respond to COVID-19 clusters which have emerged within some of our most vulnerable communities. The Council's Community Connectors supported 302 citizens with 1,030 outcomes and signposting groups to access funding sources to ensure long term sustainability for the communities.

Czy jesteś obywatelem Unii Europejskiej, Europejskiego Obszaru Gospodarczego lub Szwajcarii i mieszkasz w Newport?

Ste občanom EU, EHP alebo švajčiarska žijúcim v Newport?

Are you an EU, EEA or Swiss citizen living in Newport?

Czas ucieka

Time is running out

Upomnij się, że niek z Twoich europejských priateľov, rodiny, kolegovi i susedov možno budú musieť podstúpiť školenie.

Chcemy, abyście zostali w Walii, gdzie zawsze będziecie mile widziani.

Chceme, aby ste zostali vo Waleise, kde budete vždy vítani.

We want you to stay in Wales, where you will always be welcome.

As a result of Britain's exit from the European Union, EU nationals that had previously been relying on treaty rights that had guaranteed their right to work and live in the UK now needed to secure these rights by applying to the UK government's EU Settlement Scheme (EUSS). As of March 2021, nearly 8,000 applications had been made to the EUSS by Newport residents. Our teams have been able to work flexibly, setting up community informal groups and identifying key community contacts to both promote awareness of the EUSS and to monitor other Brexit-related tensions. 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 also continued to co-ordinate a weekly partnership drop-in for EU citizens to access support and advice in a

safe space when restrictions allowed.

In response to the physical changes that were required to the city centre because of the pandemic, we established an Accessibility Stakeholder Group (ASG) to review and consider how projects relating to the use of the city centre and council services impact on accessibility. The group brings together several local stakeholders including members of the public and the third sector and has already shaped our approach to the reopening of the city centre following periods of national lockdown. The group contributes regularly to planning and project work and acts as a critical friend to a range of service areas within the council.

Performance Analysis 2020/21

Performance Measure (NCC Measure unless stated)	2020/21 Actual Performance	2020/21 Target	2019/20	2018/19	2017/18
Number of additional affordable housing units delivered per 10,000 households	36.31 per 10,000 households	19 units per 10,000 households	18.76 units per 10,000 households	Not Available	31.46 units per 10,000 households
Number of young people (11-19) supported (ACES)	172	100	333	88	No Data
Number of children (0-10) supported (ACES)	758	200	848	2,553	No Data
Number of families supported with interventions	1,326	1,000	313	794	No Data
Number of people approaching authority for housing advice and assistance	1,778	1,800	1,926	1,814	1,999
Number of Welsh Language complaints upheld by Welsh Language Commissioner	0	0	1	No Data	No Data

Performance Measure (NCC Measure unless stated)	2020/21 Actual Performance	2020/21 Target	2019/20	2018/19	2017/18	Explanation
National - Number of additional dwellings created as a result of bringing empty properties back into use.	0	18	21	21	22	Due to the impact of the coronavirus pandemic, none of the projects to assist smaller developers in creating new housing units from empty properties were completed during the financial year.
Percentage of people seeking housing assistance who are determined as statutorily homeless	21.6%	18%	19.2%	30.3%	15.7%	An increase pressure on services and lack of suitable move on accommodation has resulted in an increase in households determined as statutory homeless.
Number of employees trained in Prevent PVE	145	200	81	208	N/A	COVID-19 has significantly impacted the capacity and capability to deliver Prevent training to employees. Awareness raising has continued through informal means and online delivery, and more regular training will resume in 2021/22

Performance Measure (NCC Measure unless stated)	2020/21 Actual Performance	2020/21 Target	2019/20	2018/19	2017/18	Explanation
The percentage of households for whom homelessness was prevented	43.5%	52%	50%	56.9%	55.8%	<p>The Covid-19 pandemic placed restrictions on evictions, extended notice periods and reduced the options for rehousing households. Homelessness prevention cases have reduced by 40% for the full year.</p> <p>The council has been working pro-actively with partners to prevent homelessness where possible. However, the opportunities to 'prevent' homelessness have been reduced during the pandemic because fewer households approached the authority for preventative assistance. Welsh Government's embargo on evictions and the requirement for landlords to give longer notice periods to end tenancies are the main reasons for this. Households who may have faced eviction if this embargo was not in place have been able to remain in their tenancies for an extended period.</p>
Number of employees accessing Welsh language training.	48	75	38	48	141	COVID-19 has significantly impacted the capacity and capability to deliver Welsh language training to staff. This will be addressed through the rollout of mandated online training during 21/22
Percentage Quality Indicators (with targets) achieved by the library service	70.3%	80%	80%	80%	No Data	In response to the COVID-19 pandemic changes were made to the reporting profile for the 2019-20 Welsh Public Library Standards. These adjustments included the removal of Quality Indicator 5 User Training where we have performed well in recent years. The removal of this QI, which we have consistently met, led directly to the lower performance this year.
National - The percentage of empty private homes brought back into use during the year through direct action by the local authority	0.9%	1%	0.44%	0.41%	1.01%	The covid-19 pandemic restricted much of the activity around returning empty homes to use, both for the owners and council services, through travel restrictions, the suspension of housing market activity, closure of courts for enforcement, difficulty in employing contractors and health concerns.

Looking Ahead in 2021/22

The demand for affordable and safe housing across the city will continue to increase and the Council will continue to deliver its Housing strategies working in partnership with RSLs and landlords to deliver new housing schemes. It will also be important to continue to strong preventative work to prevent and break the cycle of homelessness. Continuing the Council's work with Housing partners will see more affordable and secure accommodation being developed alongside physical and mental health support.

The resilience and cohesion of communities is important to ensure communities can provide a sense of social pride to bring opportunities to improve the environment in communities but also to prevent anti-social behaviour and hate related crime. The Safer Newport partnership will continue to deliver schemes to divert ASB incidents. The Council will also run a number of participatory budget work that will enable local groups to access funding to deliver their projects.

- Development of the Welsh Language Strategy 2022-27
- Endorsement of the Welsh Education Strategic Plan
- Refurbishment of play facilities at Somerton Park – Underwood – Allt Yr Yn – Barrack Hill – Sorrell Drive
- Participatory Budgeting
- Work with our RSL partners to continue to deliver affordable housing through the SHG programme

The Way we Work – Equalities and Workforce

In September 2020, Newport Council endorsed the authority's [Strategic Equality Plan \(SEP\)](#) including the enhanced governance arrangements that support the delivery of the SEP over the next four years.

The SEP has identified six Objectives focused on:

1. Leadership, Governance and Involvement
2. Customer Service
3. Representative Workforce
4. Community Cohesion
5. Learn Well
6. Independent Living

The last financial year has been one of significant progress and challenges for the wider equality's agenda within Newport City Council. The pandemic, death of George Floyd, and the global traction gained by the Black Lives Matter movement brought inequality and injustice into sharp focus over the course of the year. The council has worked hard to ensure it has used its statutory role within the city to promote equitable access to critical services and to promote community cohesion. This year, the Leader of the Council also established a regular roundtable meeting with Black, Asian and Minority Ethnic communities, to allow for honest and open conversations about issues at the heart of persisting racial inequalities.

Internally, during 2020/21, the council launched three staff networks, *In NCC* for our disabled staff or those with impairments / accessibility requirements; *Diversity Staff Network* for our Black Asian and Minority Ethnic staff; and *Pride Network* for our LGBTQ+ staff. Each of these groups play an important role to deliver initiatives that improve inclusivity in the workplace, support new and existing staff and celebrate staff successes both internally and externally in our communities.

The delivery of the Strategic Equality Plan is provided in a detailed report every year ([see link here](#)). Below is an overview of the achievements delivered by the Council in 2020/21 towards delivering its objectives in the Plan.

Further detail to be provided here in final version of the report from SEP annual report.

STRATEGIC
EQUALITY PLAN
2020-2024



Workforce Wellbeing

The wellbeing and safety of the workforce has never been greater than in 2020/21 given the effects of the Covid-19 pandemic on the lives of individuals and their families. With such a diverse workforce that has been operating at the front-line collecting waste, providing care and assessments through to staff working from home and juggling work and home schooling, it has been important for staff to be able to access support, advice and guidance when needed.

A variety of tools are available to staff such as Care First, an online or telephone tool to access advice, information and counselling 24 hours a day and Zest, an interactive health management portal to manage and improve physical and mental health. The demands for support in wide reaching areas has increased in line with expected demand during the pandemic. The council contract with Newport-based occupational health provider was renewed and have maximised use of available appointments over the telephone - which has decreased waiting times because of over-running appointments.

The corporate health and safety team have triaged those most in need of occupational health support and those who may benefit from stress assessments conducted in-house by a health and safety business partner. In addition to supporting individual need the HR team has provided regular staff surveys on wellbeing with additional focus for those working from home throughout the crisis.

As a result of some of the feedback, additional training webinars have been sourced to help those working remotely feel connected and productive. The rollout has been popular, and the sessions are fully booked, reflecting the need from across all of our service areas. Additional funding from the training budget has been allocated to delivering an increased number of these webinars due to the take-up. The results from some of these surveys are also being used to inform the long-term future of operational working and have featured in reports to scrutiny and cabinet on what the new operating model could consist of once the Covid-19 pandemic is over.

The Strategic HR team have developed and implemented a workforce planning toolkit to heads of service and service managers. They have invested time in better understanding the workforce pressures, trends and demands in each area to assist heads of service in understanding their objectives around their future workforce need.

Combining key corporate workforce planning objectives from other strategies, for example, aspiring to have a workforce that is representative of our communities as set out in the Strategic Equality Plan, or growing a digitally enabled workforce - as detailed in the Digital Strategy – with the individual priorities identified by our heads of service means that the council's overall workforce plan is holistic in attempting to meet individual service need, but also meets wider strategic objectives that make Newport City Council an employer of choice. When complete, this strategic document will be approved by the Leader - as cabinet member portfolio holder for OD - and the HR business partner team will be working with service areas over the coming year to ensure progress is made against each workforce plan.

New Ways of Working

Throughout 2020/21, council staff have maintained and delivered frontline services to residents in Newport. For the majority of staff working in social care, city services, schools, community outreach settings and many other frontline staff, as highlighted above, adaptations have been made to ensure social distancing and other covid measures were adhered to minimise the spread of the virus.

For office-based staff, and Elected Members a home based and hybrid approach to working has been adopted and has been in place throughout the year. From the beginning of the pandemic, significant proportion of staff had a laptop / mobile device that enabled them to work from home. Additional equipment has been provided to staff and Elected Members to ensure safe remote working. The benefits that have been shown from working from home and providing flexible approach to service delivery using technology has enabled staff to improve their work/life balance, reduced time commuting and the benefits such as reducing carbon emissions. But it is recognised that there are staff that require mental health support and prefer to have social contact working in an office environment.

Recognising this, in 2021/22 the council will be outlining its approach to developing a [New Normal](#) that will continue the benefits of remote working and have flexibility that will enable staff and Elected Members to adopt a hybrid approach to work and wellbeing, creating an environment that will enable collaborative / public spaces, enable Elected Members host hybrid council meetings, and utilise new technology to improve the delivery of services to the public.

Key Deliverables in 2021/22

- Implement New Normal approaches across Newport City Council
- Implementation of the Socio-Economic Duty
- Embedding workforce planning
- Focus on employee wellbeing during and post pandemic
- Strategic review of recruitment and selection
- Strategic review of Health and Safety offer to the organisation

The Way we Work – Corporate Governance

The council is required to produce an **annual governance statement** (*Link to final report to be provided*) which provides an overview on the effectiveness and efficiency of its corporate governance arrangements, internal control, and risk management processes. In 2020/21, the Local Government and Elections Act received Royal Assent and will bring significant changes to the way the local authorities are governed and improve the transparency of local democracy. Much of the changes have already been implemented in 2020/21 with council meetings broadcast online and the Welsh Government elections allowing 16 and 17-year-olds to vote.

From 2022/23 all local authorities will be required to produce an annual self-assessment of their governance and performance in delivering the Corporate Plan and services.

The Council's External Regulators

The delivery of the council's core functions is subject to external regulatory review from Audit Wales, Care Inspectorate Wales (Social Services) and Estyn (Education). Each of these organisations provide assurances on the delivery of council services to ensure that we are discharging our duties, providing value for money to the taxpayer and ensuring the safeguarding of people in our care. The reports delivered by the three regulators in Newport can be viewed via the links below.

[Audit Wales](#)

[Care Inspectorate Wales](#)

[Estyn](#)

Corporate Planning, Performance and Risk Management

The council's planning, performance and risk management framework has been in place for two years and work has been continuous to support the organisation to deliver the council's Corporate Plan and Strategic Recovery Aims. As part of the council's continuous improvement drive there has been ongoing engagement with councillors at audit committee, scrutiny and cabinet on the council's performance and management of risk.

This work is contributing towards the council's culture of making informed and evidence-based decisions. In the last year the council's corporate management team has also started to undertake deep dive reviews of corporate performance and risk. The benefits that these reviews have is to take a holistic approach to understand how services are being delivered and how working collaboratively the council can support and improve its performance.

2021/22 will be an important year as the council delivers its final year in the current Corporate Plan; but it is also developing the next Corporate Plan for 2022. The team will also be leading on developing the annual self-assessment integrating it into the new corporate governance arrangements and structure.

Financial Planning

In response to the ongoing pandemic, the council will accordingly reset its medium-term financial plan in recognition of the impact and the council's strategic objectives as it starts to recover. This will require an understanding of what the 'new normal' will be and will require the council to review and prioritise the services it provides, its delivery models and the outcomes and how these need to change to meet new and emerging priorities.

This reset will include a thorough evaluation of its budget position through scrutiny reviews and business change proposals to determine achievability and alternative mitigating actions because of some priorities being delayed or reprioritised throughout the recovery phase. Any financial reset will be to the backdrop of a new economic reality and limits to what is affordable. Financial planning assumptions will, therefore, be more important than ever to support a fully informed medium term financial plan that ensures financial resilience.

This evaluation will determine service delivery, both through the annual review and medium-term financial plan. Throughout the budget setting process, the council consults with its stakeholders - such as Newport citizens, trade

unions, council members and Newport Fairness Commission to gauge their views and decide on where the funding is allocated.

Asset Management

The council is responsible for the maintenance of many buildings across Newport including schools. In 2020/21 the council continued to make further progress in delivering its priorities in the strategic asset management plan. This included the development of the premises managers handbook to assist those responsible for the management of council assets in line with the corporate landlord policy. Working collaboratively with Newport Norse, one of the council's biggest challenges will be how buildings will be upgraded to support new ways of working across the estate and to adapt buildings to meet the council's climate change goal to be carbon neutral by 2030.

Procurement

In 2020/21 the newly approved contract standing orders were rolled out across the council, which encouraged greater opportunities for local suppliers to be selected to bid for certain contracts, without wider competition where this could be used to support local economic growth. Later in the year the new strategic plan for procurement was approved by the council. This not only built on the support for local contracting but embedded the principles and required outcomes of the Wellbeing of Future Generations Act (Wales) into procurement planning and delivery. This, coupled with the drivers of carbon reduction, sustainability, collaboration, social value and ethical employment, provides a detailed plan of how procurement activity across the council can support these wider strategic aims.

2021/22 will see procurement adopting and rolling out the newly developed Welsh National TOMs which provide a framework and tool kit to embed social value considerations into our procurement activity - supporting the council's wider delivery of social value for our communities. Additionally, a greater focus will need to be adopted with regards to carbon reduction through our supply chains and supporting the wider council agenda to ensure we reduce our carbon footprint and drive towards the target of being a carbon neutral council.

The Way we Work – Involvement and Engagement

For the services delivered by Newport City Council and highlighted throughout this annual report, it is vital that we involve communities, service users and businesses in the decisions that we make. It is also important that council services receive feedback from those who use them so that the council can improve its delivery and understand the experiences faced when accessing and using our services.

Involvement and Engagement Activity

The last year has been particularly challenging for the council to actively engage and involve people in person on some of our key policy decisions. However, the last year has also brought about opportunities to engage and involve people using online surveys, workshops and focus groups. As highlighted earlier in the report, the council delivered the participatory budget initiative online - inviting people to the meeting to vote on the projects that they would like to see funding to deliver local projects in their area.

As part of the work to develop the community impact assessment the council in collaboration with Newport Fairness Commission, delivered five online engagement sessions to groups that were most affected by Covid-19 - including older people and carers, Black, Asian and Minority Ethnic communities; migrants, refugees and asylum seekers, LGBTQ+; children and young people; disabled people and carers and Welsh speakers.

The Newport Youth Council meets at least once a month to facilitate the representation of young people and their involvement in decision making. Young people have taken part in Senedd debates, Police and Crime Commissioner events and are represented on the One Newport PSB.

In addition to this work the council delivered, the following surveys were completed in 2020/21.

Date	Subject	Client	Source	Responses
June 2020	Resident's Shopping Survey	RIH	Online SNAP Survey	Ongoing (150 so far)
	Business Survey	RIH	Online SNAP Survey	Ongoing (14 so far)
	Kimberley and Fair oak Nursery proposal	Education	Online SNAP Survey	8
July 2020	School staff survey	Education	Online SNAP Survey	41
	Gaer Primary pupil survey	Education	Online SNAP Survey	16
August 2020	NCC Covid-19 response	People & Business Change	Involve Newport Citizens Panel	228
Sept 2020	Replacement LDP	RIH	Online SNAP Survey	14
	Bassaleg School proposal	Education	Online SNAP Survey	178
	Anti-Bullying survey	People & Business Change	Bus Wi-Fi Survey	1119
October 2020	NCC Covid-19 response	People & Business Change	Bus Wi-Fi Survey	1715
Dec 2020	Empty dwelling management order	RIH	Online SNAP Survey	Ongoing
	City centre leisure & learning consultation	Multiple Services	Online SNAP Survey	1022
Jan 2021	NCC budget survey 2021-22	People & Business Change and Finance	Online SNAP Survey	285
	NCC budget survey 2021-22	People & Business Change and Finance	Bus Wi-Fi Survey	314
	Finance systems	Finance	Online SNAP Survey	58

Date	Subject	Client	Source	Responses
Feb 2021	NYC – life skills in education	People & Business Change	Bus Wi-Fi Survey	311
Mar 2021	Pill PSPO 2021	Law & Regulation	Online SNAP Survey	162
	Market Arcade	RIH	Bus Wi-Fi Survey	Ongoing

Compliments, Complaints, and Comments

Through the Public Services Ombudsman Act 2019 the council is required to report on the number of compliments, comments and complaints received in the previous year. **An annual report** is published separately by the council every year which provides an overview of all corporate and social services compliments, comments and complaints.

	2018/19	2019/20	2020/21
Stage 1 complaints	271	1,413	1,129
Stage 2 complaints	28	36	31
Complaints to Public Service Ombudsman Wales	38	38	31

In 2021/22, the team will be implementing a new policy which will require monitoring reports to be presented regularly to the council's audit and governance committee and cabinet.

The Way we Work – Council Decisions and Achievements

Throughout the year Newport City Council and its cabinet make many decisions to improve people’s lives. We also receive much recognition in the work that council services and staff deliver to communities. Below are some of the most notable decisions and achievements made in 2020/21.

	April 2020	May 2020	June 2020	July 2020	August 2020	September 2020
Tudalen 64	The council distributed over £19 million to businesses in Covid support	Children of armed forces personnel are benefitting from a package of support to help with attainment and development being delivered through a dedicated education support officer.	Test, Trace, Protect begins in Newport following the establishment of the Gwent Contact Tracing service	New active travel route through the former brownfield site of Monkey Island in Lliswerry.	Safe and secure childcare for vulnerable children and children of key workers during the school summer holidays	First multi-agency inspection of its kind in Wales reports on child protection services in Wales highlighting many strengths in council services
		City begins to reopen services following the easing of lockdown restrictions including the establishment of an online booking system at the household waste recycling centre.	Local transport fund award for southeast Wales metro plus schemes including some in Newport.	Work restarts on the Heritage Lottery-funded Market Arcade restoration project	Mobile enforcement vehicle to be used as the next step to tackle illegal parking across the city now the council has responsibility for civil parking enforcement	
		Newport Council and Save the Children collaborate to deliver Early Learning Communities Programme in Bettws.		Community-owned solar energy rooftop project at Geraint Thomas National Velodrome of Wales. Part of NCCs plan to install 6,000 solar panels in 21 council buildings.	Fourteen Locks active travel route resurfaced	
					Refurbishment work at Newport Stadium receives £150,000 grant funding	

October 2020	November 2020	December 2020	January 2021	February 2021	March 2021
More than 80 new public litter bins are installed in locations across the city	The Council alongside 20 other public sector organisations sign the Healthy Travel Charter committing to support and encourage staff to travel to work in a sustainable way. A further 2 organisations have signed up since the launch in November.	Electric vehicle charging points – 18 dual fast and two rapid – have been installed in public car parks	Future of Newport Transporter Bridge secured with £8.75 million National Lottery Heritage grant. It will be used to repair and preserve the famous landmark and create a new visitor centre	Cabinet gives go-ahead for to develop the knowledge quarter including a new leisure centre and campus for Coleg Gwent.	Newport has the first electric refuse collection vehicle in Wales which will be used across the city particularly in areas like Caerleon where reducing emissions to improve air quality is a priority
Beechwood and Belle Vue Parks awarded Green Flag status, along with council-managed Gwent Crematorium, in recognition of high environmental standards and provision of a great green space		Work completed on active travel route in Coed Melyn	Participatory budgeting programme launched	Work starts on two new active travel routes in Tredegar Park and Monkey Island, Lliswerry	20mph speed limits being introduced in residential areas in six city wards
Newport City Dogs Home awarded gold at 2020 RSPCA Cymru Paw Print awards for its work with stray dogs					Further boost for Transporter Bridge project after £1.5 m by Welsh Government
					Work starts on new children's residential home – the third as part of Project Perthyn designed to bring local children and young people back to the city to receive higher standards of care and be closer to their families
					Welsh Government awards £7 million in funding towards the new leisure centre

Have your Say

We welcome your views on this report, the council's plans for the future and how it did last year. We would also like to know how you; your family and your community have been affected by our work to improve the services that we deliver.

Ways to get in touch:

Newport City Council Website: www.newport.gov.uk



Download the My Newport App to your Smartphone device.
Available on Apple and Android devices.



Twitter - [@NewportCouncil](https://twitter.com/NewportCouncil)



Facebook – www.facebook.com/NewportCityCouncil



Email: info@newportcouncil.gov.uk



Telephone – (01633) 656 656 between 8.00am and 6.00pm Monday to Friday



Text – NCC followed by your message to 60777

Minicom – (01633) 656 657



Write to –

Newport City Council
Civic Centre
Godfrey Road
Newport
NP20 4UR



Report

Cabinet

Part 1

Date: 13 October 2021

Subject **Replacement Local Development Plan**

Purpose To provide an update on the progression of the Replacement Local Development Plan (RLDP) and report on the consultation responses received on the Integrated Sustainability Appraisal (ISA) Scoping Report and seek approval of the ISA Framework. The purpose of the Integrated Sustainability Appraisal is to maximise the RLDPs contribution to sustainable development by using the approved ISA Framework to assess policies, options and plan allocations.

Author Planning Policy Manager

Ward All Wards

Summary The Replacement Local Development Plan (RLDP) has undertaken its first formal stages – the Call for Candidate Sites and consultation on the draft Integrated Sustainability Appraisal (ISA) Scoping Report. Sustainable development is at the heart of the development plan process and to ensure that the RLDP maximises its contribution to achieving this, an Integrated Sustainability Appraisal (ISA) is undertaken. There are legislative requirements to undertake such assessments which include equality, language, health and well-being assessments. There are five key stages to an ISA and the initial ‘scoping’ stage has been drafted and made available for public comment. The scoping stage is largely an evidence gathering stage, providing a thorough understanding of the current economic, social, environmental and cultural well-being context to gather baseline data to identify and focus on the significant issues in the area. From this baseline, 10 themes along with 15 objectives have been developed which form the framework to assess the effects of the plan policies and proposals. It is imperative that the Council is satisfied that the Scoping Report has captured all the significant issues facing Newport and agree with the assessment framework which shall be used to assess all future aspects of the RLDP.

Proposal **Cabinet is asked to:**

1. **Note and consider the consultation comments received on the ISA Report along with the proposed officer responses;**
2. **Approve the ISA Framework and the ISA Report (updated post consultation);**
3. **Agree that officers can start engaging with stakeholders in order to prepare a draft Vision and Objectives for Newport plus growth options for the plan period. (Proposals and feedback will then be returned to Cabinet for consideration).**

Action by Acting Head of Regeneration, Investment and Housing

Timetable Immediate

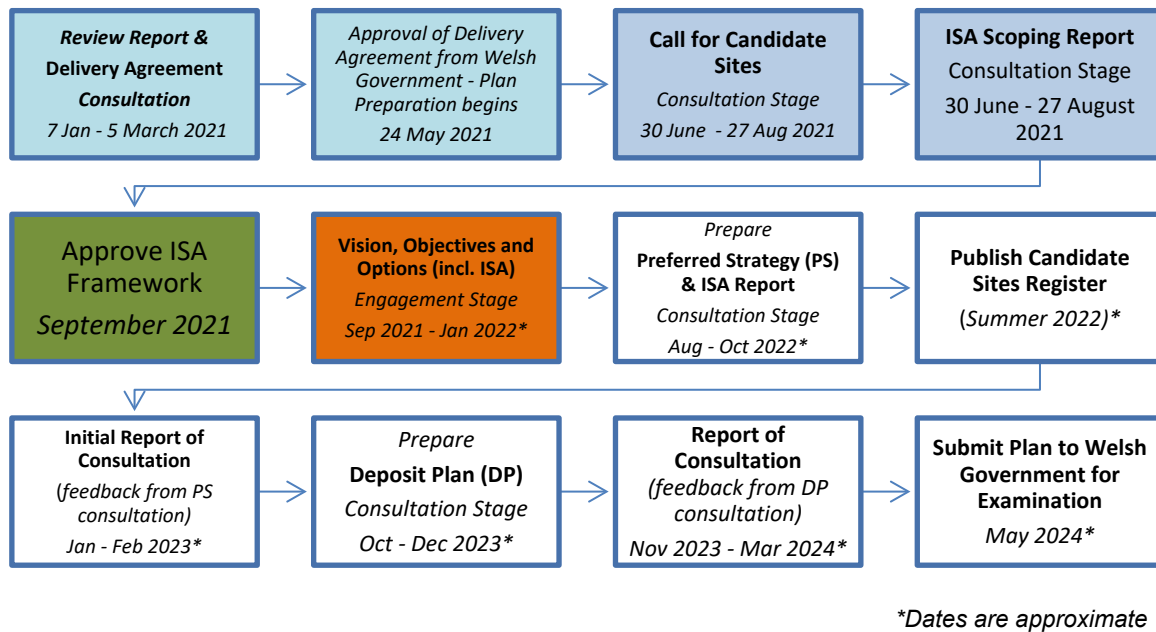
This report was prepared after consultation with:

- Chief Executive
- Head of Finance – Chief Finance Officer
- Head of Law and Regulations – Monitoring Officer
- Head of People and Business Change

Signed

Background

There are many formal stages to the preparation of a RLDP and these key stages are set out below:



We are currently at the stage highlighted in green – ‘Approve the ISA Framework’.

Candidate Sites have been submitted and we have begun the process of assessing them. The assessment will be based on the published assessment methodology which will include feedback from key consultees e.g. Natural Resources Wales, Dwr Cymru etc. The assessment will also include the proposed sites being scored against the ISA Framework (which this paper seeks to approve). The Candidate Site Register will not be made available for public comment until Summer 2022.

The next stage (in orange) in the RLDP process is the creation of the Vision and Objectives of the Plan. A Vision needs to articulate the overall aim of the plan and how Newport will change over the plan period. The Objectives are developed from the key economic, social, environmental and cultural issues identified in Newport. The Objectives need to be deliverable and add detail to the vision. When read collectively, the vision and objectives should set a clear context for the LDP’s strategy.

Following the initial Vision and Objectives stage, engagement will commence on the growth and spatial options for Newport (still within the orange stage). This second part of the stage will consider a number of alternative growth and spatial options for the RLDP. In summary, this is setting out the level of housing and employment land provision the RLDP will seek to deliver and the broad location for this development. A report will identify the Council’s preferred growth and spatial options that are considered best to address Newport’s key issues/challenges and meet the RLDP objectives. All this work will be achieved through engagement and consultation with the public and key stakeholders.

Both the Vision & Objectives and Growth Options stages will be assessed against the endorsed ISA framework to ensure alternatives have been considered and the best sustainable strategy has been selected.

Integrated Sustainability Appraisal

There is a statutory requirement for RLDP for Newport to be subject to a number of specific appraisals and assessments to ensure sustainable development is at the heart of the plan. This legal requirement is met through the creation of an Integrated Sustainability Appraisal (ISA). The aim of ISA is to inform and influence the plan-making process with a view to avoiding and mitigating negative impacts and

maximising positive impacts. Through this approach, the ISA for the RLDP seeks to maximise the developing plan's contribution to sustainable development.

The ISA fulfils the requirements and duties for:

- Sustainability Appraisal (SA) and Strategic Environmental Assessment (SEA),
- Equalities Impact Assessment (EqIA),
- Health Impact Assessment (HIA),
- Welsh Language Impact Assessment (WLIA), and
- Well-being of Future Generations (WBFG).

The aim of the ISA is to inform and influence the plan-making process with a view to avoiding and mitigating negative impacts and maximising positive impacts.

There are 5 key stages to an ISA which is integrated with the LDP process:

ISA Stage	LDP Stage
Stage A - Scoping	Call for Candidate Sites
Stage B - Appraisal of Alternatives	Preferred Strategy
Stage C - Assessment of Deposit LDP	Deposit Plan
Stage D - Examination and Adoption	Examination
Stage E – Monitoring	Adoption

Current Stage - Scoping Report

The Scoping Report is the first stage of an ISA process and sets out the sustainability appraisal issues and objectives/criteria against which the RLDP strategy, policies and proposals will be assessed.

The scoping report sets out a review of the plans, programmes, strategies and policies relevant to the preparation of the RLDP, together with a review of the environmental, social and economic baseline characteristics of Newport. The result is the identification of those key issues facing Newport which have been set out under 10 specific themes (in no specific order):

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. <i>Economy and employment</i> 3. <i>Health and wellbeing</i> 5. <i>Transport & movement</i> 7. <i>Biodiversity and geodiversity</i> 9. <i>Landscape</i> | <ol style="list-style-type: none"> 2. <i>Population and communities</i> 4. <i>Equality, diversity and inclusion</i> 6. <i>Natural resources (air, land, minerals and water)</i> 8. <i>Historic environment</i> 10. <i>Climate change (mitigation and adaptation)</i> |
|--|---|

A key purpose of the public consultation was to establish whether all the relevant issues have been covered in the scoping report. From this thematic assessment, an ISA framework has been developed which sets out a methodological framework for the assessment of the draft RLDP, please see Appendix A for full details.

The process of developing the framework is a logical one:

1. The key issues raised within each theme forms the basis for a specific objective,
2. To aid the plan assessment against an objective, a number of specific questions are set to ask how will the plan/policy help to achieve the objective.

These questions will be used to consider the impact of policies and proposals so as to ensure the plan can maximise its contribution to sustainable development. Therefore, it is imperative that the Council is satisfied with the ISA Framework because of its influence over the preparation of the RLDP.

Consultation Feedback and Response

The Scoping Report was subject to an 8-week public consultation which resulted in 9 responses. Each of the responses are set out in full in Appendix B of this report. The responses raised the following matters:

- Submission of relevant sources of information e.g. recently published Gwent State of Nature Report or the Newport Green Infrastructure Assessment.
- Identification of key issues to be included/undertaken e.g. Welsh Government declaration of a Nature Emergency, impact of air quality on the environment as well as people, reflecting the need to plan for mineral supplies and the need to scope the impact on phosphates from new developments.

- Identification of topics that need to become more focused on Newport specific matters e.g. investment in City Centre, lack of facilities in rural areas, reflection of specific demographic needs within different parts of Newport, the retention and expansion of tree cover, the impact of poor land management e.g. over grazing, unauthorised developments, the physical constraints of flood risk and ground instability, as well as strictly controlling/preventing development on the Gwent Levels.
- The need for the ISA to influence the RLDP e.g. in terms of creating a healthy green environment, provide a green recovery post Covid, the impact of climate change through the development of environmentally supportive policies.

Taking into account the comments received, the Scoping Report has been updated to include those relevant sources of information to ensure the document is up to date. The majority of comments raised issues or recommendations for what they want taken into account through plan-making or the next stages of the ISA. These have not resulted in specific changes to the Scoping Report but shall inform the development of both the replacement LDP and ISA work as relevant. The Scoping Report has been updated to reflect the results of these recommendation.

Financial Summary (Capital and Revenue)

The RLDP process has a project specific budget to cover costs of all resources associated, including additional staff, consultations, commissions, examination processes etc. The resources required for the RLDP process are set out in the Delivery Agreement. The table below sets out an estimated cost for the RLDP which has been based on the previous LDP and neighbouring authority costs. The table identifies a potential budget pressure towards the end of RLDP process, however it should be noted that the estimates used are on the cautious side. We intend to monitor and mitigate as the plan review progresses.

	Year 1 (Start RLDP 2021/22) £	Year 2 2022/23 £	Year 3 2023/24 £	Year 4 2024/25 £	Notes including budgets heads affected
Costs	330,000	250,000	155,000	260,000	Costs include estimated additional staff resource on fixed term contracts which will need to be subject to a business case.
Funded by:					
Revenue Budget	71,600	71,600	71,600	71,600	
LDP Reserve	258,400	178,400	83,400	133,800	
Net Costs	0	0	0	54,600	
(Savings)	(0)	(0)	(0)	(0)	
Net Impact on Budget	0	0	0	54,600	
LDP Reserve (£654,000)	395,600	217,200	133,800	0	

Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
Not approving the scoping report and endorsing the ISA framework	H	L	The Council has signed up to the LDP process, which includes the ISA. This is the second LDP for Newport and the process is established and understood.	Planning Policy Manager

Links to Council Policies and Priorities

The Local Development Plan is one of the statutory plans the Council has to prepare. The current LDP determines Newport's land use policies to 2026. The LDP covers many topics that impact on other sections of the Council e.g. drainage, tourism, education etc. A revised LDP will consider any new Council policy, strategy or priority and its impact on the policy framework for the Council and this is explained in the draft Review Report. Since the LDP's adoption in 2015 there have been a number of significant changes to Council policy which will be of relevance to the LDP, particularly the Well-Being Plan for Newport. Newport City Council has a Corporate Plan that runs to 2022 which is also not referenced in the current adopted LDP. The primary objective of the Corporate Plan is 'improving people's lives' and whilst this is not at odds with the aims of the current LDP, a new LDP will help us to better align the four commitments; Resilient Communities, Thriving Cities, Modernised Council; and Aspirational People within the strategy. As a key document outlining the issues and aspirations of the Council this needs to be reflected in a revised LDP. In addition, there are numerous Council strategies and policies that will influence the LDP e.g. Flood Risk Strategy, Public Rights of Way Improvement Plan, Destination Management Strategy, Economic Growth Plan etc. The scoping report has reviewed relevant Council plans and priorities to extract those key issues/themes that the replacement plan will need to consider, including the well-being duty. These themes have resulted in a specific ISA framework for Newport which sets an assessment methodology against which the RLDP will be assessed to ensure it maximises its contribution to sustainable development.

Options Available and considered

- 1) Approve the post consultation version of the ISA Report and ISA Framework, and agree to begin engagement on developing the Vision and Objectives and Growth Options.
- 2) Amend the post consultation version of the ISA Report and ISA Framework, and agree to begin engagement on developing the Vision and Objectives and Growth Options.
- 3) Do not approve the post consultation version of the ISA Report and ISA Framework and restart the stage.

Preferred Option and Why

- (1) To approve the post consultation version of the ISA Report and ISA Framework and agree to begin engagement on developing the Vision and Objectives and Growth Options. The post consultation version of the ISA Report has taken into account key local issues raised through research and feedback from public consultation. This option will ensure that the ISA Framework is endorsed and the development of the RLDP will maximise its contribution to sustainable development whilst meeting its legislative requirements and ensuring it is providing the most appropriate and ambitious policy framework for Newport. The approval to begin work on the next key stages will also allow the Council to adhere to the agreed timetable as set out in the Delivery Agreement.

Comments of Chief Financial Officer

The Local Development Plan carries a base budget which contributes to a reserve in less active years where no review/cost is required so that there should be sufficient funds to carry out the necessary actions to refresh the LDP when needed. The reserve 'smooths' / funds the cyclically increased costs here and enables the base budget to remain consistent over time.

The financial summary above shows how the LDP will be funded over the course of the review and indicates a shortfall in the final year which would need to be met through existing budget in the Regeneration, Investment and Housing service area. Officers have based the estimated costs on a worst case scenario and the shortfall may not materialise but accept that mitigation from other RIH budget areas will be required if it is the case. As a shortfall in reserve funding is currently projected, opportunities to bolster the reserve in the intervening years, from any in-year underspends within RIH, should be considered.

Comments of Monitoring Officer

The proposed action is in accordance with the requirements of the Planning and Compulsory Purchase Act 2004 and the Town and Country Planning (Local Development Plan) (Wales) Regulations 2005 (as amended 2015). In May 2021 full Council, sitting as the local planning authority, approved and adopted the revised Review Report and Delivery Agreement following public consultation and agreed to their submission to Welsh Government, in order to trigger the commencement of the LDP review process. Cabinet are now being asked to agree to the next stages of the review process. There is a statutory requirement under the Environmental Assessment of Plans and Programmes (Wales) Regulations 2004 and Section 39 (2) of the Planning and Compulsory Purchase Act 2004 for the Replacement Local Development Plan (RLDP) to be subject to an Integrated Sustainability Appraisal (ISA). The purpose of the ISA is to assess the extent to which the emerging policies will help achieve the wider environmental, economic, social and cultural objectives of the RLDP. The ISA scoping report is the first stage of this process and sets out the sustainability appraisal issues and objectives/criteria against which the RLDP strategy, policies and proposals will be assessed. The draft ISA scoping report has been subject to public consultation and, where appropriate, it has been updated to reflect the responses received. The final scoping report identifies 10 themes and 15 objectives which will form the basis of the ISA assessment framework. Cabinet is asked to approve the updated scoping report and the ISA framework and authorise officers to proceed with the engagement with key stakeholders to develop the Vision, Objectives and growth options. The final RLDP will be a policy framework document that will need to be approved and adopted by full Council, but Cabinet are able to approve the scoping report and ISA Framework.

Comments of Head of People and Business Change

From an HR perspective, there are no staffing implications to this report.

The report writer has detailed how the ISA process encompasses and therefore meets the well-being goals, well-being objectives and sustainable development principle. The report writer also confirms that an FEIA has not been completed in this instance as the ISA process effectively encompasses an FEIA within its own assessment process.

Scrutiny Committees

None

Fairness and Equality Impact Assessment:

- **Wellbeing of Future Generation (Wales) Act**
- **Equality Act 2010**
- **Socio-economic Duty**
- **Welsh Language (Wales) Measure 2011**

The ISA fulfils the requirements and duties for:

- Sustainability Appraisal (SA) and Strategic Environmental Assessment (SEA),

- Equalities Impact Assessment (EqIA),
- Health Impact Assessment (HIA),
- Welsh Language Impact Assessment (WLIA), and
- Well-being of Future Generations (WBFG).

The aim of the ISA is to inform and influence the plan-making process with a view to avoiding and mitigating negative impacts and maximising positive impacts. By undertaking this process the Council can be confident that the replacement LDP will be prepared in a manner which clearly considers its impact on these aspects of fairness and equality. The engagement of the ISA work is undertaken in line with the agreed Community Involvement Scheme (set out in the approved Delivery Agreement) as approved by Full Council and Welsh Government.

An FEIA has not been undertaken for this specific piece of work as the ISA will effectively incorporate an FEIA within itself. The ISA Framework includes 10 objectives, and as the RLDP progresses, every new policy or site will need to be assessed against these objectives and the associated questions. In terms of the Well-being and Future Generations Act, the ISA Framework includes a 'health and wellbeing' objective. Every policy/site introduced by the RLDP will need to consider how it will improve the health and wellbeing of residents within Newport and there are five more detailed questions that will need to be addressed.

Similarly with the Equality Act, socio-economic duty and Welsh language measures, the ISA framework includes an objective entitled 'Equality, diversity and inclusion'. Again, all policies/sites will need to consider how they will reduce poverty and inequality, tackle social exclusion and promote community cohesion. There are nine associated questions relating to this objective, including a question on how the policy/site will promote Newport's bilingual public services and increase the use of the Welsh language in Newport?

In summary, the ISA is an appraisal (or an assessment) itself, and will go beyond that of an FEIA. Consequently, it is not considered necessary to undertake an FEIA in relation to this specific report.

Crime and Disorder Act 1998

Section 17(1) of the Crime and Disorder Act 1998 imposes a duty on the Local Authority to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area. It is considered that there would be no significant or unacceptable increase in crime and disorder as a result of the scoping report or ISA framework. One of the objectives of sustainable development guided by the ISA process will be to ensure that places are secure and safe.

Consultation

The draft Integrated Sustainability Appraisal Scoping Report was subject to an 8 weeks consultation from 30 June – 27 August 2021. The responses are set out in full in Appendix A of this report.

Background Papers

Post Consultation Integrated Sustainability Appraisal Scoping Report



Newport ISA Scoping
Report_Final 16 Sept :

Draft Integrated Sustainability Appraisal Scoping Report

[ISA Scoping Report](#) (pdf)

[ISA Scoping Report: Appendix B](#) (pdf)

[ISA Scoping Report: Non-Technical Summary](#) (pdf)

RLDP Delivery Agreement, including Community Involvement Scheme:

<https://www.newport.gov.uk/documents/Planning-Documents/Replacement-Local-Development-Plan-2021/LDP-Delivery-Agreement-Final-25MARC21ENG.pdf>

Appendix A – Integrated Sustainability Appraisal Framework

This appendix presents the sustainability topics, objectives and assessment questions that form the ISA framework. The ISA framework draws together the ISA objectives identified under each theme through scoping, with the aims of addressing the key issues identified for each theme. Taken together the ISA objectives form a methodological framework guiding the subsequent assessment. Furthermore, these objectives have been linked to the relevant wellbeing goals established through the Well-being of Future Generations (Wales) Act 2015.

Theme	ISA objective	Assessment questions - will the plan/ policy help to:	Relevant wellbeing goal
Economy and employment	Support a strong, diverse and resilient economy, with innovative responses to changing conditions and support for a strong future workforce.	<ul style="list-style-type: none"> Support the nationally important role of Newport's economy in the South East Wales Region and Western Gateway, and as part of the Cardiff Capital Region? Provide sufficient land for businesses to grow? Support the creation of accessible new jobs? Ensure the capacity of educational facilities keep pace with population growth? Enhance the vitality and resilience of the town centre and retail centres? Safeguard existing employment areas? 	A Prosperous Wales A Resilient Wales A More Equal Wales A Wales of Cohesive Communities A Globally Responsible Wales
Population and communities	To provide a sufficient quantity of good quality market and affordable homes, and community infrastructure, in sustainable locations to meet identified needs.	<ul style="list-style-type: none"> Meet the identified housing needs, including affordable, for Newport City? Ensure an appropriate mix of dwelling sizes, types and tenures to meet the needs of all sectors of the community? Provide housing in sustainable locations that allow easy access to a range of local services and facilities? Promote the development of a range of high quality, accessible community facilities, including specialist services? 	A Resilient Wales A Healthier Wales A More Equal Wales A Wales of Cohesive Communities A Wales of Vibrant Culture and Thriving Welsh Language
	To enhance design quality to create places for people that maintain and enhance community and settlement identity.	<ul style="list-style-type: none"> Improve cross-boundary links between communities? Promote the development of a range of high quality, accessible community facilities, including specialist services 	A Prosperous Wales A Resilient Wales A Healthier Wales A Wales of Cohesive Communities A Wales of Vibrant Culture and Thriving Welsh Language
Health and wellbeing	To improve the health and wellbeing of residents within Newport	<ul style="list-style-type: none"> Encourage healthy lifestyles and reduce health inequalities? Promote access to health, social, recreational and leisure facilities for all sectors of the community? Enhance multifunctional green infrastructure networks throughout the plan area? Provide and enhance the provision of community access to open/ green space? Improve access to the countryside for recreation? 	A Resilient Wales A Healthier Wales A More Equal Wales A Wales of Cohesive Communities A Wales of Vibrant Culture and Thriving Welsh Language
Equality, diversity and inclusion	To reduce poverty and inequality; tackle social exclusion and promote community cohesion	<ul style="list-style-type: none"> Reduce inequalities and deprivation across Newport? Improve equality of opportunities amongst all social groups? Contribute to a reduction in crime and social disorder and the fear of crime, promoting safer neighbourhoods? 	A Prosperous Wales A Resilient Wales A Healthier Wales A More Equal Wales

		<ul style="list-style-type: none"> • Promote, strengthen and enhance the cultural identity of Newport? • Protect and provide improved local, social, recreational and leisure facilities for all sectors of the community, and improve access to them to maximise opportunities for community development and social welfare? • Ensure an appropriate mix of dwelling sizes, types and tenures to meet the needs of all sectors of the community? • Provide housing in sustainable locations that allow easy access to a range of local services and facilities? • Promote the development of a range of high quality, accessible community facilities, including specialist services? • Promote Newport's bilingual public services and increase the use of the Welsh language in Newport? 	<p>A Wales of Cohesive Communities A Wales of Vibrant Culture and Thriving Welsh Language A Globally Responsible Wales</p>
Transport and movement	Increase sustainable transport use and reduce the need to travel.	<ul style="list-style-type: none"> • Reduce the need to travel through sustainable patterns of land use and development? • Encourage modal shift to more sustainable and active forms of travel? • Enable transport infrastructure improvements? • Extend or improve active travel networks? • Support the uptake of low carbon transport? • Contribute towards the EV charging network? • Facilitate working from home and remote working? • Provide improvements to and/ or reduce congestion on the existing highway network? 	<p>A Prosperous Wales A Resilient Wales A Healthier Wales A More Equal Wales A Wales of Cohesive Communities A Globally Responsible Wales</p>
Natural resources	To identify and pursue any opportunities to reduce, or at least, minimise population exposure to air pollution.	<ul style="list-style-type: none"> • Reduce the need to travel? • Encourage journeys to be made by sustainable means (active travel or public transport)? • Avoid any adverse effects on air quality and for people exposed to poor air quality? • Improve air quality in areas identified as of concern? • Promote and facilitate the use of electric vehicles? • Promote and facilitate enhancements to green infrastructure networks to facilitate increased absorption and dissipation of NO₂ and other pollutants? 	<p>A Resilient Wales A Healthier Wales A More Equal Wales A Wales of Cohesive Communities A Globally Responsible Wales</p>
	To make the best use of previously developed land and existing buildings to minimise pressure for greenfield development and protecting, where possible, higher grade agricultural land.	<ul style="list-style-type: none"> • Minimise the loss of potentially high-grade agricultural land to developments which will not make use of the soil as an agricultural resource? • Encourage the use of previously developed land? • Encourage development-related remediation works which could reduce the presence of contaminated land in Newport? 	<p>A Resilient Wales A Wales of Cohesive Communities A Globally Responsible Wales</p>
	To conserve, protect and enhance the water	<ul style="list-style-type: none"> • Reduce water consumption? 	<p>A Resilient Wales A Globally Responsible Wales</p>

	environment, water quality and water resources.	<ul style="list-style-type: none"> • Ensure an adequate supply of water can be provided to sustain the development considering current and future projections of water availability and water use? • Reduce the potential for contamination of waterbodies and courses? • Reduce the potential for agricultural practices to contribute towards nitrate-based pollution of waterbodies and courses? 	
Biodiversity	Protect and enhance biodiversity within and surrounding the plan area.	<ul style="list-style-type: none"> • Minimise impacts on designated and important biodiversity and provide net gains where possible? • Protect and enhance ecological networks, including those that cross administrative boundaries? 	<p>A Resilient Wales A Healthier Wales A More Equal Wales A Globally Responsible Wales</p>
Historic environment	Preserve and enhance Newport's heritage resource, including its historic environment and archaeological assets.	<ul style="list-style-type: none"> • Conserve and enhance the significance of buildings and structures of architectural or historic interest, both designated and non-designated, and their setting? • Conserve and enhance the special interest, character and appearance of conservation areas and their settings? • Conserve and enhance archaeological remains, and archaeologically sensitive areas, and support the undertaking of archaeological investigations and, where appropriate, recommend mitigation strategies? 	<p>A Prosperous Wales A Resilient Wales A Healthier Wales A Wales of Cohesive Communities A Wales of Vibrant Culture and Thriving Welsh Language A Globally Responsible Wales</p>
	Promote understanding of the Newport's cultural heritage.	<ul style="list-style-type: none"> • Support access to, interpretation and understanding of the historic and cultural environment, including the Welsh language? 	<p>A Resilient Wales A Healthier Wales A More Equal Wales A Wales of Cohesive Communities A Wales of Vibrant Culture and Thriving Welsh Language A Globally Responsible Wales</p>
Landscape	To protect and enhance the quality and character of Newport's landscape, townscape, and seascape.	<ul style="list-style-type: none"> • Ensure that Newport's most valuable landscapes, townscapes, and seascapes are conserved and enhanced? • Ensure that Newport's two areas of 'undisturbed' tranquil landscapes are preserved in their tranquillity? • Use natural landscape features to mitigate any potential effects on nearby and distance interpretations of its landscapes? 	<p>A Prosperous Wales A Resilient Wales A Healthier Wales A More Equal Wales A Wales of Cohesive Communities A Wales of Vibrant Culture and Thriving Welsh Language A Globally Responsible Wales</p>
Climate change	Support the resilience of the Newport Area to the potential effects of climate change, including flooding from fluvial, coastal and surface water sources.	<ul style="list-style-type: none"> • Avoid development in areas at risk of flooding, taking into account the likely future effects of climate change? • Increase resilience of the built and natural environment to the effects of climate change? • Ensure that the potential risks associated with climate change are considered in new development in the plan area? • Improve and extend green infrastructure networks in the plan area to support climate change adaptation? • Sustainably manage water run-off, reducing surface water runoff (either within the plan area or downstream)? • Minimise flood risk for key infrastructures, such as transport and power? 	<p>A Resilient Wales A Healthier Wales A More Equal Wales A Wales of Cohesive Communities A Globally Responsible Wales</p>

Reduce Newport's contribution to climate change from activities which result in greenhouse gas emissions.

- Increase the number of new developments meeting or exceeding sustainable design criteria?
- Reduce energy consumption from non-renewable sources?
- Offer the opportunity to exploit opportunities for a heat network in Central Newport?
- Generate energy from low or zero carbon sources?
- Reduce the need to travel or the number of journeys made?
- Promote the use of sustainable modes of transport, including walking, cycling and public transport?
- Ensure rural development does not contribute towards further increases in high energy use and unsustainable travel?

A Prosperous Wales
A Resilient Wales
A Healthier Wales
A More Equal Wales
A Wales of Cohesive Communities
A Globally Responsible Wales

Appendix B – Consultation comments and recommended Council responses.

Consultee	Response	Recommended NCC Response
K. Smith	<p>I wish to express my support for a number of issues raised in the ISA report: in relation to climate change.</p> <p>1) Development of a heat network zone in the centre of Newport</p> <p>2) Increase in onshore wind in Newport, especially to the North West.</p> <p>I live in Bassaleg in the North West of Newport and note that Clearwell Farm has a single turbine.</p> <p>I would support the development of onshore wind projects in Newport, particularly if they were owned by the community, local authority or a public body. This could also help to support service provision and community development, and replace EU funding.</p>	Noted with thanks.
NCC-Connected Communities Manager	<ul style="list-style-type: none"> •The information on ethnic minority populations could be further enhanced by linking to ward profiles (eg highlighting the high levels of people from a minority ethnic background that are in Pill, Victoria etc) and data should be broken down into individual ethnicities rather than talking about communities as a homogenous group. I couldn't see any Religion section within the protected characteristics part either? •The section on gender identity and sexual orientation mixes up sex with gender identity. Whether someone is a man or woman is their sex, gender identity refers to whether someone identifies as male, female, transgender etc. This should be made clear. •Does this need to reference our Gypsy and Traveller communities? I know this is picked up through the GTAA but not sure how this links? •It would be really good to see the scope make reference to intersectionality, as equality impacts tend to be layered – for example recognising that there are areas of Newport which have a younger, predominantly ethnic minority population which are also those more likely to be deprived areas, with less green spaces and more social housing etc. Similarly disabled people are more likely to be living in poor housing conditions and experiencing poverty, LGBT young people are more likely to experience homelessness etc. 	<p>Noted, the baseline information will be updated to link to ward profiles and a religion section added.</p> <p>Noted, this section will be updated to provide greater clarity.</p> <p>Noted, the baseline information will be updated to include information on Gypsy and Traveller communities.</p> <p>Noted, the scoping information will be updated to reflect this.</p>
The Coal Authority	<p>Our records indicate that there are no recorded coal mining legacy features present at surface and shallow depth in the Newport City area and no surface coal resource.</p> <p>On the basis that there are no recorded shallow coal mining legacy hazards present we have no specific comments to make on the Sustainability Appraisal Scoping report.</p>	Noted.
Friends of the Gwent Levels	<p>Friends of the Gwent Levels is a grass roots community campaign group, established to resist large scale developments, especially large-scale renewable schemes.</p>	Noted

	<p>Our aim is to influence current local and national planning policy by emphasising the dangers of developments on the Levels when so little is known about the impact of these large schemes on wildlife, their habitats and breeding. This is particularly important for the species that led to the designation of SSSi for most of the Gwent Levels and also for UK endangered species such as the dormouse and otters.</p> <p>We are engaging with the current Newport County Council LDP review process, and have prepared the following comments on the Integrated Sustainability Appraisal because it has identified some key issues which have particular significance for the future of the Gwent Levels and indeed, our own objectives to protect the area and gain support to develop it as a wildlife hub, with active transport networks that welcome and encourage residents and visitors to experience nature and wildlife in their natural habits.</p> <p>Please note that we have only given comments and have highlighted the key issues that are relevant to the objectives of our campaign.</p>	
	<p>SECTION 4 OF APPRAISAL : HEALTH AND WELL-BEING SECTION 5 OF APPRAISAL : TRAVEL</p> <p>We would draw attention to Planning Policy Wales which highlights the importance of health and well-being as a core principle within future planning. It particularly refers to giving consideration of the possible impacts of developments on health, whilst also responding to climate change.</p> <p>Access to open spaces and designated biodiversity sites is a crucial component of achieving health and well-being. However, the appraisal has identified that open green space provision is below the recommended level (in hectares) for several communities within the Gwent Levels. This is known to impact on both wellbeing and overall health through limited access to space for exercise.</p> <p>The appraisal also comments on the importance of improving access to the countryside for recreation. The increase in cycling during the last 6 years is notable, showing an increase in demand for suitable safe routes. Equally, the LDP must respond to the need for more sustainable transport in light of the climate emergency.</p> <p>• Our recommendation: We suggest providing better access to more designated wildlife and biodiversity hubs, linked with active transport routes across the Gwent Levels, would support the sustainability of this beautiful area, whilst also providing Newport residents and tourists access to nature for recreation, learning and exercise through safe cycling routes.</p>	<p>Noted, the comments and recommendation will be taken into account through the next stages in plan-making and the ISA process.</p>

	<p>SECTION 7 OF APPRAISAL: NATURAL RESOURCES SECTION 8 OF APPRAISAL: BIODIVERSITY AND GEODIVERSITY SECTION 9 OF APPRAISAL: LANDSCAPE</p> <p>The appraisal identifies that Newport has a good supply of brownfield sites suitable for development, which is important as other policy approaches are also pushing the need to improve environmental outcomes with the protection of natural resources, to maximise beneficial outcomes for environmental factors.</p> <p>It recommends the need to conserve, protect and enhance the water environment. This step is critical across the Gwent Levels into order to protect and enhance habitats, encourage increased biodiversity, whilst reducing the rate of species decline in the area, including endangered species.</p> <p>However, section 8 of the appraisal also identifies the need for planning to take conservation of wildlife and habitats into account. It points out that new development must not undermine the integrity of these sites, and any ecological network must be supported and enhanced, both locally and regionally.</p> <p>Section 9 of the appraisal highlights the importance of preserving rural landscapes where there are significant historical interests, such as the Gwent levels, which should be protected.</p> <ul style="list-style-type: none"> • Our recommendation: The Gwent Levels cannot be regarded as an area suitable for any major development. It's biodiversity is recognised by the SSSI designations in place to protect the species that reside there. However, it's relationship with the RAMSAR site, the Severn Estuary, is misunderstood, such that any development on the Levels is likely to directly affects bird species that use the Levels for wintering, sheltering, and breeding. Therefore, this key area of waterways and flat landscape provide a safe environment for many protected and rare species, and should be protected from any development. • Presently, developers are promoting the use of mitigation scheme to achieve reported net biodiversity gain. However , the implementation and monitoring of these schemes is not monitored or reported, and there is almost no data that confirms the impact of the development on the ecology, biodiversity and habitats of key species. Therefore, it is critical that research is conducted to understand the impact of ANY development in sensitive areas such as the Gwent Levels. 	<p>Noted, the comments and recommendations will be taken into account through the next stages in plan-making and the ISA process.</p>
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	<ul style="list-style-type: none"> • Until this data is obtained, we recommend the suspension of all development across the Gwent Levels. • Current plans to install large scale renewable energy schemes on the Gwent Levels will have an extreme negative impact on the landscape, therefore we recommend that any plans for such schemes must be resisted to maintain the features and character of this attractive rural and tranquil landscape. • Brownfield sites are suitable and therefore recommended for this type of development. 	
RSPB	<p>We welcome the opportunity to provide the Council with our comments in light of the current consultation on the Integrated Sustainability Appraisal. We hope that our comments in relation to the nature emergency and the urgent need to address biodiversity decline will be taken on board and this and future documents will reflect the nature and climate crises.</p> <p>General Comments In addressing our concerns with the ISA we also wish to make the following general comments at this stage which we hope will be taken into consideration when preparing the Preferred Strategy.</p> <p>Gwent Levels After a long period of major industrial, transport and housing developments which have profoundly reduced the original footprint of the Gwent Levels and altered the landscape we are now seeing further erosion of the Sites of Special Scientific Interest (SSSIs) on the Gwent Levels by way of small and incremental piecemeal, development. The likes of which are not assessed cumulatively in terms of impact as they do not meet the thresholds contained within the EIA regulations. This slow piecemeal erosion is taking place across the multiple designations and safeguarded SSSIs of which there are eight across the Gwent Levels landscape (See attached plan of Gwent Level SSSIs located within Newport). Furthermore, there is also a large number of Sites of Importance for Nature Conservation (SINCS). The Gwent Levels lie alongside the Severn Estuary, which is designated as a SSSI, Special Protection Area, Special Area of Conservation and Ramsar Site. Parts of the Gwent Levels are adjacent to the River Usk, a SSSI and Special Area of Conservation. The continued pressure for developments on the Levels does not comply with the Welsh Governments stance in declaring a nature emergency in addition to the declared climate emergency. More needs to be done in terms of preventing development on the Gwent Level SSSIs and ensuring that it is properly safeguarded against general development that will incrementally create cumulative impact on protected sites.</p>	<p>Noted, the comments and recommendations will be taken into account through the next stages in plan-making and the ISA process.</p> <p>The ISA Scoping Report was prepared prior to the Welsh parliament's announcement (on 30 June 2021) that they are declaring a nature emergency. The scoping information will be updated to reflect this.</p>

Consultation Response

We are disappointed in the AECOM Integrated Sustainability Appraisal insofar as within its opening sections there is no mention of the Nature Emergency. The Senedd has declared a Nature Emergency which the Welsh Government has committed to tackle with decisive action. We are sure you will be aware of the recent joint report from IPBES and the IPCC, which emphasises the critical importance of designing policies, plans and actions to address climate change and biodiversity loss together. This joint emergency needs to be at the heart of the Replacement Local Plan and the Integrated Sustainability Appraisal. Addressing the nature and climate emergency needs to be the main focus on ensuring that housing, employment, economic growth etc are delivered in a way that seeks to address and not exacerbate the crises we are facing.

We respectfully request that the ISA is reviewed in light of the comments made below.

There is an urgent need to address the nature emergency. This needs to be undertaken in a manner that seeks to halt biodiversity loss and begin to reverse the decline. The Replacement LPD and the Sustainability Appraisal of the Plan need to provide the framework to ensure that there is no further loss of nature and that there is a commitment to working with others to reverse the decline.

Future Wales encourages Local Planning Authorities to work with Stakeholders, including NRW to develop policies for key areas and the Gwent Levels has been identified as one of the nine National Natural Resource Areas within Future Wales. It is acknowledged that better evidence is required on the relative impacts of different types of development on the features of the Levels, and Welsh Government is seeking to catalyse this action as a pilot for National Natural Resource Management Areas and Future Wales Policy 9. The Sustainability Appraisal needs to ensure that in assessing the key objectives set out halting and reversing biodiversity decline is delivered.

A commitment from the Council is required at the heart of the plan to protect, enhance and deliver new environmentally supportive policies that address, with urgency the way in which we need to change our practices and policies. It is no longer good enough to just refer to the creation of 'sustainable communities', new policies require us to adapt our priorities and deliver in them in a more holistic manner.

In June 2021, IPBES & IPCC published a joint report concluding that neither climate change nor biodiversity loss can be successfully resolved without tackling both together. It highlighted the potential for narrowly-focused action on climate to be damaging for nature, and vice versa. This

underlines the need for nature recovery, as well as climate, to be taken into account in decision making at all scales. We therefore request that the nature emergency is also addressed within this report with the same level of commitment given to climate.

Consultation Form

1. Are any key documents or messages missing from the policy context review carried out for each Integrated Sustainability Appraisal theme?

Comments:

No reference to Nature Emergency as declared by the Senedd. The dual nature and climate crises need to be addressed in tandem and reflected in all LDP documents.

3. Do you have any comments on the identified key issue: Integrated Sustainability Appraisal theme?

Comments:

See above and attached letter.

4. Do you have any comments on the Integrated Sustainability Appraisal objectives and/ or assessment questions for each Sustainability Appraisal theme?

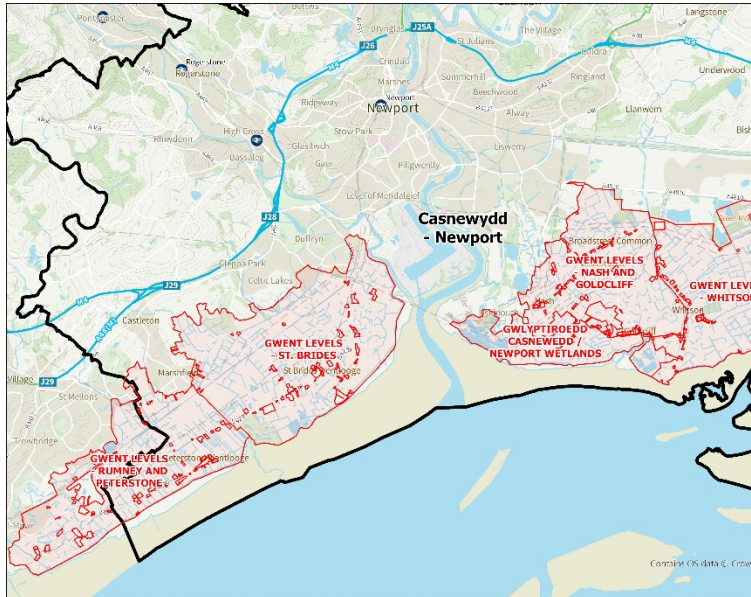
Comments:

As above all objectives need to reflect the dual crises in c attached letter.

5. Do you have any other comments on the Integrated Appraisal Scoping Report?

Comments:

See attached letter.



Sites of Special Scientific Interest (SSSI) located on the Gwent Levels within Newport

Natural Resources Wales

As statutory consultees in the Sustainability Appraisal (incorporating the Strategic Environmental Assessment) our comments focus on this element of the Integrated Sustainability Appraisal (ISA).

We recognised that the purpose of the ISA is to identify likely significant effect of an emerging plan and inform and influence the plan-making process. This includes but is not

	<p>limited to economic, social, environmental, and cultural effects with a view to avoid and mitigate negative impacts and maximise positive impacts.</p> <p>The SA/SEA is an iterative and on-going process. We recommend the ISA (specifically the SA/SEA element) should be a living document. This is particularly important when you consider that baseline information is evolving, and other plans and programmes are emerging or updating throughout the RLDP lifetime. The SA/SEA should therefore be kept under review throughout the RLDP preparation.</p> <p>We advise the following is considered within any updated ISA.</p> <p>3. Population and Communities We note the references to housing, recreation and green wedges. We acknowledge the reference to homeworking including an emphasis on local services, and the need for high quality green open spaces. Local quality green space, close to where people live is really important in creating active environments. We advise the recently published New Resource to help build healthier environments and combat obesity in Wales - Public Health Wales (nhs.wales) is considered. This is also relevant to Chapter 4. Health and Wellbeing.</p> <p>4. Health and Wellbeing We note on page 30 reference to 'Open green space provision in Newport' in Table 4.2. We advise during 2021, Newport CC have been working on a Green Infrastructure Assessment. This assessment should be included in this ISA report.</p> <p>6. Transport and Movement Although touched upon in the main chapter, we note that the ISA objectives as outlined on page 57 of the report do not include specific mention of active travel. We advise this is included.</p> <p>7. Natural Resources (Air, Land, Minerals and Waste) <i>Air Quality (7.4)</i> We note the reference of air pollution on human health and the environment. We advise that impacts on sensitive habitats, for example nutrient loading on protected/designated sites in the area should also be considered. It should also be cross referenced in Chapter 8 Biodiversity and Geodiversity, which has not explicitly set out aerial pollution in the key issues section. <i>Water Resources (7.9)</i></p> <p>Although briefly touched upon as a key issue in section 7.38, there is no discussion given to water quality for the regions waterbodies in line with the Water Framework Directive (WFD).</p>	<p>Noted, the scoping information will be updated to include a reference to Public Health Wales and any relevant publications.</p> <p>Noted, the Green Infrastructure Assessment will inform the ISA process and plan-making.</p> <p>Noted, the ISA objective and assessment question for the transport and movement theme will be updated to include active travel.</p> <p>Noted, the scoping information under the Natural Resources and Biodiversity themes will be updated to reflect this comment.</p> <p>Noted, the scoping information will be updated to include relevant information on water quality. The updated TAN 15 will be taken into account once published.</p>
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	<p>We also note in terms of flooding, Welsh Government are preparing to publish the updated Technical Advice Note 15: Development, flooding and coastal erosion this September. This will include a new Flood Map for Wales which incorporates an allowance for climate change (which isn't incorporated into the Development Advice Maps referred to in the current TAN15). The ISA will need to take account of this new evidence when it is published.</p> <p>The new Flood Map for Wales is a product of a wider piece of work called Flood Risk Assessment Wales. This includes further data, such as 'communities at risk' register. This could also be used in the ISA, which could provide the basis of how to measure positive effects from the RLDP in terms of reducing flood risk for existing communities. There are also multiple benefits with blue infrastructure (i.e. flood risk mitigation such as making space for water, natural flood management) and green infrastructure, which promotes biodiversity, helps water quality as well as the well-being, social and economic benefits. The ISA should influence the need for new background papers or technical documents such as a Strategic Flood Consequences Assessment.</p> <p>In addition, we note that there is insufficient reference here to concerns around phosphate levels for all river Special Areas of Conservation (SACs) for which the River Usk is notified for. We advise that all LDPs should be screened to determine whether any policies are likely to have a significant effect on a river SAC.</p> <p>Policies can be screened out as not likely to have a significant effect in relation to increased phosphorus loading if there are no pathways for increased phosphorus impacts.</p> <p>Any LDP policies relating to schemes for private sewage treatment systems should ensure no adverse effects on the integrity of any river SACs. Further information is available on our website here: Natural Resources Wales / Advice to planning authorities for planning applications affecting phosphorus sensitive river Special Areas of Conservation. This should also be cross referenced in section 8.6 River Usk SAC and SSSI, under Biodiversity and geology.</p> <p><i>Land and Soil (7.16)</i> We note that contaminated land issues in Newport are not confined to landfill sites. We advise this is further explored with any updated ISA.</p> <p><i>Waste (7.23)</i> The waste section makes little reference to construction and demolition waste. Welsh Government recently published Beyond Recycling, which is their plan to make the circular economy in Wales a reality, keeping resources in use and avoiding waste. Behind this is a strategic assessment which provides the evidence base for the</p>	<p>Noted, the Flood Map for Wales and wider Flood Risk Assessment Wales will inform the ISA process and plan-making.</p> <p>A separate HRA process is being carried out for the RLDP and this will determine if there are likely to be significant effects on any European sites as a result of the plan.</p> <p>Noted, the scoping information will be updated to include a reference to phosphate levels and potential impacts on biodiversity.</p> <p>Noted.</p> <p>Noted, the scoping information will be updated to include a reference to Beyond Recycling.</p>
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	<p>strategy. This replaces the “Collections, Infrastructure and Markets” (CIM) Sector Plan which is referenced in PPW. The strategic assessment sets out waste forecasts/prediction figures for each welsh economic area (north, south west and south east).</p> <p>8. Biodiversity and Geodiversity We advise that the Gwent State of Nature Report recently published, with information about state of species and habitats across SE Wales (inc. Newport). Blaenau Gwent CBC: Resilient Greater Gwent (blaenau-gwent.gov.uk) We note that the South East Area Statement has been used throughout the document, however, we consider that Nature Emergency is missing. We recommend that further information about the nature emergency and about the imperative to build resilient ecological networks should be included.</p> <p>On 30th June 2021, the Welsh Government declared a nature emergency. By putting nature into recovery, we can tackle climate change. Thriving habitats can safely lock up vast amounts of carbon, while providing other vital benefits that help us adapt to our future climate, such as flood prevention, clean water and improved health and wellbeing.</p> <p>Green recovery: In October 2020, the Welsh Government published Covid Reconstruction: Challenges and Priorities, our approach to reconstruction. The collective response to the Covid-19 pandemic represents a once in a generation opportunity to reset our individual and collective values and priorities, realigning them with those required to create a more sustainable future.</p> <p>A key aspect of our reconstruction is a commitment to embrace greener and just initiatives, which support our places in Wales to reconstruct in a sustainable way. The consensus across Wales, UK, Europe and beyond is that recovery from Covid-19 must address the underlying nature and climate emergencies. The calls for individuals, businesses, governments and global institutions to refocus and accelerate the response to the pandemic along a pathway which both restores nature and decarbonises our economy have been increasing in strength.</p> <p>The inclusion of green recovery and the integrated approach which considers nature and climate together as the foundation of economic, social and political renewal and regeneration in Wales, is an extremely important sustainability objective to include. This new emphasis should be integrated throughout the RLDP development, reflecting the focus of the Well-Being of Future Generations (Wales) Act 2015, Environment Act and Planning (Wales) Act We would be happy to continue to work with you on the ISA and evidence gathering for the RLDP, and provide further details as discussed throughout.</p>	<p>The ISA Scoping Report was prepared prior to the Welsh Parliament’s announcement (on 30 June 2021) that they are declaring a nature emergency. The scoping information will be updated to reflect this and the Gwent State of Nature Report and Covid Reconstruction.</p>
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<p>Mineral Products Association</p>	<p>The Mineral Products Association (MPA) is the trade association for the aggregates, asphalt, cement, concrete, dimension stone, lime, mortar and silica sand industries. With the affiliation of British Precast, the British Association of Reinforcement (BAR), Eurobitume, QPA Northern Ireland, MPA Scotland and the British Calcium Carbonate Federation, it has a growing membership of 530 companies and is the sectoral voice for mineral products. MPA membership is made up of the vast majority of independent SME quarrying companies throughout the UK, as well as the 9 major international and global companies. It covers 100% of UK cement production, 90% of GB aggregates production, 95% of asphalt and over 70% of ready-mixed concrete and precast concrete production. Each year the industry supplies £20 billion worth of materials and services to the Economy and is the largest supplier to the construction industry, which had annual output valued at £151 billion in 2016. Industry production represents the largest materials flow in the UK economy and is also one of the largest manufacturing sectors. For more information visit: www.mineralproducts.org.</p> <p>With reference to the above consultation, please find attached the MPA Wales' representations. We are conscious that the consultation is in parallel to a call for sites and that the ISA would appear to be relying solely on the minerals industry coming forward with sites for potential mineral extraction or relying on neighbouring authorities to address the indicated shortfall. We feel the Council could be more proactive through policies in the plan in addressing the recognised shortfall and look forward to this being full considered within the evidence base.</p> <p>Consultation Form: Are any key documents or messages missing from the policy context review carried out for each Integrated Sustainability Appraisal theme?</p> <p>Comments: Table 2.1 – Include the Regional Technical Statement (2020) (RTS). Without minerals and raw materials to fuel the economy, few if any of the Local Plan aspirations can be delivered. Housing, transport, renewable energy, manufacturing, retail, building conservation and vernacular to name a few, all rely on minerals and mineral products, and this should be recognised in the ISA.</p> <p>Para 2.3 - Planning Policy Wales (PPW) is not only supplemented by TANs, but also by Mineral Technical Advice Notes, (MTANs).</p> <p>Table 7.1 – There is no reference to the respective MTANs, notably MTAN1: Aggregates (https://gov.wales/minerals-technical-advice-note-mtan-wales-1-aggregates).</p>	<p>Noted, reference to the RTS will be included in Table 2.1.</p> <p>Noted, where necessary reference will be included to the MTANs.</p> <p>Noted, the reference will be updated.</p>
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	<p>Table 7.1 – The RTS link is to the draft version and is dated 2019. The link should be amended to the final version published by WG in September 2020. Confirmation of the Council’s endorsement of the RTS would be helpful.</p> <p>Para 7.3 – There are no key messages relating to the requirement for a steady and adequate supply of minerals as required by PPW or reference to the MTANs.</p> <p>Para 7.20 – We believe that mineral planning in Wales is more than <i>“at the strategic scale requires collaboration between Local Authorities.”</i> PPW states that <i>“Planning authorities should include policies in their development plans for the maintenance throughout the plan period of land-banks for non-energy minerals which are currently in demand.”</i></p> <p>Para 7.20 – It is not clear what is meant by the terms used in the infographic <i>“Export of Sand and Gravel wharves supply to cross boundary locations and regional partners”, “Import of land won minerals from cross boundary locations and regional partners”</i>. Further, it is also necessary to safeguard minerals and minerals infrastructure, not just transportation hubs.</p> <p>Para 7.21 – The RTS is a Welsh Government Document prepared on behalf of the NWRAP and SWRAP. It is not produced by the SWRAP.</p> <p>Para 7.21 - This paragraph states that <i>“new proposals willbe required from industry”</i>. However, whilst site specific allocations do provide more certainty, there are other options open to the Council as indicated in PPW, through the identification of Preferred Areas and Areas of Search. The council should look to address any shortfall, through the systematic appraisal of mineral resources and appropriate identification.</p> <p>Para 7.21 – Whilst it is correct to indicate that Newport is required to make future provision within the LDP for crushed rock aggregates at 0.434 million tonnes per year, it would be appropriate to further explain the requirements of the RTS, that this equates to 10.854 million tonnes for crushed rock, over 25 years.</p> <p>2. Are there any key data sources or trends missing from the baseline information for each Integrated Sustainability Appraisal theme?</p> <p>Comments: Yes, under the minerals section, the report should refer to the Annual Monitoring Reports published by the SWRAP. In addition, the report should refer to the AM2019 report recently published by the British Geological Survey on behalf of the Government. These document highlight matters such as sales, reserves and inter-regional flows and provide a helpful evidence base.</p>	<p>Noted, this key message will be included.</p> <p>Noted, this paragraph will be updated.</p> <p>Noted, infographic will be updated to improve clarity.</p> <p>Noted, paragraph will be updated to reflect this comment.</p> <p>Noted.</p> <p>Noted, paragraph will be updated to reflect this comment.</p> <p>Noted, the scoping information will be updated to reflect the Annual Monitoring reports published by the SWRAP.</p>
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	<p>3. Do you have any comments on the identified key issues for each Integrated Sustainability Appraisal theme?</p> <p>Comments: See above comment. As with most ISAs, the report fails to make the link between the development aspirations and the need for a steady and adequate supply of minerals and mineral products.</p> <p>4. Do you have any comments on the Integrated Sustainability Appraisal objectives and/ or assessment questions for each Integrated Sustainability Appraisal theme?</p> <p>Comments: The ISA objectives include references to the requirements of PPW, MTAN1 or the RTS as the respective documents apply to the delivery of a steady and adequate supply of minerals to meet the needs of society.</p> <p>The ISA should recognise the biodiversity net benefits associated with the restoration of mineral sites. It is inevitable that building conservation/aesthetics and vernacular considerations will require appropriate building materials being specified. The source of such materials should be considered.</p> <p>5. Do you have any other comments on the Integrated Sustainability Appraisal Scoping Report?</p> <p>Comments: We are pleased this is stage one of the appraisal as further work needs to be undertaken in ensuring the local plan properly addresses the policy requirements for minerals as required by PPW, the MTAN and the RTS (2020).</p>	<p>Noted.</p> <p>Noted, but this also needs to be balanced alongside the impacts on biodiversity of new mineral sites for extraction.</p>
<p>Wentlooge Community Council</p>	<p><u>Historic environment/Landscape</u></p> <p>In our opinion the scoping document falls short on controls to protect the area of the Wentlooge Levels. The issue of its erosion has been highlighted by the statement from the Minister, but this does not seem to be reflected in the this document.</p> <p>We would look to see tighter planning controls and a strategy to stop the overdevelopment of this area from stable blocks, business premises to industrial activity such as tipping which is having a detrimental effect on the eco system and the promotion of tourism not to mention the negative effect of the well being of the communities in this area.</p> <p><u>Rights of way</u></p> <p>We would like to see the ancient pathways of the area considered within the RLDP to upgrade to rights of way take the Levels back to an area that is used by ramblers, the local community and people who would consider this as a place to visit will in the Newport area on vacation.</p>	<p>Noted, the scoping information recognises the sensitivity and importance of the Gwent Levels for biodiversity, landscape and the historic environment. Coastal erosion is also highlighted as an issue under the climate change theme. However, clearer links could be made between coastal erosion and impacts on biodiversity. The scoping information will be updated to reflect this. The other issues/ comments raised will be taken into consideration at the next stage of the</p>

	<p>This would also benefit from some form of visitor centre and focal points on the Levels. This has become even more of an urgency with the local pubs and restaurants closing over recent years. This could also be addressed within planning to stop this building being turned into Expensive housing which has no local benefit but takes away community hubs this again influencing wellbeing and a point of interest for tourism.</p> <p><u>Flood defences</u></p> <p>With climate change there should be included within RLDP the need to address flood defences not only from the sea but the drainage of rainwater that flows to the area from the surrounding high ground. This has been more apparent with the floods around the village over recent years.</p> <p><u>Ground movement</u></p> <p>The area of the Wentlooge levels has seen some significant ground movement effecting many properties. This could be addressed within the RLDP if there were policies put in place to stop the removal of clay which is, which is the base of the sump in this are holding the area together. the digging of large holes and pits and raising of the ground with material not native to this area. This also would be a certain benefit to the biodiversity as it would remove some of the negative impacts. To lose green space in this way only reduces carbon absorption within a time of climate change is vital.</p> <p><u>Waste</u></p> <p>We would like to see it formally documented within the RLDP that no waste sites will be permitted within the SSSI area of the Levels, Green Wedge, and Green Belt. This is so important to an area of such significance that is constantly targeted by this blight.</p> <p><u>Keeping of horses</u></p> <p>It has been established on several occasions especially in planning appeals that the land in certain parts of the levels has deteriorated due to over grazing. One of the key factors in this is the erection of stables to a degree that the area is in our opinion at saturation point. The issue this brings is that the planning consent for the size of the stable block does not consider the are required per horse. As laid out in the guidelines. Hence a stable block will be built for 6 horses on land that can only accommodate maybe 2.</p> <p>This situation brings harm to the biodiversity of not just fields that are stripped but the land around it not to mention the detrimental effect on the animal itself.</p>	<p>ISA process and through plan-making.</p>
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	<p>These constructions lead to a significant change to the character of the landscape and the wildlife that should thrive within it.</p> <p>Examples of this are widespread.</p> <p><u>Health and wellbeing</u></p> <p>This needs serious consideration within this revision as not only the area of the Wentlooge Levels, but the West of Newport has been overlooked in regards of facilities and transport.</p> <p>If we take the Levels as an example without personal transport you cannot access in an emergency a doctor’s surgery, pharmacist, optician, post office, sports facility, library, or a shop on the same day. The transport provided is next day only at present and with an ageing population this becomes more of a concern going forward.</p> <p>This Scoping Document has nothing to address these issues and we would like to see the inclusion of community hubs especially as the last remaining public house and restaurant is likely to close in the next 18 months, better access to transport is a necessity for a basic standard of living.</p> <p><u>City Centre</u></p> <p>Newport city centre needs more focus as the out-of-town shopping has removed the hart of the city and pushed most things east making it even more difficult to access. We would suggest more focus on the centre which would encourage more people to visit enabling local transport to the one location easier. Which could lead to less traffic congestion.</p> <p>Newport has a lot to be proud of and I give the example of the ship that was recovered this is one of a few that is recognised worldwide for its significance to the history of ship building. Other cities invested in purpose build housings for the ships to be displayed and reaping the benefits of the tourism these unique displays bring.</p> <p>In conclusion we feel that that there should be more focus on protecting and developing what would need to for future generations as well as the current generation with green space being critical in a time that we need to address climate change.</p>	
<p>The Woodland Trust</p>	<p>Coed Cadw - the Woodland Trust works at national level to seek to create a favourable policy environment for the retention and expansion of tree cover in urban areas in Wales. We endeavour to assess planning threats to ancient trees and ancient woods on a UK wide basis,</p>	<p>Noted, ancient trees and woodlands will be taken into consideration through the next stages of the ISA process, which includes the</p>

	<p>however we do not have capacity to engage in the local planning system across Wales. Please send any information on such threats to campaigning@woodlandtrust.org.uk. We expect all local authorities and public bodies to do their utmost to protect and sustain all ancient trees and ancient woodland, and we may challenge those who fail to do this. More guidance and information on how you can help is on our website: https://www.woodlandtrust.org.uk/about-us/woodland-protection/threats-from-human-impact/ Advice to local authorities on planning impacts on biodiversity, including trees and woodland is provided by Natural Resources Wales. The services they provide are described on their website https://naturalresources.wales/guidance-and-advice/business-sectors/planning-and-development/?lang=en and they provide regional contact details. Our advice to local authorities and all owners of public land is that they should be fully aware that the premature removal of any mature tree or shrub may adversely affect the health and welfare of residents, and cause biodiversity loss and environmental degradation. This cannot be fully or quickly mitigated by new planting.</p> <p>We urge local authorities to invest for the long term to ensure healthy and attractive tree cover for all their communities, creating and sustaining a minimum 20% tree canopy cover in all urban areas. We suggest this requires a three stage plan: first fully assess their tree assets by commissioning I-tree assessments; secondly, develop an integrated Tree and Woodland Strategy as Wrexham CBC has done; and thirdly, collect and manage resources and partnerships to deliver their tree strategy. Some local authorities in Wales have started on this journey and we suggest all authorities review and adjust their priorities to ensure they meet the requirement for green infrastructure assessments in Planning Policy Wales 10 and Future Wales: The National Plan 2040 and to ensure that green infrastructure provision and management is fully embedded into their Health and Wellbeing Plans, air pollution mitigation strategies and climate emergency responses. An essential component of this will be to support suitably qualified and experienced Tree and Woodland Officers.</p> <p>Opportunities for significant new initiatives may emerge from the current thinking on a new National Forest for Wales.</p>	<p>assessment of alternatives and the emerging draft plan.</p>
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Mae'r dudalen hon yn wag yn



Report

Cabinet

Part 1

Date: 13 October 2021

Subject Strategic Equality Plan Annual Report 2019/20

Purpose This report reflects Newport City Council's progress on delivering its 2020-24 Strategic Equality Plan whilst also reporting on the essential equalities employment information that the Authority is required to publish under the Equality Act 2010.

The Annual Report is required to be published on the Council's website in accordance with statutory deadlines.

Author Connected Communities Manager

Ward All

Summary Under the Equality Act (2010) the Council is required to report annually on the progress it has made against the 6 Strategic Equality Objectives contained within its Strategic Equality Plan. The Equality Act also requires Local Authorities to publish staff equalities data, which this report also contains.

This report is the first final Annual Report on progress towards meeting Equality Objectives set out in the Authority's third four year Strategic Equality Plan (SEP), as approved by Council in July 2020.

Proposal To approve the attached final monitoring report prior to discussion at Council in November.

Action by Head of People and Business Change

Timetable Report will be presented to Council in November 2021, and, if approved, published online shortly afterwards.

This report was prepared after consultation with:

Cabinet Member for Community and Resources
The Council's Strategic Equalities Group
Overview and Scrutiny Management Committee

Signed Head of People and Business Change

Background

Under the Equality Act 2010, public authorities are required to set a number of Equality Objectives every 4 years which assist them in their duty to pay due regard to the need to promote equality of opportunity, foster positive relationships between community groups and eliminate discrimination. The council's current Equality Objectives are set out in our Strategic Equality Plan 2020-24 (SEP).

Local authorities are also required as part of the Welsh specific duties of the Equality Act 2010 to produce and publish an Annual Report, within 12 months of the end of each financial year. The report highlights the challenges, changes and progress made throughout the year and measures these against Equality Objectives set out in the Strategic Equality Plan. The Annual Report also includes workforce data which is a publishing requirement under the Welsh specific duties.

The 2020-24 SEP was approved by Cabinet in July 2020 and sets out six equality objectives, each with a number of related outcomes and key actions that will contribute to those outcomes. The objectives relate to Leadership and Governance, Access and Engagement, Representative Workforce, Community Cohesion, Learning Well and Independent Living, and were set as a result of comprehensive community engagement, and review of local and national data.

This Annual Report demonstrates the progress made during the first year of delivery against the council's new SEP.

Legal context

The Equality Act 2010 (Wales) states that a listed body in Wales, including Local Authorities, must produce an Annual Report by 31st March each year.

The Act requires that the report must specifically outline progress towards fulfilling each of the Authority's Equality Objectives, provide a statement on the effectiveness of the steps that the Authority has taken to fulfil each of these, and include specified employment information, including information on training and pay (unless it has already published this information elsewhere).

The report should also set out the steps the Authority has taken to identify and collect relevant information and how we have used this information in meeting the three aims of the Public Sector General Equality Duty, which are to:

1. Foster positive relationships between those who share Protected Characteristics and those who don't
2. Eliminate unlawful discrimination
3. Advance equality of opportunity between those who share a Protected Characteristic and those who don't

If relevant information has not been collected a statement on the effectiveness of the Authority's arrangements for identifying and collecting relevant information must also be included.

During this reporting period, Welsh Government also enacted Section 1 of the Equality Act, the Socio-economic Duty (SED), introduced in Wales on the 31st March 2021. The SED requires specified public bodies, when making strategic decisions, to pay due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage. Although the SED does not include a reporting duty, this Annual Report sets out the steps that have been taken this year to ensure that the council meets its statutory responsibilities under this new legislation.

Governance and management

The Strategic Equalities Group (SEG) considers progress made against the Strategic Equality Objectives throughout the year and is chaired by the Cabinet Member for Community and Resources who also has responsibility for Equalities.

Respective Equality Objective leads provide a quarterly highlight report for consideration and support from SEG members. A number of delivery groups have also been established during this period to ensure operational delivery of each Equality Objective.

Financial Summary

The cost of implementing the Strategic Equality Plan and the Equality Objectives is met out of existing budgets by each relevant service area. The majority of the actions relate to work already identified in Service Plans, for example workforce monitoring, or which occurs in projects that have already been approved and prioritised, such as educational and housing priorities.

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

Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
That the Annual Report is not published	M	L	A draft report has been compiled and taken through relevant governance processes for approval	Heads of Service
That equality commitments are not understood by employees and members	M	M	Equality training for staff and members continues to be rolled out across the organisation, and development of our Fairness and Equality Impact Assessment process has further embedded equalities considerations as part of the Authority's decision making process.	Head of People and Business Change and Elected Members
That Equality Objectives are not implemented and reviewed	M	M	Progress against equalities objectives are reported on regularly to the Strategic Equality Group	Connected Communities Manager

Links to Council Policies and Priorities

The Strategic Equality Plan and its Equality Objectives are deliberately aligned with:

The Corporate Plan – our Cohesion and Representative Workforce Objectives
 Wellbeing Objectives – our Cohesion, Learn Well and Independent Living Objectives
 Modernised Council – our Representative Workforce Objective

The Plan also takes account of priorities for addressing inequalities set out in the Equality and Human Rights Commission's 'Is Wales Fairer?' 2018 review, and Welsh Government's ongoing Cohesion, Equality and Inclusion, and Nation of Sanctuary work programmes.

Options Available

- a) To approve the attached report and publish on the council's website
- b) To not approve the attached report and redraft.

Preferred Option and Why

Option a) is the preferred option, in order to ensure that the Council remains compliant with its statutory obligations.

Comments of Chief Financial Officer

There are no financial implications associated with the proposal to approve and then publish the Strategic Equality Plan Annual Report on the Council's website. The cost of implementing the SEP is met from existing budgets in service areas. Fairness & Equality Impact Assessments are included in business cases during the Medium Term Financial Plan process when applicable.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report. In accordance with the Equality Act 2010 the Council is required to publish an annual report setting out progress made and the effectiveness of the actions taken to meet its public sector equality duty and specific objectives. The annual report is also required to set out equalities data in relation to staffing information. The general public sector equality duty requires the Council to have due regard in the exercise of its functions, to the need to eliminate discrimination, harassment, victimisation and other prohibited conduct and to advance equality of opportunity and to foster good relations. As from April 2021, the Council has a further duty under the Equality Act to have due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage. The Regulations made by the Welsh Ministers impose specific duties on local authorities in Wales for the purpose of enabling better performance of these general duties. These include the duty to publish objectives designed to enable the authority to perform the statutory duty, to publish a statement setting out steps taken or intended steps in order to fulfil each objective and how long the authority will take in order to fulfil each objective.

This report provides an update on the first year of delivery against the new four-year Strategic Equalities Plan 2020-2024 and confirms that good progress has been made in meeting the 6 equalities objectives set out in the Plan, but also identifying those areas where further work is required. Although there is no requirement to report on performance in relation to the new socio-economic duty, the report also sets out the steps taken to meet the requirements of this new duty.

Comments of Head of People and Business Change

There are no direct staffing implications arising from this report.

This Annual Report reflects the positive progress made towards implementing our Strategic Equality Plan in its first year. The pandemic has presented significant challenges in delivering against some areas of work, however a range of activity has progressed as outlined in the report.

The publication of the report also meets the requirements to annually publish staff equalities data for the Local Authority. The work delivered over the last 12 months contributes to the delivery of the Council's well-being objectives and the national well-being goals, particularly a more equal Wales.

Scrutiny Committees

The report was received by the Overview and Management Committee at its meeting on the 10th September 2021. The full details will be published in the minutes of the Committee meeting on the Council's democracy pages. The following issues were discussed:

- The Committee would like further information on the terms of invitation to the roundtable discussions for members of marginalised community members, and would like to know further whether we should be formalising these community groups.

The discussions, which arose following the Black Lives Matter movement, are to support engagement between the Council's leadership and a range of communities in order to develop an understanding of relevant issues. This has been informal to date but will continue to be reviewed as discussions develop.

- Further, the Committee would like to know if the groups are associated with the One Newport PSB, and whether they interact at all.

One Newport PSB delivers the Well-Being Plan for the city and consists of a range of partners, whereas the leadership discussions are NCC discussions. However the work of the PSB does include a range of engagement with a wide range of communities and the participatory budgeting programme which formed part of the council's COVID recovery work is an example of this (also covered in the annual report).

- Committee agreed that they would like to extend a community cohesion group or roundtable to all communities within Newport and not just marginalised communities.

Detail was given to the Scrutiny Committee about the fortnightly community dial in with police and partners focussing on community cohesion issues which is open to any community member to join. From an engagement point of view, all communities are covered by the participatory budgeting work above.

- One Member noted the similarities between 'roundtable discussions' and an organisation in Newport by the name of Round Table, and asked that the Council be wary of this.

We have reviewed the clarity of this in the report.

- Committee asked that further information on the demographics of Newport be included in the report in order to further contextualise employment figures of protected classes and characteristics, and to show that our workforce is representative of Newport as a whole.

We have reviewed and updated the report

- The Chair of the Committee noted the progress made, and the positive work of the Strategic Equalities Group.

Fairness and Equality Impact Assessment:

A full Fairness and Equality Impact Assessment (FEIA) has been undertaken on the Strategic Equality Plan 2020-24 to which this Annual Report relates.

Summary of impact – Wellbeing of Future Generation (Wales) Act

The Plan's Equality Objectives and the actions that underpin them balance short term needs with the delivery of medium to long-term solutions over the course of the 4 year Plan, and were developed in consultation with internal and external stakeholders, including grassroots community groups. This Annual Report sets out a number of ways in which involvement and engagement has continued during this reporting period, including the establishment of a number of staff networks, and external reference groups.

The Plan and its Objectives identify existing issues (such as workforce under-representation) and seek to invest resource into preventing these problems from getting worse, and improving overall outcomes for groups that experience disadvantage. All of the council's Equality Objectives contribute to creating a more equal Wales, improving community cohesion and developing strong, resilient communities.

Summary of impact – Equality Act 2010

The FEIA undertaken on the Strategic Equality Plan 2020-24 identifies positive impacts for people that share Protected Characteristics of race, age, disability, pregnancy and maternity, marriage and civil partnership, gender reassignment, sexual orientation and sex. The Plan includes explicit reference to those characteristics which each Equality Objective directly benefits. There were no negative impacts identified.

Summary of impact – Socio-economic Duty

The Strategic Equality Plan's FEIA was carried out prior to the introduction of the Socio-economic Duty, however, specific actions were identified within the Plan to ensure the Duty is embedded across council processes during this period. The Annual Report updates on these. The FEIA also identified the likely positive impact that those areas of Newport with higher minority ethnic populations would experience as a result of the Plan – these areas are also some of the most socio-economically deprived. The Plan's focus on educational and involvement/engagement outcomes is also likely to benefit those experiencing inequalities as a result of socio-economic disadvantage.

Summary of impact – Welsh language

There were no significant impacts identified for the Welsh language within the Plan's FEIA.

Consultation

The Council's Equality Objectives were developed in partnership with key internal and external stakeholders and were subject to extensive community engagement. The involvement of grassroots communities ensures that whilst our Plan delivers a strategic vision for equality in Newport, it also ensures tangible outcomes for communities on the ground. The SEP includes further details of our consultation, comments received, and how this has shaped our priorities.

Background Papers

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

[Corporate Plan](#)

[Socio-economic Duty Guidance](#)

[Public Sector Equality Duty](#)

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

Dated: 6 October 2021

Strategic Equality Plan 2020-2024

ANNUAL REPORT 2020-21

POWELL, HEATHER (CONNECTED COMMUNITIES MANAGER)

Foreword – *to be added to final report*

Introduction

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

This Report relates to the first 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 our Cabinet Member for Equalities, and membership includes representation from Newport's Fairness Commission, Trade Unions, Elected Member Equality Champions and service area lead officers. This year the SEG has also welcomed Chairs of our Staff Support Networks.

Summary of Achievements

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

Strategic Equality Objective	Outcome	Achievements
Leadership, Governance and Involvement	Newport City Council shows clear and consistent leadership in promoting equality and diversity across the city	<ul style="list-style-type: none"> The council has signed up to Race Council Cymru's Zero Tolerance to Racism Policy for Wales The council has committed to deliver against promises in the Victim Support's Hate Crime Charter The council Leader has established a Black, Asian and Ethnic Minority community forum which meets on a quarterly basis Significant dates, including Pride Month, Black History 365, Refugee Week, Holocaust Memorial Day and Hate Crime Awareness Week have been recognised and promoted across the city
	Newport City Council has a clear governance structure in place to monitor equality performance across the organisation	<ul style="list-style-type: none"> Themed delivery groups have been established to deliver against each Equality Objective The Terms of Reference of the council's Strategic Equalities Group (SEG) has been reviewed and updated and the Group now receive quarterly progress reports SEG is now attended by Staff Network Chairs and Elected Member equality Champions
	Newport City Council will improve how it understands the impact of changing services by engaging residents and relevant groups in the decision making process	<ul style="list-style-type: none"> Responsibilities under the Socio-economic Duty have been embedded in council processes, including strategic decision-making £100,000 of funding has been distributed to grassroots community projects, overseen by Newport's Fairness Commission and a representative community steering group
Customer Service and Access	We have a better understanding of the demographics of our service users, and reflect these in service design, removing barriers to access	<ul style="list-style-type: none"> Accessibility Stakeholder Group is established and advising on council projects

		<ul style="list-style-type: none"> Equality support has been provided to all Test, Trace, Protect staff to ensure COVID-19 response is culturally and linguistically sensitive
	Complaints relating to discrimination are managed in a way that ensures organisational learning	<ul style="list-style-type: none"> Review of the council's complaints policy is complete, providing clearer guidance on how the council will respond to complaints relating to discrimination
	Through close partnership working with Newport Live barriers to accessing sports and leisure provision in the city will be reduced	<ul style="list-style-type: none"> Inclusive cycle programme launched by Newport Live to encourage participation of disabled people Partnership programme delivered with Ffilm Cymru to encourage under-represented groups to learn more about careers in the film sector
Representative Workforce	Staff with protected characteristics are better represented at all levels throughout the organisation	<ul style="list-style-type: none"> The council's Exit Interview form now specifically considers experiences of discrimination Workforce Planning tool launched to allow service areas to assess and understand areas of under-representation Recruitment Working Group established to consider inclusive recruitment strategies
	Diverse staff have a voice within the organisation, and are listened to	<ul style="list-style-type: none"> Staff networks for disabled, LGBTQ+ and ethnic minority staff have been established
	The potential for unconscious bias in recruitment processes is recognised, and minimised	<ul style="list-style-type: none"> All personal details have been removed from the council's application forms
Community Cohesion	Everyone living in Newport feels welcomed, and integration is supported by local communities	<ul style="list-style-type: none"> Significant support provided to EU citizens ensured high levels of EUSS applications received from Newport residents COVID-19 response has been focussed on ensuring minority and marginalised communities are informed, supported and listened to
	Community tensions are monitored and mitigated effectively	<ul style="list-style-type: none"> Fortnightly community tensions meeting and weekly community dial in established in partnership with Gwent Police
Learn Well	There is greater parity in attendance and exclusion rates for all pupils in Newport	<ul style="list-style-type: none"> Named Education Welfare Officer allocated to each school Attendance and exclusion data monitored weekly and monthly, including by Protected Characteristic
	We have a better understanding of the challenges faced by potentially marginalised pupils	<ul style="list-style-type: none"> Welsh Government's new Anti-Bullying Guidance embedded in local processes

		<ul style="list-style-type: none"> • Youth Council has developed LGBTQ+ schools guidance • Black History and Gypsy Traveller History Month resources developed for schools
Independent Living	People are empowered to live in their own accommodation for longer	<ul style="list-style-type: none"> • New scheme launched for people with learning disabilities to increase opportunities for independent living
	People are empowered to play an active role in their local communities	<ul style="list-style-type: none"> • Community Connectors continue to support people to connect with, and be involved with, their local communities
	The city is responsive to the accommodation needs of victims of domestic abuse	<ul style="list-style-type: none"> • Housing Support Grant continues to fund projects for people escaping domestic abuse, including specific provision for people from an ethnic minority background • 240 women currently supported by DAFS floating support

Equality Objective 1: Leadership, Governance and Involvement

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

Governance

To deliver on the objectives we set out in our Strategic Equality Plan we need to lead from the front, not just talking about equality, but by being a great example of good practice. Since

☒ Embedding the Socio-Economic Duty into council governance processes

☒ Delivering events and communications throughout the year relating to key dates in the equalities calendar

☒ Developing a Delivery Plan for our strategic equality work

publishing our Strategic Equality Plan, we have worked hard to ensure that the objectives we have set are going to be delivered effectively over the lifetime of the Plan. We have established a number of themed delivery groups, including Representative Workforce and Customer Service and Access Groups, which bring key officers together to progress these areas of work.

We have also reviewed the Terms of Reference and membership of our Strategic Equalities Group, which is now attended by our Elected Member Champions for equality, service area representatives from

across the council, and the Chairs of our newly established Staff Support Networks. This provides a platform for staff from under-represented groups to have access to senior decision-makers, influence our workplace and service delivery policy, and ensure that lesser heard voices are truly heard.

Over the past 12 months, we have also worked to understand and embed the principles of the Socio-Economic Duty (SED) and have delivered training to our Elected Members and senior officers on the Duty and its implications for our strategic decision making process. We have worked closely with Welsh Government to develop non-statutory guidance for public bodies, and have appointed a Cabinet Member lead for the Duty. We have also reviewed and updated our Fairness and Equality Impact Assessment process to fully reflect the Duty and provide a more streamlined, integrated assessment tool for decision makers.

Leadership

This year, we have stood with our minority ethnic communities who experienced the devastating disproportionate impact of the COVID-19 pandemic, and felt the injustice caused by the murder of George Floyd. In July, we lit up the Civic centre in purple as a mark of solidarity with the BLM movement, and were proud to sign up to Race Council Cymru’s [Zero Tolerance to Racism](#) policy for Wales.

The Leader of the Council, Councillor Jane Mudd, established a Community Forum, which brings people from an ethnic minority background together to discuss the race equality challenges across the city, and influence our response at the highest level. The Leader has also mandated equality and diversity training for all council staff and introduced for Elected Members. This will be rolled out by April 2022, starting with an Inclusive Leadership course for all of senior leaders and managers.

Involvement

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

The CIA informed both our strategic recovery aims and the development of a Participatory Budgeting programme, delivered in partnership with Public Health Wales and external consultants, Mutual Gain. The programme was overseen by a community steering group which co-ordinated the distribution of over £100,000 to 24 grassroots community projects across the city. A 2-day online event was attended by around 400 Newport residents, who voted for those initiatives most likely to benefit diverse communities. All projects were required to evidence how they would aid recovery from COVID-19 impacts and reduce inequalities relating to key areas including digital exclusion, health and wellbeing and access to information.

To ensure our commitment to equality is visible, we have worked hard this year to raise the profile of our work in this area, and promote key dates and celebrations to staff and communities, including Pride Month, Black History 365, Refugee Week, Holocaust Memorial Day and Hate Crime Awareness Week. To ensure our communications are meaningful, messaging on our internal and external platforms have been supported by staff awareness sessions, the development of information and resource packs, and partnership events.

Focus on the future

Priorities for the next year include:

- Working in partnership with Welsh Government and the WLGA to deliver on recommendations made in the Welsh Government's Race Equality Action Plan
- Further developing our Fairness and Equality Impact Assessment processes and deliver training to staff on its use
- Deliver bespoke equalities training to all staff across the organisation
- Work to develop our Elected Member champion roles
- Deliver a second round of Participatory Budgeting

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”

☒ Establish a disability access group to support the development of customer service provisions

☒ Working with Newport Live to provide accessible opportunities for people to engage in Sports, Leisure, Art and Culture

☒ Review and update customer complaints processes

Access

A focus on accessibility and inclusion is key to ensuring that the council ensures equitable access to services in the future, and despite the challenges that have been presented by COVID-19, we have been able to make progress on a number of the outcomes we identified within this objective.

In response to the physical changes that were required to the city centre because of the pandemic, we established an Accessibility Stakeholder Group

(ASG) to review and consider how projects relating to the use of the city centre and council services impact on accessibility.

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

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

Complaints and Customer Service

This year has seen significant changes in the way that we deliver services to the public. Restrictions on face to face contact, and an unprecedented increase in contact centre demand has meant that progress against some of our equality priorities has been limited. However, we have still made positive progress in a number of areas.

We have established a Customer Service and Access Delivery Group to support delivery of this objective, and reviewed and amended our Customer Complaints Policy. This has included improvements to our approach to complaints relating to discrimination.

Many of our customer services staff are seconded to our Test, Trace, Protect (TTP) Team, supporting our COVID-19 response. The TTP team has been supported to ensure that they understand the needs and concerns of minority communities who may be fearful of engagement with the TTP process, and have worked closely with our Community Cohesion Team to respond effectively to the emergence of COVID-19 clusters within specific communities. This has included the development of multi-lingual assets, working alongside

other council staff that speak community languages, and working closely with trusted third sector partners to ensure messages reach the people who need to hear them.

Engagement in Sports, Leisure, Art and Culture

Despite the disruption to and closure of leisure facilities this year, over the course of the lockdown we were also able to maintain our close working relationship with Newport Live. We were able to launch an inclusive cycle programme that is free for Newport residents, and that encourages disabled children and adults to participate in cycling activities. The programme was also able to secure a small fleet of specially adapted bikes, further reducing barriers to participation, and included the installation of adapted toilet and changing facilities on site.

We were also pleased to support a group of young people through a skills development workshop to enhance their work options within the film sector. The programme, delivered in conjunction with Ffilm Cymru and Foot in the Door Productions focussed on offering opportunities to under-represented groups, and has provided the opportunity to consider future, larger-scale projects of a similar nature.

Our *Fusion: Creating Opportunities through Culture* programme continued to work with local partners to increase access to arts and heritage for Newport residents, encouraging communities to explore the history that lies on their doorstep and engage in creative activities. Key projects included the Gypsy Stars Choir in partnership with Operasonic, Maindee Primary and Lliswerry High School working with Roma families, the delivery of online art workshops supported by door-to-door delivery of activity packs to individuals and care homes, heritage walking tours and Twitter Take Over events with young people.

Focus on the future

Priorities for the next year include:

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

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”

- ☒ Removing all identifiable information from our job applications
- ☒ Establishing a staff support network for minority ethnic staff
- ☒ Establish a staff support network for disabled staff

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

The first 12 months of the Plan’s delivery were characterised by huge workforce disruption, unlike anything we have previously experienced. Like so many workplaces across the country, Newport City Council transitioned from a workforce that was mainly office and location based, to one that was largely working from home. However, unlike

other organisations, we were also responsible for many of the essential services that are required to keep society moving during the various lockdowns.

As part of our response to the COVID-19 pandemic, we introduced a staff risk assessment, based on the Welsh Government’s COVID-19 Workforce Risk Assessment, to specifically protect our staff from a Black, Asian or Minority Ethnic background who we knew were more likely to be affected by the virus and associated risk factors.

Despite these unexpected challenges, we were able to make significant progress towards meeting our Strategic Equality Objective, and have established a Representative Workforce Delivery Group to continue progression of work in this area.

Recruitment

This year we have reviewed our job application processes and have successfully removed information relating to a person’s protected characteristics, and any other details, which may make them identifiable. This means that decisions of selection and shortlisting panels are less likely to be impacted by unconscious bias.

We have introduced additional monitoring categories that allow potential and existing staff to better self-identify, for example expanding our gender options, and delivered training on equality impact assessments for our senior HR staff. This will allow for better consideration of the impact of any restructuring decisions on people that share protected characteristics.

We have also reviewed and updated our exit interview questionnaire for staff leaving the organisation, which now captures any experiences of discrimination or adverse workplace culture that may have impacted on a person’s decision to leave the council.

Our Workforce Planning tool, piloted this year, provides each service area with their workforce demographics and prompts Heads of Service to specifically consider how they can improve any under-representation of people that share protected characteristics.

We have also recently established a Recruitment Working Group to consider how we can develop a more inclusive recruitment strategy, and we will be looking to prioritise this work during the next financial year.

Staff Support Networks

This year we have been delighted to establish two Staff Support Networks. Our Diversity Network is for colleagues from an ethnic minority background, and IN-NCC is a network for disabled staff. Networks are a powerful agent for organisational change, and for ensuring the voices of under-represented groups are heard, listened to, and influence policy and process.

As well as being a safe space for colleagues to share experiences and seek support, our networks are playing a vital role in supporting the delivery of our equality priorities. Our Diversity Network has identified three key priorities – staff training, workplace policy, and increasing representation through recruitment and development. This year, the Chair of our Diversity Network also sat on the interview panel for recruitment of our Chief Executive, a practice that will now be adopted for similar senior officer processes.

In March this year, we also held our first LGBTQ+ Network meeting, which was well attended and highlighted the need for a secure, confidential group where people could express themselves fully and work to raise awareness across the organisation of sexual and gender diversity.

The council have committed to ensuring Networks are supported through time to attend meetings, allocation of funds where needed, and administrative support. Network Chairs now attend our Strategic Equalities Group meetings, as well as our Strategic Equality Plan delivery groups.

Workplace Culture

This year we have worked to increase the amount of content relating to equality and diversity visible to staff on our internal communications platforms. This has included marking significant dates throughout the year, as well as topical updates on issues which including anti-racism and hate crime. During October, we themed our staff newsletter around Black History 365 and we have also offered a range of informal learning events for staff. These have included question and answer sessions with our local Black Lives Matter lead, international rugby star Ashton Hewitt, and an introduction to gender and sexual diversity, delivered by Umbrella Cymru.

Focus on the future

Priorities for the next year include:

- Improving our collection of staff data, increasing completion rates and aligning with census categories to allow effective comparison

- Delivering a workplace culture survey
- Developing a range of entry routes to the organisation and promoting these to under-represented groups
- Rolling out Inclusive Leadership training to all of our managers
- Embedding anti-racism principles within our workplace culture
- Developing Gender Identity and Dignity in the Workplace Policies

Equality Objective 4: Community Cohesion

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

☒ Working in partnership with locally funded services to support EU nationals to apply for the EUSS

☒ Working in partnership with our Youth Council and local LGBTQ+ people to develop a ‘safe space’ for LGBTQ+ people in Newport.

☒ Developing a multi-agency mechanism to effectively monitor community tensions at the earliest stage

☒ Delivering training to community groups that empowers them to challenge and act on hate speech where they encounter it.

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 and the wider global migration crisis meant that this year was always going to be challenging.

However, the events of 2020 presented additional issues, with the pandemic giving rise to a significant increase in community tensions and an urgent need to build resilience within, and provide support to, the diverse communities of Newport. Much of our cohesion work this year has been reactive, supporting communities to access information in their home languages, developing e-bulletins and online communications channels to share important updates, and responding to COVID-19 clusters, which have emerged within some of our most vulnerable communities.

Hate Crime and Community Tensions

This year we continued our commitment to addressing all forms of hate as it affects our communities. At the start of the year we saw a significant rise in online hate speech directed at specific communities perceived to be contributing to the spread of the COVID-19 virus, and throughout the year, right wing activists have exploited this misinformed belief, as well as the many conspiracy theories that have emerged as a result of the pandemic.

To tackle this, we have provided training on hate crime to around 80 frontline staff, and hosted a virtual event for professionals in partnership with Hope not Hate and the Center for Countering Digital Hate, equipping people with the skills to counter online hate where they see it. During Hate Crime Awareness Week this year, we also signed up to Victim Support’s Hate Crime Charter which sets out the way that victims of hate crime should be treated, and are currently developing a Hate Crime Policy to further embed these principles. We have also delivered hate crime training to a range of community groups, as well as our internal staff networks.

We have now established a fortnightly tensions meeting with our partners in Gwent Police which enables us to effectively monitor and mitigate emerging community tensions.

EU Settlement Scheme

As a result of Britain's exit from the European Union, EU nationals that had previously been relying on treaty rights that had guaranteed their right to work and live in the UK now needed to secure these rights by applying to the UK government's EU Settlement Scheme (EUSS). As of March 2021 nearly 8000 applications had been made to the EUSS by Newport residents.

Our teams have been able to work flexibly, setting up community WhatsApp groups and identifying key community contacts to both promote awareness of the EUSS and to monitor other Brexit-related tensions. 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 also continued to co-ordinate a weekly partnership drop in for EU citizens to access support and advice in a safe space when restrictions allowed. In March this year we hosted a partnership event for nearly 100 professionals across Newport raising awareness of post-Brexit rights and entitlements of EU citizens, a model which is now being adopted by other areas of Wales.

We have also been working closely with colleagues in the Home Office and Welsh Government on other migration related issues; both to support the new British National (Overseas) Visa scheme for Hong Kong residents and to reduce the pandemic related pressures that have built up within the asylum system.

LGBTQ+ Safe Space

Following consultation with LGBTQ+ young people across Newport in 2019, which highlighted the need for a safe space for people to come together, the council provided funding for a specific LGBTQ+ Youth Group. This group has now met every month since October, offering peer support and opportunities to engage in wider community projects. Face to face meetings will commence again in May at the Tin Shed Theatre, with activities co-designed by young people, including a queer book club, board game night, archery, dungeons and dragons, movie night and cosplay.

Youth groups, community centres and high schools have been encouraged to make referrals into the project and the group are currently working with Caerleon Comprehensive and Llanwern High School. The group has also been signposted to young people supported by Llamau in Newport as well as the Whole School Approach Officer for Changing Minds (Newport Mind). The group has been offered a permanent meeting space by The Riverfront when it reopens fully in September 2021.

Focus on the future

Priorities for the next year include:

- Improving our response to hardship cases which arise as a result of insecure migration status
- Developing a council Hate Crime Policy
- 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”

☒ Improving our response to Identity Based Bullying by embedding Welsh Government’s ‘Rights, Respect and Equality’ anti-bullying guidance in our practice

COVID-19 has been hugely disruptive for schools across Newport, creating new challenges including remote learning and threatening to widen inequalities that already exist for vulnerable or disadvantaged learners. Although this has impacted on work towards specific actions within our Strategic Equality Plan, we have worked incredibly hard this year to keep equality and fairness at the heart of our education delivery whilst responding to the needs of learners and families during the pandemic. We were also pleased to extend our Free School Meal offer to families who are experiencing hardship as a result of having no recourse to public funds.

Attendance

This year, a named Education Welfare Officer was allocated to each school, focussed on providing wellbeing support for pupils and families who were not engaging with schools or blended learning, including regular contact and home visits. Weekly and monthly attendance monitoring has been embedded in our practice, including analysis by school, phase, gender, ethnicity and postcode. Monitoring also includes the use of new, temporary codes to help identify the impact of COVID-19 and remote learning on individual learner attendance.

Our Gwent Education Minority Support Service (GEMS) worked specifically with pupils who have English as an additional language (EAL), assisting parents to support their children with online learning, and ensuring families had access to digital equipment. The team carried out weekly wellbeing calls to families and young people and supported schools with translation of key information for families regarding access to free school meal vouchers and completion of the digital device agreements. The GEMS team also surveyed EAL pupils and families to inform improvements to provision.

Anti-Bullying and Inclusion

In response to the introduction of Welsh Government’s new Anti-Bullying Guidance, ‘Rights, Respect and Equality’ we have reviewed our approach to capturing information on identity-based bullying across our schools, improving the way that protected characteristics are captured on reporting systems, and adding additional fields for completion, including action and outcomes. Our Youth Council also led on a consultation exercise to inform the development of our new Anti-Bullying Policy.

During Black History Month 365, anti-racism resources were developed specifically for schools, pupils and parents, and during Hate Crime Awareness Week, a series of virtual puppet workshops were delivered by Puppet Soup across our primary schools, exploring and

celebrating unique and shared identities. To further support this work, GEMS has provided £15,000 funding to Show Racism the Red Card to promote anti-racism approaches across schools and provide sessions for staff, pupils, governors and parents.

Estyn's October 2020 thematic review, 'Celebrating diversity and promoting inclusion - Good practice in supporting lesbian, gay, bisexual and transgender (LGBT) learners in schools and colleges' featured the work of Ysgol Gymraeg Casnewydd, Eveswell Primary and Bassaleg School.

Focus on the future

Priorities for the next year include:

- Work focussed on violence reduction in schools
- Streamlining and aligning support mechanisms for schools responding to identity-based bullying
- Work to address community concerns about RSE under the new curriculum
- Rollout of Welsh Government's Hate Crime in Schools Project

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”

☒ Delivering Black, Asian and Minority Ethnic specific women’s refuge and associated supported aimed at women fleeing domestic violence

Our housing services have experienced an unprecedented increase in demand during this period as the UK and Welsh Governments sought to restrict the spread of COVID-19 by extending the statutory housing duties of local authorities.

Housing Support Grant and Homelessness Prevention Grant projects including floating support, mediation and housing options staff, continue to support people to maintain their own accommodation and prevent homelessness. The Housing Support Grant also funds 20 units in four refuges, including one specifically for Black, Asian and Minority Ethnic women and 2 as part of a regional scheme for women with complex needs.

In addition, the DAFS floating support, crisis and advice scheme supports a minimum of 240 women in their current temporary or permanent accommodation and includes a dedicated post working with minority ethnic women. 2 additional dispersed units for 5 people have recently been acquired using VAWDASV and Phase 2 homelessness capital funding.

Projects for Gypsy and Traveller communities and EU migrants have been consolidated and remodelled to ensure a continued presence of support for these marginalised groups. Our work with the Gwent Gypsy and Traveller Support Service continues, with a dedicated support worker providing support and advice to communities.

During the year, as part of the implementation of the Independent Living Strategy, five young people with learning disabilities were supported to move into their own self-contained flats in a new complex, increasing their independence and access to the local community. Due to the success of these schemes and the care and support model used, additional schemes are planned over the coming years.

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

- Adult Services’ Community Connectors
- Floating support workers
- Integrated Wellbeing Networks with ABUHB
- Older Persons Pathway
- Independent Living Strategy
- Tenancy ready programmes

Our Community Connectors for minority ethnic communities offer support to people who may be socially isolated to improve their wellbeing based on what matters to them. During

2020/21 they supported 302 people resulting in 1,030 positive outcomes and connected 82 people to local activities. Information in different languages was shared via digital platforms, with Mosques, churches and online groups.

Connectors continue to work with groups at grassroots level on COVID-19 recovery plans and signposting to funding sources to ensure sustainability. Although the pandemic prevented many groups from meeting face to face, this year the Community Connectors engaged with 317 partners over 19 sessions (online meetings). The Team continue to map community activity provision and engage with groups as we continue working on the city's recovery.

Focus on the future

Priorities for the next year include:

- Using Welsh Government grant funding to provide support to our most vulnerable citizens through the Housing Support Programme
- Developing a new floating support team for people with complex needs
- Providing additional support for refugees and asylum seekers
- Establishing a dedicated service for male-led families with male support workers
- Remodelling one of the city's refuges to cater for women with complex needs fleeing domestic abuse
- Production of the Council's first four-year Housing Support Programme Strategy (2022-2026)

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

D. National Census

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

2. Evaluating data

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

A. Fairness and Equality Impact Assessments

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

B. Service Area Plans

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

Workforce Data

The following workforce data shows information about the protected characteristics of our employees captured between April 2020 and March 2021. The data shows that at the time of reporting there were 5779 staff employed by Newport City Council which is a minor decrease from 5781 in the last reporting period.

It remains challenging to compare workforce data against national statistics due to differences in the way that data is collected by employee systems, compared to standard census data. We also know that census data is now outdated, and unlikely to be a true reflection of the current demographics of Newport.

Some changes have been made to the recording options that we offer potential and existing staff to better align with the census 2021, and as part of our ongoing commitment to continuously improve the way we capture data. Work continues to align all of our systems to ensure comparative data can be analysed effectively, as well as instill confidence that our monitoring is inclusive, and information is being managed securely and respectfully.

This year 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. There may be several factors that have influenced this change, including an increased awareness of the importance of monitoring data as a result of 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 reinforced the importance of updating personal information, updated staff on new recording categories available and prompted colleagues to update their information when they log on to our employee self service system.

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

As an indication of applicant data, we can report that out of 6956 applicants:

- 22 applicants disclosed that they have had gender reassignment
- 63 applicants had identified they were eligible for a guaranteed interview under the 'Disability Confident Scheme'
- 55 were eligible for a guaranteed interview under our 'Armed Forces Covenant'
- 20 were eligible for a guaranteed interview under our 'Care Leavers' agreement
- From the 'Gender Identity' question 22.44% identified as female, 11.83% as male, 0.13% selected 'other' and 65.6% of respondents left the question blank

Data Analysis

At the time of data capture we had 5779 staff employed, 519 leavers and 6956 applicants. Anomalies in data (numerical statistics in 'pay band by sex', 'contract type by sex', 'working pattern by sex', 'ethnicity pay gap' and 'disability pay gap') are due to the time that reports were run/requested, but were analysed from a date correct at 31/03/2021 and the percentages displayed are reflective of the correct data. Intersectional data was analysed from a master spreadsheet that allowed all categories to be filtered and defined simultaneously.

Key findings

Ethnicity

- 93.5% of staff identify their ethnicity as white; this includes White – British, Welsh, English Scottish, Irish, Other European and Other, a decrease of 0.5% from last year. This compares to approximately 85% of Newport's population.
- 1.8% of staff identify their ethnicity as Asian or Asian British - Other, Pakistani, Bangladeshi, Indian compared to 4.1% of Newport
- 0.12% of staff identify their ethnicity as Chinese or Other – Chinese, Chinese or Other Ethnic Group
- 0.85% of staff identify their ethnicity as Black or Black British African, Other, Caribbean, or Mixed Black African
- 1.42% of staff identify their ethnicity as Mixed – Other, Mixed White & Black African, Mixed White & Black Caribbean, Mixed White & Asian
- The removal of the category 'Chinese or other – Gypsy / Traveller' was removed. The ONS National Census had a sub-category of 'White – Gypsy or Irish Traveller'
- 0.54% of staff were 'not stated', 'unknown', or 'Prefer Not To Say (PNTS)'
- 1.85% of staff left their ethnicity blank compared to the previous reporting period of 1.9%
- Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) staff made up 4.15% of leavers, a decrease from 4.8% in the previous period
- 92.68% of staff leaving the organisation were of White (all categories) ethnicity
- 'Arab' is listed in ONS National Census category for ethnicity, but we did not offer this option during the reporting period
- 9.46% of applications were from people who identified as Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories), compared to population of 13.2%
- 5.03% applicants were Asian, 1.8% applicants were Black, 0.21% were Chinese and 2.41% were of mixed ethnicity
- 4.19% of our current staff are from a Black, Asian or other minority ethnic background, a slight increase on last year's figure. This compares to approximately 13-

14% of the population of Newport (data from Stats Wales of a population of circa 150,000 people) and to 5.2% in Wales

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

Age

- Approximately 62% of the Newport population are between 16-64 years old
- In Wales of those aged 16-64 years old, 80.5% of men and 73.4% of women are economically active
- 12% of men and 6.6% of women over 65 are economically active in Wales
- In Wales, 16-19 year olds make up the highest proportion of people unemployed at around 19-21%
- 26% of women in Wales are economically inactive due to 'looking after a family/home', compared to 6.5% of men
- Of 24 staff aged over 75, 5 left the organisation during this period - an increase on last year as zero staff over 75 left
- 25-34 year olds made up 26.78% of leavers, which was the highest percentage same category as last year
- 66.5% of the workforce is aged 16-49 and over 50s make up 33.5% - the same figures as the previous year
- At 74.58% the majority of our job applicants are under 45 years old
- 4.3% aged 75+ applied to work at NCC whereas the previous report highlighted that 1.7% of applicants were over 60 (with incomparable categories)
- In our last annual report 25.1% of applicants were aged 16-24; this report shows that 22.97% in this age bracket applied for jobs with us, a decrease in younger applicants of 2.13%. In Newport, 16-24 year olds make up around 10% of the population
- We have an increase in our 16-24 age category of current staff from last year. Now 4.3% of our staff are aged between 16-24
- 2.53% of applicants preferred not to disclose their age

Sex

- 76.88% of the workforce are female and 23.12% are male, the same as last year
- Across Wales in our previous reporting period, a gender pay gap of 13.5% existed, compared to this period a decrease in Wales to 11.6%
- Newport as a local authority area had a gender pay gap of 20.1% at this reporting period (this is a similar statistic to neighbouring local authorities)
- Newport City Council's gender pay gap was 3.6% (mean) and 0% median
- There are about 1.7% more women than men in Newport
- In Wales, 23% of Council Leaders and 26% of Chief Execs are women

Marital Status

- Married people (48.07%) and single people (29.49%) make up the majority of the workforce. The number of married staff has increased since last year
- The largest percentage of applicants are single people at 39.69%
- 0.81% of the current workforce are widowed, compared to 1.54% leaving the organisation
- 0.19% of the current workforce are in a civil partnership
- The highest proportion of leavers are married people at 42.58%
- The lowest proportion of leavers are those in civil partnerships, or who would prefer not to say

Disability

- 2.11% of the workforce are disabled, an increase of 0.28% from last year
- The approximate global percentage of disabled people is 15%. Newport's population of disabled people (as defined in the Equality Act 2010) is circa 23% (of those of a working age)
- 2.5% of the leavers were disabled, a decrease from 2.7% last year
- 'Not known' or left 'blank' accounts for 3.53% of staff, 2.7% of leavers, and 9.96% of applicants
- The number of disabled applicants has increased from 4.3% to 4.64%
- 11.2% of the disabled workforce, last year left the organisation, based on 116 staff declaring a disability from 2019-2020
- Applicants selecting 'not disabled' has decreased from 90.5% last year to 85.39%

Sexual Orientation

- 1.33% of the workforce identified as lesbian (or gay woman), bisexual or homosexual (or gay man), an increase from last year of 0.23%
- 4.83% declined to specify their current sexual orientation
- The number of people choosing to leave this question blank has decreased from 55.84% last year to 49.07%
- We have had an increase in applicants who identify as lesbian, bisexual and gay rising from 4.25% to 5.17%
- One third of leavers left this question blank, compared to half of all staff and only 7.06% of applicants
- 2.12% of leavers are lesbian, bisexual or gay
- We are losing more lesbian, bisexual and gay people than we are employing in each recorded category, though at a lesser rate than the previous year
- Applicants who identified as Heterosexual decreased from 88% during the last reporting period to 83.05%

- Population figures for South East Wales suggest around 4% of people identify as LGBTQ+

Religion or Belief

- Those identifying as Buddhist, Jewish or Taoist has increased from 0.13%, to 0.53%
- 3 staff identify their religion/belief as Confucianism
- Just over half of our staff chose to leave this blank
- 'Not specified' and Christian were the largest groups, with 11.09% and 11.07% respectively, following 'blank'
- 1.06% are Muslim compared to data from our (2011) Wellbeing Profiles which suggests that 4.7% people living in Newport (minimum) are Muslim
- 1.4% of leavers in 2019-2020 were Muslim and has increased to 1.54% in this reporting period
- The largest group identity specified for applicants was Atheist with 20.7%
- 589 applicants stated their religion or belief as 'other'

Intersectional and additional data of interest

- All the gay/homosexual men are white and under 54
- Less than 1% of staff have identified as having had gender reassignment, although this category was introduced part way through the year so is not a complete picture
- 2 people who are Muslim are white
- Of those identifying as lesbian, gay or bi; 6 are disabled and all of this group are white
- All 13 staff who are members of the Armed Forces community are between 35-64 years old
- The younger our staff, the more likely they are to have identified as following a religion or belief, with 50% being aged 16-24 years old
- 0.01% of people over 55 are bisexual, 31% over 55 are heterosexual/straight and almost 70% left this question blank or preferred not to say
- Of our ethnic minority staff, 3.2% are female and 1.07% are male

Focus on the future

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

- Delivering targeted recruitment campaigns that increase our engagement and reach with under-represented groups
- Developing our understanding of ethnicity and disability pay gaps across the organisation
- Focussing on increasing reporting for those categories that still have a low completion rate, for example, religion
- Promoting our staff networks to all potential and current staff to encourage confidence in our workplace culture and help people to bring their whole selves to work
- Reviewing our recruitment strategy and process, along with our recruitment landing pages to ensure these are welcoming and inclusive to all

Captured at 31st March 2021

Pay band by sex

Pay Band (£)	2019/20				2020/21			
	Female	%	Male	%	Female	%	Male	%
10,000-14,999	23	0.5	10	0.7	20	0.4	10	0.7
15,000-19,999	1927	39.2	450	31.7	1919	39.3	450	31.7
20,000-24,999	956	19.5	288	20.3	944	19.3	288	20.3
25,000-29,999	389	7.9	128	9.0	384	7.9	129	9.1
30,000-34,999	279	5.7	121	8.5	280	5.7	121	8.5
35,000-39,999	390	7.9	109	7.7	389	8.0	110	7.7
40,000-44,999	695	14.1	191	13.5	696	14.2	191	13.4
45,000-49,999	43	0.9	16	1.1	38	0.8	14	1.0
50,000-54,999	46	0.9	17	1.2	51	1.0	18	1.3
55,000-59,999	27	0.5	8	0.6	27	0.6	9	0.6
60,000-64,999	16	0.3	9	0.6	16	0.3	9	0.6
65,000-69,999	14	0.3	6	0.4	14	0.3	6	0.4
70,000+	33	0.7	17	1.2	33	0.7	17	1.2
Not known	74	1.5	49	3.5	75	1.5	49	3.4
Total	4912	100	1419	100	4886	100	1421	100

Contract type by sex

Contract Type	2019/20				2020/21			
	Female	%	Male	%	Female	%	Male	%
Permanent	3499	71.2	1028	72.4	3485	71.3	1027	72.3
Acting Up	31	0.6	6	0.4	30	0.6	6	0.4
Casual	368	7.5	145	10.2	356	7.3	146	10.3
Fixed Term	921	18.8	193	13.6	921	18.8	195	13.7
LTS cover	2	0	1	0.1	2	0	1	0.1
Mat Cover	4	0.1	0	0	4	0.1	0	0
Seasonal	29	0.6	5	0.4	29	0.6	5	0.4
Secondment	5	0.1	1	0.1	5	0.1	1	0.1
Sessional	53	1.1	40	2.8	53	1.1	40	2.8
Supply	0	0	0	0	0	0	0	0
Temporary	0	0	0	0	1	0	0	0
Total	4912	100	1419	100	4886	100	1421	100

Working pattern by sex

Working Pattern	2019/20				2020/21			
	Female	%	Male	%	Female	%	Male	%
Full time	1619	33.0	946	66.7	1619	33.1	949	66.8
Job share	3232	65.8	468	33.0	62	1.3	5	0.4
Part time	61	1.2	5	0.4	3205	65.6	467	32.9
Grand Total	4912	100	1419	100	4886	100	1421	100

Age profile

Age Group	All Staff					
	Employees (as of 31 st March)	%	Left the Authority	%	Job Applicants	%
16-24	235	4.07	31	5.97	1598	22.97
25-34	1244	21.53	139	26.78	2173	31.24
35-44	1566	27.10	125	24.08	1417	20.37
45-49	795	13.76	49	9.44	506	7.27
50-54	782	13.53	41	7.90	411	5.91
55-59	616	10.66	59	11.37	251	3.61
60-64	371	6.42	41	7.90	111	1.60
65-69	105	1.82	25	4.82	10	0.14
70-74	41	0.71	4	0.77	4	0.06
75+	24	0.42	5	0.96	299	4.30
Prefer not to say	0	0.00	0	0.00	176	2.53
Total	5779	100.00	519	100.00	6956	100.00

Tudalen 127

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

Sex	All Staff					
	Employees (as of 31 st March)	%	Leavers	%	Job Applicants	%
Female	4443	76.88	391	75.34	4947	71.12
Male	1336	23.12	128	24.66	1882	27.06
Unknown	0	0.00	0	0.00	127	1.83
Total	5779	100.00	519	100.00	6956	100.00

Marital status

Marital Status	All Staff				Job Applicants	
	Employees (as of 31st March)	%	Leavers	%		%
Civil Partnership	11	0.19	2	0.39	54	0.78
Divorced	270	4.67	28	5.39	277	3.98
Living with Partner	547	9.47	74	14.26	1207	17.35
Married	2778	48.07	221	42.58	2046	29.41
Separated	93	1.61	8	1.54	104	1.50
Single	1704	29.49	166	31.98	2761	39.69
Widowed	47	0.81	8	1.54	20	0.29
Would prefer not to specify	43	0.74	2	0.39	81	1.16
(blank)	286	4.95	10	1.93	406	5.84
Total	5779	100.00	519	100.00	6956	100.00

Tudalen 128

Disability

Disability	All Staff				Job Applicants	
	Employees (as of 31st March)	%	Leavers	%		%
Disabled	122	2.11	13	2.50	323	4.64
Not disabled	5453	94.36	492	94.80	5940	85.39
Not known	50	0.87	7	1.35	144	2.07
(blank)	154	2.66	7	1.35	549	7.89
Total	5779	100.00	519	100.00	6956	100.00

Sexual orientation

Sexual Orientation	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Heterosexual	2587	44.77	300	57.80	5777	83.05
Homosexual	36	0.62	4	0.77	126	1.81
Bisexual	15	0.26	2	0.39	160	2.30
Lesbian	26	0.45	5	0.96	74	1.06
Declined to specify	279	4.83	39	7.51	328	4.72
(blank)	2836	49.07	169	32.56	491	7.06
Total	5779	100.00	519	100.00	6956	100.00

Religion or belief

Religion	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Agnostic	243	4.20	29	5.59	668	9.60
Atheist	430	7.44	67	12.91	1440	20.70
Buddhist - Hinayana	2	0.03	0	0.00	22	0.32
Buddhist - Mahayana	4	0.07	0	0.00	13	0.19
Christian - Orthodox	262	4.53	20	3.85	436	6.27
Christian - Protestant	640	11.07	73	14.07	1055	15.17
Christian - Roman Catholic	332	5.74	37	7.13	705	10.14
Confucianism	3	0.05	0	0.00	0	0.00
Hinduism	4	0.07	1	0.19	42	0.60
Islam - Shiite	61	1.06	1	0.19	28	0.40
Islam - Sunni	0	0.00	7	1.35	221	3.18
Judaism - Orthodox	0	0.00	0	0.00	1	0.01
Judaism - Reformed	0	0.00	0	0.00	0	0.00
Not Specified	641	11.09	78	15.03	1069	15.37

Other	226	3.91	28	5.39	589	8.47
Sikhism	1	0.02	0	0.00	18	0.26
Taoism	1	0.02	0	0.00	1	0.01
(blank)	2929	50.68	178	34.30	648	9.32
Total	5779	100.00	519	100.00	6956	100.00

Ethnicity

Tudalen 130

Ethnic Origin	All Staff				Job Applicants	
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Asian or Asian British - Bangladeshi	25	0.43	3	0.58	55	0.79
Asian or Asian British - Indian	15	0.26	1	0.19	72	1.04
Asian or Asian British - Other	27	0.47	2	0.39	81	1.16
Asian or Asian British - Pakistani	35	0.61	4	0.77	142	2.04
Black or Black British - African	23	0.40	3	0.58	80	1.15
Black or Black British - Caribbean	19	0.33	2	0.39	27	0.39
Black or Black British - Other	7	0.12	1	0.19	18	0.26
Chinese or Other - Chinese	4	0.07	0	0.00	10	0.14
Chinese or Other - Other Ethnic Group	3	0.05	1	0.19	5	0.07
Mixed - Black African	2	0.03	2	0.39	6	0.09
Mixed - Other	27	0.47	1	0.19	59	0.85
Mixed - White & Asian	16	0.28	1	0.19	33	0.47
Mixed - White & Black African	11	0.19	3	0.58	21	0.30
Mixed - White & Black Caribbean	26	0.45	4	0.77	49	0.70
White - British	3817	66.07	314	60.50	3446	49.54
White - English	108	1.87	10	1.93	226	3.25
White - Irish	39	0.68	7	1.35	37	0.53
White - Other	96	1.66	8	1.54	104	1.50
White - Other European	34	0.59	6	1.16	160	2.30

White - Scottish	10	0.17	1	0.19	16	0.23
White - Welsh	1297	22.45	135	26.01	1872	26.91
Not Stated	15	0.26	1	0.19	31	0.45
Prefer not to say	14	0.24	3	0.58	21	0.30
(blank)	107	1.85	6	1.16	385	5.53
Total	5777	100.00	519	100.00	6956	100.00

Ethnicity in Newport and Wales (from Wellbeing Profiles)

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

Supporting Documents

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

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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>

Stats Wales – Newport general <https://statswales.gov.wales/Search?Query=newport>

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

Wellbeing Profile 2019 <https://www.newport.gov.uk/documents/One-Newport/Profiles/Community-Wellbeing-Profile-2019-Newport-Population.pdf>

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

We the 15 – inclusion movement <https://www.wethe15.org/>

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

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

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

ONS – APS [Annual population survey \(APS\) QMI](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationanddemography/annualpopulationurvey) - Office for National Statistics

Citywide Data sourced through <https://population.un.org/wup/> from <https://worldpopulationreview.com/world-cities/newport-population>

Disability information and Waleswide statistics (housing)
<https://www.equalityhumanrights.com/en/housing-and-disabled-people-wales-statistics#:~:text=More%20than%20a%20quarter%20of,11.7%25%20since%202013%20to%202014.>



Report

Cabinet

Part 1

Date: 13 October 2021

Subject Newport City Council Covid-19 Response and Recovery Update

Purpose To present to Cabinet an update on the Council's progress being made towards recovering services and supporting Newport's communities as part of its Strategic Recovery Aims.

Author Chief Executive
Head of People and Business Change

Ward All

Summary The UK and Wales is now into its 20th month (since February 2020) of the Covid-19 pandemic. During this time, the crisis has impacted all communities, businesses and services delivered by the Council and partners across Newport. Newport as a city has had to adapt and respond as necessary to the restrictions to minimise the spread of the virus. The Council's priority has been to ensure the continuity of services with our strategic partners, supporting the most vulnerable residents, support businesses and ensure the safety of staff and customers. This report provides an overview of what action the Council has taken to date progress against its Strategic Recovery aims and Wellbeing Objectives.

Since the last Cabinet report in September, Wales and the region has continued to see positive Covid cases increase but hospital admissions remain lower in comparison to last year and the winter period. As the city and the Council enter into the autumn and winter period, there is likely to be further increase with the case rate which will have an impact on the hospital admissions. The focus over the autumn will be to get the over 50s, vulnerable and health & social care workers boosters alongside vaccinating 12 to 15 year olds across secondary school settings.

Proposal Cabinet is asked to consider the contents of the report and note the progress being made to date, the risks that are still faced by the Council and the city.

Action by Corporate Management Team

Timetable Immediate

This report was prepared after consultation with:

- Gold Recovery Group
- Corporate Management Team

Signed

Background

Since the last Cabinet Report on [8th September](#), Newport Council and its partners have continued to monitor the Covid-19 cases in the city through its role at the multi-agency Gwent Incident Management Team the Council's Emergency Response and Recovery Group (Covid Gold) and liaison with Welsh Government (WG), Public Health Wales (PHW) and ABUHB partners.

Wales Covid-19 Update (September / October)

Following WG decision to move into alert level 0 over the summer period, the return of schools and tertiary education in September, there has been an increase in the community spread of the Delta variant. Whilst the latest PHW data shows the spread being over 500 per 100,000 of the population the overall hospital admissions in comparison to last winter has remained low. Hospitals across ABUHB have been reporting significant number people being admitted into hospital with positive Covid-19 cases but have predominantly been unvaccinated.

As we enter the Autumn / Winter period, it is highly likely that the country will see a further increases and waves in cases and hospital admissions. These will ultimately impact hospital settings and their ability to provide other forms of acute care. Furthermore, this could also impact settings such as care homes across the city. In response, the Welsh Government have announced the implementation of Covid passports into indoor venues and events and will be inviting people over 50 and the most vulnerable to receive their booster jabs as well as the seasonal flu jab. 12 to 15 year olds will also be able to receive the vaccination which will be administered in the schools. Finally, it will be important for those that have not taken up the vaccination to date to also take up this opportunity as it will not only protect them, but it will also protect others around them.

WG messaging remains for people to socially distance wherever possible, and to continue to wear face coverings indoors except for hospitality premises. It will also be important for people and businesses (where they can) to continue to work from home.

As the economy has been reopening, Wales and Newport are starting to be impacted by wider economic factors due to vacancies, increasing household costs due to food and energy, disruption to food and goods supply chains. These impacts will be affecting those in low income households and could disrupt economic recovery. These are being monitored by the Council as part of its business continuity arrangements.

Newport City Council Update

To date the vast majority of Newport City Council staff have continued to deliver front line services and the Council has continued to follow WG advice for staff (where they can) to continue to work from home. This message has been relayed to staff via regular staff communications. This equally applies to Members and access to the Civic Centre and the democratic functions of the Council continue to be undertaken virtually.

Risk assessments are in place for all work that we do, and these take into consideration work environment and task, health and safety legislation and current Government guidance. In this way we can ensure that staff can safely undertake their duties, protecting both themselves and people they are working with. For the 5,500 staff employed by Newport City Council (including schools) approximately 1200 have been regularly working from locations other than their usual place of work (including home working). The remaining staff and the services that they deliver have continued in line with the risk assessments in place and Government guidance during the Pandemic.

Where appropriate we have enabled teams to resume activity previously being undertaken from home as and when required. This has been possible because of the work done with service areas, Health and Safety, staff and Trade Unions to put in place robust risk assessment arrangements. We will continue this process over the coming months, whilst monitoring and responding to changes in the infection rates

within the population. Services such as libraries and face to face customer services are again operational and are providing in-person activity.

We have also been working to undertake more face to face and hybrid meetings within the Council. Currently, due to restrictions in our Civic Centre, it is not possible to undertake face to face meetings for many activities. However, we have installed technology in a number of rooms that will enable us to provide hybrid meeting facilities.

For this to operate effectively we are finalising the technology requirements and will then develop specific protocols for the management of these meetings. To facilitate this, we will:

1. Operate a hybrid Corporate Management Team meeting
2. Undertake a hybrid Cabinet meeting
3. Based on the learning from these activities and where Covid restrictions and case numbers allow, we will aim for a hybrid Committee meeting

Work is on-going to ensure we can meet the requirements of the Local Government and Elections Act regarding hybrid meetings.

Key for us is maintaining the benefits achieved by working flexibly to this point (these benefits are set out in the New Normal report previously discussed at Cabinet). We will be reporting back to Cabinet in November 2021 for a series of decisions regarding policy changes and building utilisation, along with the associated benefits, risks and impacts. Once agreed we will develop and implement a detailed building utilisation plan which will also address usage during the current and future restrictions.

A summary of the Council's activity since the last Cabinet Report is outlined below with a full update provided in appendix 1.

Strategic Recovery Aim	Summary of Council's activities to 1st October 2021
Strategic Recovery Aim 1 – Supporting Education & Employment	<ul style="list-style-type: none"> • Rates of attendance for the first 2 weeks of the academic year are lower than anticipated due to positive Covid cases, asymptomatic pupils being kept at home and parents not sending pupils into school due to Covid-19 • All libraries open and available for people to access services, training and other council services • Supporting the hospitality sector to fill vacancies and provide opportunities for people to access employment opportunities
Strategic Recovery Aim 2 – Supporting the Environment and the Economy	<ul style="list-style-type: none"> • Launched the City of Newport Business Fund £300,000 to enable new and emerging start up businesses to grow. • Regulatory services undertaking risk-based assessments of business premises to ensure compliance with Covid restrictions. • Trading Standards awarded grant funding to improve energy efficiency of housing in Newport.
Strategic Recovery Aim 3 – Supporting the Health & Wellbeing of Citizens	<ul style="list-style-type: none"> • Council's Sustainable Travel Strategy will feed into the forthcoming updated Air Quality Action Plan for NCC in respect of the 11 AQMAs we have. • All leisure facilities that have not been redeployed as either vaccination or testing centres, have been reopened to the public.
Strategic Recovery Aim 4 – Supporting Citizens post Covid-19	<ul style="list-style-type: none"> • Licensing and Trading Standards delivering under-age-sales enforcement work. 3 operations have been carried out involving 46 visits; 6 sold alcohol and 2 sold tobacco; a 17% failure rate. • Youth engagement and diversionary work with community safety partners continues in identified hotspot areas • A budget allocation for £500k over 2 years has been made for a Covid Recovery Fund to support grass roots groups and projects.

Financial Summary (Capital and Revenue)

The Council's financial (revenue and capital) update is reported separately as part of the Council's regular budget reports to Cabinet. The Covid-19 impact(s) are considered in the finance reports and are closely monitored as part of the Council's financial management processes.

Risks

Through the Council's Risk Management process, the Covid risk has been monitored every quarter to the Council's Cabinet and Audit and Governance Committee. Below is the latest update taken from Quarter 1 (April to June '21) 2021/22 risk report update. Quarter 2 update to be provided in November.

Risk Title / Description	Risk Impact score of Risk if it occurs* (1-5)	Risk Probability of risk occurring (1-5)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
Covid 19 Pandemic Risk (Corporate Risk)	5	3	Mitigation actions outlined in the report and managed by the Council's Covid Gold Group.	Head of People & Business Change

Links to Council Policies and Priorities

Corporate Plan 2017-22
Strategic Recovery Aims

Options Available and considered

1. To consider and note the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio.
2. To request further information or reject the contents of the report

Preferred Option and Why

1. To consider and note the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio briefings.

Comments of Chief Financial Officer

Welsh Government have been supporting local authorities through the pandemic with a Hardship Fund intended to reimburse for all Covid related spend over and above existing budgets and within a set criteria. The fund also includes loss of income compensation; again, within a set criteria. The fund ran for the entire 20/21 financial year and will continue until the end of March 2022, albeit with a reduced scope for the second half of this financial year. In addition, where relevant, Welsh Government have provided specific grant funding to fund particular costs arising. This means that, overall, the financial impact of the pandemic upon the Council has been largely mitigated.

Close monitoring of the financial issues arising, as a result of Covid, will continue throughout the year and will be reported as part of the regular monitoring process. To date, and in a similar vein to 2020/21, an overall underspend against the revenue budget is being projected. However, the underlying reasons for the underspend are not solely due to the effects of the pandemic and are largely one-off in nature. Also, there are a number of service pressures contained within the position and, therefore, this means that the medium term outlook remains challenging. Because of this, it will be important to identify and quantify any lasting financial impact of the pandemic, particularly in light of the Hardship Fund ending in March 2022. Consideration will need to be given as to whether any of the issues require funding as part of next year's budget and it will also be necessary to continue discussions with Welsh Government regarding the need for financial support for pressures specifically linked to the pandemic.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report, which provides an update on the actions taken to deliver the Council's Covid-19 Response and Strategic Recovery Aims and progress since the previous report. Any legal issues will be picked up at the appropriate time as part of the operational delivery of the individual actions, within service areas. Since the last report, the move the alert level zero and the relaxation of most restrictions have changed the nature of both the TTP contact tracing work and the work of the Environmental Health officers in managing clusters and containing transmission. The TTP team have taken on more of a "warning and informing" role with the reduction in requirements for self-isolation of contact cases and Environmental Health are focussing on closed care setting and support for schools, given the removal of strict social distancing requirements and the opening-up of community contacts. Enforcement staff are also focussing on providing advice and assistance in relation to the individual risk assessments that are now required in relation to retail and licensed premises and also larger organised events.

Comments of Head of People and Business Change

As part of the Council's New Normal project, we will continue to encourage as many office based staff that are not required to work either on the frontline or in Council buildings to work from home in line with the Welsh Government. We will eventually move towards a hybrid approach for the Council that will provide flexibility for staff and mitigate the number of people in office spaces.

Building on what we have learned over the last 18 months, the Council's Human Resource team is developing new approaches to manage staff's wellbeing and delivery of services.

Scrutiny Committees

Not Applicable

Fairness and Equality Impact Assessment:

The areas covered in this report demonstrate the progress being made against the Strategic Recovery Aims which also support the Council's Corporate Plan 2017-22.

In consideration of the sustainable development principle, 5 ways of working:

Long Term – The progress reported against the Strategic Aims support the long term aims of the Council to improve people's lives.

Preventative – The preventative work outlined in the report support the Council's approach to minimising future Covid 19 outbreaks and as necessary provide targeted support to those that need it. Re-establishing services in line with necessary legislation and regulation enables the Council to operate in the new normal.

Integration – The Strategic Recovery Aims have been integrated with the Council's Wellbeing Objectives set in the Corporate Plan as well as Service Plans. Recommendations from the Community Impact Assessment will also shape how the Council can improve the delivery of services across communities.

Involvement – Included in this report are actions to involve Newport's communities to provide assurance and shape the way in which services are being delivered by the Council. Their feedback and involvement in the process will enable the Council to consider how services are delivered in the long term.

Collaboration - The actions in the report are being undertaken in collaboration with partners from the Council's Public Services Board but also strategic partners within each service area. The collaborative work enables the Council to share resources and build expertise and knowledge.

Crime and Disorder Act 1998

Not applicable

Consultation

Not Applicable

Background Papers

Cabinet Report (Strategic Recovery Aims) – July 2020

Corporate Plan 2017-22

Strategic Recovery Aims

[Responding to the 'New Normal' Report to Overview and Management Scrutiny Committee](#)

Dated: 6 October 2021

Appendix 1 – Progress of Delivery against Strategic Recovery Aims (to 1st October 2021)

<p>Strategic Recovery Aim 1 – Supporting Education & Employment. Understand, and respond to, the additional challenges, which Covid19 has presented, including loss of employment, impact on business and on the progress, achievement and wellbeing of both mainstream and vulnerable learners.</p>	
<p>Supports Wellbeing Objective 1 – To improve skills, education and employment opportunities.</p>	
Strategic Aim Step	October 2021 Update (By Exception)
Support schools and other educational establishments to safely reopen for staff and pupils.	The supermarket voucher scheme continues to be used to support free school meal eligible pupils who are prevented from attending school after testing positive for Covid. The vouchers provided are sufficient to cover the relevant self-isolation period.
Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners.	<p>Rates of attendance for the first 2 weeks of the academic year are lower than anticipated and are being affected by a number of factors including:</p> <ul style="list-style-type: none"> • positive cases of Covid-19 • 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 <p>Education Welfare Officers continue to work closely with schools to identify those pupils and parents who require additional support to re-engage with education.</p>
Support schools to enhance and develop digital skills; digital teaching and learning platforms; and enhanced support for digitally excluded learners	An order for additional devices has been submitted using the Hwb EdTech grant funding for 2021/22. This order will provide schools with a further 2408 digital devices, 105 digital screens, 106 projectors and 86 charging trolleys. Delivery dates are as yet unconfirmed, but most items are anticipated during the Autumn Term.
Support and enable people that are digitally excluded to access community IT programmes, Council services and other public services.	All libraries now open to direct access by the public, without the need to make an appointment. Public IT access is available in 8 of 9 sites.
Support people who have been affected by unemployment to access new opportunities through training and re-employment required for post Covid 19 businesses.	<p>The 2021-22 Adult Community Learning Programme starts from September 14th. 24 ICT courses have been planned initially, with the aim to develop further introductory courses in community venues across the City later in the year.</p> <p>Work & Skills teams continue to work with participants to support them into employment or upskill to enable them to move closer to the labour market.</p> <p>The hospitality sector has an increasing demand for staff and we are working closely with employers and organisations to assist with this demand.</p>

Strategic Recovery Aim 1 – Supporting Education & Employment.

Understand, and respond to, the additional challenges, which Covid19 has presented, including loss of employment, impact on business and on the progress, achievement and wellbeing of both mainstream and vulnerable learners.

Supports Wellbeing Objective 1 – To improve skills, education and employment opportunities.

Strategic Aim Step	October 2021 Update (By Exception)
Ensure our diverse communities are appropriately supported through tailored interventions specific to their needs, including consideration of language, culture and points of access.	<p>There has been an increase in referrals for the digital devices since children have returned to school/ Flying Start playgroups to engage in-group support such as language /parent. There has also been requests for digital support to enable families to engage with Team around the family discussions to access further support.</p> <p>Newport Live - engagement with ethnically diverse groups via Positive Futures programme (via Levelling the Playing Field / Sport Wales initiatives). Sport & Wellbeing events across the Summer in parks/green spaces engaging ethnically diverse families (e.g. Maindee, Pillgwenlly, etc).</p>

Strategic Recovery Aim 2 – Supporting the Environment and the Economy

Understand and respond to the impact of Covid19 on the city's economic and environmental goals to enable Newport to thrive again.

Supports Wellbeing Objective 2 – To promote economic growth and regeneration whilst protecting the environment.

Strategic Aim Step	October'21 Update (By Exception)
Maintain our focus on regenerating Newport to deliver existing and new investment projects.	<p>ERF 1 Spring Restrictions Grant supported 325 businesses with a grant of between £2,500 and £10,000 in this round. £831,000 has been defrayed, protecting a reported 375 jobs in the city.</p> <p>ERF 2 Summer Restrictions Grant opened on the 26th July. NCC Business Development Fund 2021/22 to launch August 2021</p> <p>Launched the City of Newport Business Fund £300,000 to enable new and emerging start up businesses to grow.</p>
Enable and support the construction industry to re-establish the supply of new and affordable housing.	The affordable housing development programme for 2021/22 has been approved by Welsh Government. The programme totals £12.5 million and supports the creation of 523 units of affordable housing.
Enable and support businesses to re-establish normal operations whilst maintaining the health and safety of their workers and customers.	<p>The move to Level 0 has seen the removal of most business controls. There remains a requirement for each business to have in place a risk assessment to control the spread of coronavirus.</p> <p>Officers have analysed the compliance performance of each business and identified over 350 who had shown poor practices during the higher-level restrictions. These businesses have been targeted and a programme of engagement has been put in place to deliver the risk assessment requirement message. By the end of September this programme will have ended, and the service will move to a complaint/response model rather than proactive engagement.</p> <p>In relation to other areas of work officers have commenced near 'business as usual' work patterns. High numbers of non-compliance are being identified across all areas of the service; this is particularly acute in relation to the following</p>

Strategic Recovery Aim 2 – Supporting the Environment and the Economy

Understand and respond to the impact of Covid19 on the city's economic and environmental goals to enable Newport to thrive again.

Supports Wellbeing Objective 2 – To promote economic growth and regeneration whilst protecting the environment.

Strategic Aim Step	October'21 Update (By Exception)
	<p>areas: the supply of illegal tobacco; the allergen safe systems of work for food businesses; and the adherence to licence conditions for hospitality businesses.</p> <p>Environmental Health activity is still primarily focussed on delivering the response to the Covid-19 pandemic, however programmed inspections of Food businesses have restarted to endeavour to meet the requirements of the Food Standards Agency's Recovery Plan. Additional resources will be made available for this work as soon as resources can be pulled back from Covid. A new Food Safety EHO has been recruited and</p>
Enable and support businesses to prepare for future trade arrangements resulting from Brexit negotiations.	Regulatory Services are continuing to will be supporting businesses reopening as restrictions are eased over the next few months.
Protect and improve the environment, including air quality and decarbonisation of the city for its residents, businesses and visitors.	<p>Action Planning associated with the Council's Sustainable Travel Strategy will feed into the forthcoming updated Air Quality Action Plan for NCC in respect of the 11 AQMAs we have. The two documents will work in tandem with subtly different emphasis. Plans to revoke some AQMAs are ongoing.</p> <p>RE:Fit Procurement nearly complete, works to commence before March 2022. Final elements of solar PV planning application being submitted. Local Area Energy Planning in energy system modelling stage and a workshop is planned to share the outputs with wider stakeholders. Development of the Council's Organisational Climate Change strategy is progressing.</p> <p>As Development Control consultees, Air Quality mitigation requests currently include EV infrastructure, anti-idling schemes, low carbon boilers and ASHP, s.106 contributions towards updating/maintaining air quality monitoring infrastructure. These are being sought for all new development that needs to contribute towards reducing emissions.</p> <p>ECO Stars scheme is in follow up phase and metrics on fuel/emissions saved are being sought from members of scheme. Gwent PSB may provide opportunities to facilitate fresh sign ups in future.</p> <p>Trading Standards has been awarded a grant to seek to improve the energy efficiency of housing showing poor and unlawful energy performance. A programme has been commenced to ensure landlords improve the energy performance of 330 homes. Also, nearly 3000 homes do not have an assessment at all; Trading Standards will endeavour to improve this situation.</p>
Continuing support and safe delivery of the Council's City services including waste, cleansing and highways.	Studies are ongoing to integrate further electric vehicle charging and renewable energy to support zero emission transportation.

Appendix 141

Strategic Recovery Aim 3 – Supporting the Health & Wellbeing of Citizens

Promote and protect the health and wellbeing of people, safeguarding the most vulnerable, and building strong, resilient communities

Supports Wellbeing Objective 3 – To enable people to be healthy, independent and resilient

Strategic Aim Step	October'21 Update (By Exception)
Support people to remain living independently in their homes and communities.	<p>Fee negotiations are concluded. Demand is growing for care home placements. There is sufficient capacity within the market to accommodate the need, but staffing is an issue. The holiday period, sickness and positive covid cases are having an impact.</p> <p>Domiciliary care is also being impacted by staff shortages, agencies are unable to recruit, and some staff are leaving to find better paid jobs in hospitality and retail. Consequently, there is no capacity within the market and hospital discharges are being affected. These issues are being experienced across the region</p> <p>Providers are implementing contingency measures to maintain current caseloads. Social Workers have been directed to prioritise requests to the most urgent cases.</p>
Fully restore Children and Adult Services, supporting partners that have been impacted by Covid 19 and ensuring service users and staff are supported and protected.	<p>We continue to work with citizens and providers to build confidence and reinstate services as circumstances change. The relatively small number who have not returned are being reviewed and options discussed.</p> <p>Work is ongoing with partners to ensure additional Housing Support Grant funding is fully utilised to develop sustainable accommodation solutions for people who have been homeless and/or with complex needs such as mental health and substance misuse issues</p>
Assess the impact and the long-term sustainability of the social care sector in Newport informing future service requirements.	<p>The hardship fund will remain in place until the end of September on an as is basis. We await confirmation of what will happen thereafter, but it is expected that financial support will start to reduce.</p> <p>Demand for all services is at higher than normal levels and the biggest risk to sustainable provision is currently around staffing. It is hoped that there will be some improvement in September when the holiday period is over and when the furlough arrangements come to an end.</p>
Safeguard and support children and young people to remain safely with their families.	Business as usual operations are in place.
Improve opportunities for Active Travel and work towards improved air quality.	<p>Accessible Active Travel bridge project has moved into the Phase 2 Construction. Works have begun on site with the closure of the subway and confirmation of the Right of Way extinguishment. Footings are being dug ready for piling works beginning at end of September and into October. Taxi rank will be temporarily moved to the west of the main entrance by October. Works to crown reduce the trees will take place and precede the erection of a large crane in the taxi rank area ready for the Christmas lift. Spans are currently in fabrication at the base of ProSteel of Pontypool and the main spans on schedule to be lifted into place at Christmas 2021. All other Active Travel schemes are progressing with design and development including the canal towpath works and the city centre cycling scheme. Additional works on Gaer fort route are underway with lighting installation both there and at the old Tredegar golf course site.</p>

TUDOR

Strategic Recovery Aim 3 – Supporting the Health & Wellbeing of Citizens

Promote and protect the health and wellbeing of people, safeguarding the most vulnerable, and building strong, resilient communities

Supports Wellbeing Objective 3 – To enable people to be healthy, independent and resilient

Strategic Aim Step	October'21 Update (By Exception)
	<p>Action Planning associated with the Council's Sustainable Travel Strategy will feed into the forthcoming updated Air Quality Action Plan for NCC in respect of the 11 AQMAs we have. The two documents will work in tandem with subtly different emphasis. Plans to revoke some AQMAs are ongoing.</p> <p>Work with Air Inequalities and Healthy Open Spaces projects has allowed engagement with communities and vulnerable groups. Engagement will lead to community involvement in projects such as anti-idling schemes and local air quality monitoring at schools e.g. Charles Williams Primary, Caerleon. Introduction of real time monitors where resources allow will provide air quality intelligence that will assist in developing interventions.</p>
Regulate businesses and support consumers / residents to protect and improve their health. Tudalen 143	<p>Environmental Health activity is still primarily focussed on delivering the response to the Covid-19 pandemic and this includes providing advice and support to citizens who have contracted Covid-19 and are still required to self-isolate i.e. the 'Protect' element of 'Test, Trace Protect'. The support also ensures that citizens are aware of the financial support to self-isolate which they may be eligible to claim.</p> <p>The move to Level 0 has seen the removal of most business controls. There remains a requirement for each business to have in place a risk assessment to control the spread of coronavirus. Officers have analysed the compliance performance of each business and identified over 350 who had shown poor practices during the higher-level restrictions. These businesses have been targeted and a programme of engagement has been put in place to deliver the risk assessment requirement message. By the end of September this programme will have ended, and the service will move to a complaint/response model rather than proactive engagement.</p> <p>Trading Standards and Licensing are engaged enforcement programmes that will result in health improvement and protection.</p> <p>Food Standards Surveillance has been active since July 2021. The focus of the inspection effort is on the catering and hospitality sector and audits of 'allergen safe systems of work'. It is notable that whilst businesses were not subject to inspection during lockdowns, standards have slipped. Officers are reporting that higher numbers of businesses are showing poor and dangerous practices. Five food businesses are currently under investigation in this threat area.</p> <p>Trading Standards has been continuing enforcement in the illegal tobacco trade. Rogue businesses are targeted. ASB Closure Notices are being issued; seizures of tens of thousands of cigarettes are being completed; and prosecutions/investigations are being carried out.</p> <p>Trading Standards has carried out under-age-sales test purchase work. Higher non-compliance has been identified. Further advice and enforcement work is planned.</p>

Strategic Recovery Aim 3 – Supporting the Health & Wellbeing of Citizens

Promote and protect the health and wellbeing of people, safeguarding the most vulnerable, and building strong, resilient communities

Supports Wellbeing Objective 3 – To enable people to be healthy, independent and resilient

Strategic Aim Step

Work with key partners to safely re-open cultural and leisure facilities including the promotion of the city's parks, open spaces and coastal paths.

October'21 Update (By Exception)

All leisure facilities that have not been redeployed as either vaccination or testing centres, have been reopened to the public. The exception remains the Newport Centre pool which requires significant building works to be undertaken.

All public rights of way that were closed during covid are now fully open as are all countryside sites, parks and buildings. Volunteer groups have started back up on countryside sites and rights of way. New field sports season underway and all sites are now receiving plenty of bookings and usage. Where approved by risk assessments the changing room facilities have been allowed to reopen namely:

- Lysaghts Park
- Shaftesbury Changing Rooms Old block and New Block
- Westfield Changing Rooms
- Caerleon
- Coronation Park

the following are under private lease arrangements and will be open subject to operators risk assessments:

- Black Ash Park/Lliswerry Rec.
- Coronation Park (Private changing Rooms).
- Cold Bath Road
- Albion Rovers Crindau/Kimberly Park

Due to issues with ventilation the following buildings were considered unsafe to open at this time:

- Tredegar Park
- Bettws Lane

The ventilation issues are being resolved and these will hopefully be available shortly.

Events at Tredegar Park including the Colourclash were well attended but monitored closely for compliance with risk assessments. No infringements have been reported although some ground reinstatement and bollard repairs are currently underway. New entrance to Fourteen locks has been completed enabling cars within the facility car park after closing time to exit via new 'quiet' traffic barrier.

The Licensing Team will continue to ensure that licensed venues operate safely and adhere to the four licensing objectives. Recent work at the Tredegar Park festivals and the general interaction with the city's night-time-economy, highlighted the need for enforcement and business engagement as businesses reopen.

Libraries, Museum and Art Gallery have now reopened on a drop-in basis. Numbers are slowly returning to normal but remain well below pre-pandemic levels. Enhanced cleaning procedures are in place.

Strategic Recovery Aim 3 – Supporting the Health & Wellbeing of Citizens	
Promote and protect the health and wellbeing of people, safeguarding the most vulnerable, and building strong, resilient communities	
Supports Wellbeing Objective 3 – To enable people to be healthy, independent and resilient	
Strategic Aim Step	October'21 Update (By Exception)
	Newport Live – organised 16 free outdoor events (sport, arts, health & wellbeing) on parks and open spaces across Newport communities, as well as transition camps, Positive Futures youth engagement sessions, referred families / young people engagements/trips/visits, and supported SHEP in schools. Over 6,000 inclusive engagements in total, and 1,400 free packed lunches given out to families. Linked into Summer of Fun for additional arts and cultural activities provided city wide, in communities, green spaces, and the city centre.
Sustain a safe, healthy and productive workforce.	With the relaxation of restrictions as confirmed by Welsh Government in early August, the Council is reviewing the Civic Centre risk assessment to reflect any possible adaptations, whilst being mindful that as an employer we are accountable to the Health and Safety Executive (HSE) and will continue to be required to protect the workforce from any infectious disease transmission wherever possible. The removal of the legislative requirement for social distancing does not remove our obligation to seek to prevent transmission of infectious disease and our mitigation measures may alter as a result. In the meantime the Council continues to advise staff to work from home wherever possible, which remains in line with Welsh Government guidance.

Timeline 145	Strategic Recovery Aim 4 – Supporting Citizens post Covid-19	
	Provide people with the resources and support that they need to move out of the crisis, considering in particular the impact that Covid 19 has had on our minority and marginalised communities.	
	Supports Wellbeing Objective 4 – To build cohesive and sustainable communities	
	Strategic Aim Step	October'21 Update (By Exception)
Work together with our partners to reduce poverty, address homelessness and support our most vulnerable people as a priority.	WG hardship funding is continuing to be used to support the additional pressures on temporary accommodation due to the pandemic. The authority continues to follow WG guidance to provide temporary accommodation to all homeless persons. We are working in partnership with RSLs to provide suitable, affordable move on accommodation. Additional funding has been provided by WG to prevent homelessness for those living in the private rented sector who have rent arrears because of the pandemic.	
Assess and address the inequalities that Covid 19 has highlighted or contributed to within our communities.	Inequalities highlighted by COVID-19 are included in the focus of work ongoing to embed the Socio-economic Duty in council decision-making processes. This will ensure longer term planning and policy aims to reduce inequalities that have arisen as a result of both socio-economic disadvantage and for minority/marginalised communities and encourage more effective engagement with those groups who are affected by council decisions. The council is currently refreshing its Covid-19 Community Impact Assessment to better understand enduring or emerging inequalities since its development. This will inform the allocation of funding made available in our second Participatory Budgeting programme.	

Strategic Recovery Aim 4 – Supporting Citizens post Covid-19

Provide people with the resources and support that they need to move out of the crisis, considering in particular the impact that Covid 19 has had on our minority and marginalised communities.

Supports Wellbeing Objective 4 – To build cohesive and sustainable communities

Strategic Aim Step	October'21 Update (By Exception)
Identify, develop and seek to sustain any positive developments emerging during the crisis.	The Policy, Partnership and Involvement team will be conducting a survey with the Citizens Panel and the wider public through the bus wifi on the impacts of the second lockdown measures, the Council's (including partners) response and communication with Newport's communities. An NRPF group established during the height of the pandemic to respond to people experiencing hardship who may not have access to public funds has continued to meet as a refreshed 'Hardship Solutions Group', responding in the main to families and individuals affected by changes to immigration rules.
Developing opportunities for people to access suitable and affordable housing	<p>The increase in Social Housing Grant funding has allowed several new schemes to be brought into the development plan. As well as general needs accommodation, several specialist schemes have been funded which will provide residents with the support to sustain and manage in their own accommodation.</p> <p>The energy performance enforcement programme may have a housing affordability side effect. Improvements in energy efficiency can save householders up to £1000 per year. As the project continues, any savings will be measured and reported.</p> <p>Trading Standards has noted a worrying trend regarding 'home improvements. Rogue traders and normal traders cutting corners have caused significant detriment to Newport's homeowners. The service is dealing with 13 rogue trader cases where detriment is over £100,000.</p>
Deliver a community cohesion programme that effectively responds to community tensions and creates a shared sense of identity across the city.	Welsh Government have confirmed funding for continuation of community cohesion work until March 31st 2022. Recent activity includes a virtual Ramadan learning project for schools and the development of the 'Faces of Welshness' project, focussed on celebrating difference and recognising commonality across diverse communities in Newport. The council's minority ethnic e-bulletin continues to update grassroot community groups on developments that affect them and a number of small grant schemes will be promoted during the autumn, focussed on encouraging community cohesion and supporting EU communities in particular.
Prevent and address instances of antisocial behaviour (ASB) impacting upon the residents and the business community of Newport	<p>The response to addressing ASB is continuing to work dynamically, utilising a strong partnership approach through the twice monthly Problem Solving Group and CaSAMs. These are led, chaired and facilitated by the ASB Liaison Officers in Law & Regulation. It has been noted that there is possible link of the perception of ASB in the community and the increasing numbers of rough sleepers in the city.</p> <p>The Community Safety Warden Service will continue to respond to incidents of ASB as it has throughout the pandemic. Following a severe shortage of staff recently due to various factors, the Service returned to operating until 10pm each night from 13/9/21 and reductions of service provision due to Covid-19 hazards have been ended.</p>

Strategic Recovery Aim 4 – Supporting Citizens post Covid-19

Provide people with the resources and support that they need to move out of the crisis, considering in particular the impact that Covid 19 has had on our minority and marginalised communities.

Supports Wellbeing Objective 4 – To build cohesive and sustainable communities

Strategic Aim Step	October'21 Update (By Exception)
<p>Re-establish Community regeneration facilities and services where it is safe to do so for staff and its service users.</p>	<p>ASB powers are being utilised to close businesses causing nuisance and ASB via their sale of illegal tobacco. Such businesses are operated by OCGs and have guards on their door to alert sellers of the presence of enforcement officers.</p> <p>Licensing and Trading Standards are working to reduce alcohol related ASB. Under-age-sales enforcement work has restarted. 3 operations have been carried out involving 46 visits; 6 sold alcohol and 2 sold tobacco; a 17% failure rate. Licensing Officers are active in improving the practices of businesses that facilitate drunken misbehaviour in communities and the city centre.</p> <p>Newport Live – Positive Futures, Alternative Education, and Families First Health & Wellbeing programmes continue to work with referred children, young people and families around improving education, attainment, wellbeing, and community safety/risk of criminality using sport as an engagement tool. Youth engagement and diversionary work with community safety partners continues in identified hotspot areas (e.g. Pill, Maesglas, Ringland, Always, Duffryn, etc.)</p>
<p>Develop opportunities for community involvement participation and engagement.</p>	<p>Living with Covid restart plans have been developed with risk assessments in place. Enhanced delivery has been implemented through pre booked appointments within the following areas, work and skills, community development, family intervention and play services. The School Healthy Enrichment Programme was delivered throughout August within the four geographical Hub areas. Other support continues as a hybrid model of delivery virtually.</p>
<p>Develop opportunities for community involvement participation and engagement.</p>	<p>A budget allocation for £500k over 2 years has been made for a Covid Recovery Fund to support grass roots groups and projects. A participatory budgeting approach will be adopted to help build social capital, deliver social value and bottom-up recovery. An updated Community Impact Assessment will inform the programme and a high degree of community involvement in planning and delivery will be a key feature.</p>

Tudor
Learner
47

Mae'r dudalen hon yn wag yn



Report

Cabinet

Part 1

Date: 13 October 2021

Subject Post Brexit Update for Newport City Council

Purpose To present an update to Cabinet on post Brexit arrangements and their impact on Newport Council services and Newport's communities and economy.

Author Chief Executive
Head of People and Business Change

Ward All

Summary The UK-EU trade arrangement has been in place for 10 months. With the impacts of the global restrictions to manage the Covid pandemic and the implementation of the new UK-EU Trade arrangements the UK has seen a number of economic sectors citing these impacts where there have been issues in the availability and cost of goods and materials. The public sector including Newport Council is monitoring closely how wider economic impacts are affecting delivery of services, large scale projects and communities in the short term and the long term.

Since the deadline (30th June) passed for EU citizens to submit their applications for EU Settled Status Home Office statistics (up to 30th June 2021) indicates 10,990 applications were made by citizens in Newport. 9,680 applications were concluded with 5,410 granted settled status and 3,620 granted pre-settled status. 1,310 applications were awaiting a decision not including applications received after the deadline.

Proposal Cabinet is asked to consider the contents of the report and note the Council's Brexit response.

Action by Corporate Management Team

Timetable Immediate

This report was prepared after consultation with:

- Heads of Service and Brexit 'Task and Finish' group.

Signed

Background

Since the UK officially left the European Union and the Single Market on 31st December 2020, the UK economy has encountered noticeable demand and supply impacts on certain sectors in the economy. This has also been exacerbated by the global Covid restrictions which have made it difficult for manufacturers to meet increased demand alongside low levels of supply in materials. UK economic analysts and representatives from trade bodies / organisations have reported issues relating to:

- Office for National Statistics reported over 1 million vacancies across the UK. Certain sectors such as logistics (HGV Drivers), social care, construction, farming and hospitality are areas of the economy where there are significant vacancies and have been partially caused by EU Citizens returning back.
- The UK Government has delayed introducing post-Brexit checks on food and farming imports to January 2023.
- Supply issues of specific food and goods from and to Europe are still occurring with demand on materials but also supply issues of materials imported from the EU such as concrete, timber and other products.
- Inflation of costs in household expenditure with rises being seen in fuel, gas and electric (price increases taking place in the autumn) as the economy recovers and demand is outstripping the supply of goods and materials.

In addition to these issues the UK has also seen increases to the wholesale gas price which has had a knock-on effect to energy suppliers and fertilizer produces that generate carbon dioxide as a by-product. This is used towards the food production and storage. Many food producers have raised concerns over their ability to provide certain produce such as meats, salad and other foods. The Council has been seeking assurances from food suppliers to residential homes and schools to ensure necessary mitigations are in place to manage food shortages. It is likely that the homes and schools will see cost increases for in-house food budgets and external provider food prices.

Social services have reported increasing costs in the procurement of equipment via Gwent Integrated Community Equipment Service) e.g. disabled aids and hoists etc as result of importing from the EU. For construction projects being delivered by the Council, contractors are noting increases in the cost of materials and ability to source materials from the EU. Businesses have also been reporting recruitment issues in Newport. City Services have also reported issues relating to the availability of drivers which is impacting service delivery.

These risks and issues are being considered as part of the the Council's Medium Term Revenue Planning (MTRP) process. The Council's Finance team is working alongside service areas in the monitoring of the Council's in year budgets and will be reporting key risk and issues in their revenue and capital forecast reports to Cabinet.

EU Settled Status / Rights of Non UK Citizens

The council recognise that as well as impacting on opportunities to live, work and contribute to life in Newport, the UK's exit from the EU can also have an impact on our communities' sense of belonging and wellbeing. The Council alongside its partners will continue to welcome and value our EU citizens and support them to remain living in the city.

The deadline for EU/EAA citizens to apply for EU Settled Status passed on 30th June 2021. The latest [Home Office statistics](#) covering the period up to 30th June 2021 reported:

- 10,990 applications have been received from EU/EAA citizens in Newport. Polish, Romanian, Slovakian and Czech Republic were the highest applicants.
- 2,370 applications received for under 18s; 2,390 for 18 to 64 year olds and 230 for 65+.
- 9,680 applications have been concluded. Full Settled Status has been granted to 5,410 EU/EAA citizens; Pre-settled status granted to 3,620 citizens and 660 received 'Other' decision.

- 1,310 as at 30th June were still awaiting a decision. This does not include applications received after the deadline.

The [UK Government](#) as of 31st August 2021 has reported over 108,940 applications were received after 30th June deadline across the UK. 264,650 applications have been concluded. Latest data is not available to the Council to identify the number of EU/EAA citizens living in Newport that are still awaiting a decision, however, third sector partners report that they are still supporting a significant number of people who have not had an outcome.

For applicants that applied before the deadline but have not received an outcome, existing rights and entitlements are protected pending the outcome of their application, providing that they had a right to reside in the UK on December 31st 2020 and they have obtained a Certificate of Application. EU citizens who were resident in the UK after the 31st December but haven't made an application no longer have their rights protected, including the right to live, work, study and access benefits and services in the UK. If an EU citizen is identified by someone in Immigration Control who may be eligible for the EUSS, they will be given 28 days to make a late application. From mid-September DWP will also be suspending benefits for all EEA citizens who do not apply for EUSS within 28 days of reminder letters which will be issues at that time.

The Home Office continue to receive late applications from any EU citizen who has 'reasonable grounds' for missing the deadline. Reasonable grounds include a serious medical condition, where a parent or guardian has failed to apply on behalf of a child, or where a person is isolated or digitally excluded and has not been able to access the application system.

It is anticipated that the number of families and individuals presenting as needing support to due restrictions of their rights and entitlements will continue to increase over the coming months. The council have established a multi-disciplinary hardship solutions group to respond to this demand, as well as other cases where people have no recourse to public funds due to precarious migration status (for example, asylum seekers who have received a negative decision on their claim).

Financial Summary (Capital and Revenue)

As part of the Council's financial monitoring process, the Council's Finance team are identifying, monitoring and reporting where appropriate, any impacts on budgets due to Covid-19 and Brexit.

Risks

The Council's Brexit risk is recorded on the Council's Corporate Risk Register which is presented to Cabinet and Audit Committee every quarter. The Quarter one risk score is detailed below:

Risk Title / Description	Risk Impact score of Risk if it occurs* (1-5)	Risk Probability of risk occurring (1-5)	Risk Mitigation Action(s) What is the Council doing or what has it done to avoid the risk or reduce its effect?	Risk Owner Officer(s) responsible for dealing with the risk?
Brexit	4	2	See Report	Head of People & Business Change

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Corporate Plan
Strategic Recovery Aims

Options Available and considered

1. To consider and note the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio.
2. To request further information or reject the contents of the report

Preferred Option and Why

1. To consider and note the contents of the report and for Cabinet / Cabinet Members to receive updates from officers as part of their portfolio.

Comments of Chief Financial Officer

The lasting financial impact of Brexit is still uncertain, however, there are emerging issues, as referenced in this report, which have the potential to impact upon both capital and revenue budgets. Whilst no significant financial impact has been explicitly reported to date, increased costs and delays to schemes have been identified as part of the Capital Programme, which are partly due to increased costs of materials and challenges with the availability of labour. During the remainder of the year, budget / service managers, with finance team colleagues, will continue to monitor on a regular basis and any issues arising will be highlighted through the regular monitoring processes.

Should there be any impacts, on the in-year revenue budget in particular, it will be necessary to manage these from within existing resources and any overall Council underspend, as there are no specific reserves or contingencies for Brexit, aside from the following:

- £828k was allocated in the 2021/22 revenue budget for increased adult social care costs in relation to market stability, Covid recovery and Brexit;
- additional funds were set aside from the 20/21 underspend and added to the Council's 'general risk' reserve which could contribute towards this risk, amongst others. Details are included within the 2020/21 revenue budget outturn report.

Officers will continue to explore the possibilities of accessing the various grants that are being made available to public bodies in supporting the potential impact of the new arrangements. In addition, as part of the medium term financial planning process, consideration will be given to any Brexit-related financial pressures that may need to be funded within the Council's budget.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report, which provides an update for Cabinet regarding the Council's Brexit preparations. The specific risks associated with the withdrawal have now been mitigated by the belated trade deal, subject to ratification by the member states. However, despite the agreement regarding no tariffs and quotas on imported and exported goods, there is still remaining uncertainty regarding the impact on other areas, such as services and data security. Any legal implications for existing contracts for supplies, services and care provision, data security matters and any regulatory enforcement issues, particularly in relation to port health, will be addressed once the details of the trade agreement are clarified and implemented in national legislation. Despite the non-imposition of tariffs and quotas, additional port health checks will be required in terms of certifying compliance with new Regulations. Environmental Health officers have now been trained to undertake import and export food health certificate checks, and this will have significant resource implications once the port activity increases. Local business advice and support is also being provided in relation to Brexit compliance. The UK Shared Prosperity Fund and the implementation of the Internal Markets legislation will have implications in terms of public sector contracts and procurement and also equivalent state-aid, fair competition requirements.

Comments of Head of People and Business Change

The Council and its partners remain committed to support EU/EAA citizens as outlined in the Report.

The Council's Brexit Task and Finish officer group is continuing to monitor the people aspects of support required and regular updates will continue to be provided by finance, regulatory and other supporting services.

Scrutiny Committees

The Council's Audit Committee receives regular risk register updates on the Council's Risk Register which includes the Brexit Risk.

Fairness and Equality Impact Assessment:

Not applicable as this is an information only report

Wellbeing for Future Generations

There is potential long term impacts of Brexit Trade Negotiations which could affect the future demand on our services to provide the necessary support, advice and guidance. There may also be opportunities that could arise, and the Council will need to make preparations to accordingly. In preparation we have been working collaboratively across the Council and with our partners to make sure that our services to prevent any scenario where services are disrupted and to provide resilience across the City and to our local partners.

We have also been involving our stakeholders and where necessary providing the necessary advice and guidance to those that need our support. Going forward we will continue to monitor and report where necessary any impacts which Brexit could have on the delivery of our services.

Consultation

Not Applicable

Background Papers

Welsh Government website '[Preparing Wales to leave the EU](#)'

Welsh Local Government Association '[Brexit Website](#)'

Newport City Council's '[Brexit Webpage](#)'

Dated: 6 October 2021

Appendix 1 – Summary of ongoing Council Activity

Theme	Progress of Activity completed by Newport Council to 1 st October 2021
Social Services and Education	<ul style="list-style-type: none"> • Education Welfare Officers and schools were reminding parents to apply to EUSS prior to the deadline. In September Education Welfare Officers will be supporting schools to identify any pupils that have not returned to school as a result of returning back to their home country. • All schools were reminded to inform EU families of the need to apply and offered further support from Newfield's Law who have been commissioned by Welsh Government to work within schools • The council has engaged Newport MIND to support all eligible children who are looked after to apply to the EUSS
Policy and Partnership Team	<ul style="list-style-type: none"> • The Council received additional funding for 2021/22. This funding is being used to support two officers to support Migration work and additional work related to Brexit. • Remaining funding will be used to support services with any Brexit / Covid work in 2021/22.
Local Community (Community Cohesion) <ul style="list-style-type: none"> • EU Settled Status / EU communities • Food Poverty • Homelessness (EU Citizens) • Community cohesion 	<ul style="list-style-type: none"> • Food Poverty work continues, including the distribution of small grants to food projects, and consideration of more sustainable solutions that respond to the root problems associated with food insecurity. • Newport Council is making arrangements with GAVO to support further Food Poverty work through the establishment of an officer to co-ordinate and deliver grant funding to organisations across Newport. • The work of our Community Cohesion officers continues to focus on post-Brexit rights and access to key services in the City for EU citizens • Complex migration cases continue to present to the council for support, and this is expected to continue • The council are aware of a growing number of EU and non-EU nationals who are finding themselves with no recourse to public funds as a result of EUSS outcomes, and the hidden demand for support which is at present masked by extended COVID duties which require LAs to house people with no recourse to public funds, as well as the current restrictions on private evictions. • We continue to provide free school meals to any family that is identified as having no recourse to public funds • Hardship Group has been established to consider complex migration cases and develop organisational policy in relation to NRPF • A weekly partnership drop in for EU communities continues to be co-ordinated and supported by the council • A bi-monthly EU Citizens forum continues to bring services providing support to EU citizens to maintain a cohesive response to emerging issues



Report

Cabinet

Part 1

Date: 13 October 2021

Subject Cabinet Work Programme

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

Author Governance Team Leader/Cabinet Office Manager

Ward All Wards

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

The current work programme runs to May 2022, but it is a working document. It is important that the work programme is owned and prioritised by Cabinet Members directly, so each month the Cabinet Office Manager brings a report updating Cabinet on any changes, so that the revised programme can be formally approved.

The updated work programme is attached at Appendix 1.

Proposal To agree the updated work programme.

Action by Cabinet Office Manager /Governance Team Leader

Timetable Immediate

This report was prepared after consultation with:

- Chief Officers
- Monitoring Officer
- Head of Finance
- Head of People and Business Change

Background

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

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

The current work programme runs to May 2022, but it is a working document. It is important that the work programme is owned and prioritised by Cabinet Members directly, so each month the Cabinet Office Manager brings a report updating Cabinet on any changes, so that the revised programme can be formally approved.

The updated work programme is attached at Appendix 1.

Financial Summary

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

Risks

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

Links to Council Policies and Priorities

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

Options Available and considered

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

Preferred Option and Why

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

Comments of Chief Financial Officer

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

Comments of Monitoring Officer

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

Staffing Implications: Comments of Head of People and Business Change

There are no specific staffing implications in adopting a programme of work.

Comments of Cabinet Member

The Chair has approved the report for consideration by cabinet.

Local issues

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

Scrutiny Committees

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

Equalities Impact Assessment and the Equalities Act 2010

This does not apply to this procedural report.

Children and Families (Wales) Measure

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

Wellbeing of Future Generations (Wales) Act 2015

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

Crime and Disorder Act 1998

This does not apply to this procedural report

Consultation

As set out above

Background Papers

[Newport City Council Corporate Assessment](#), Wales Audit Office (September 2013)

[Newport City Council – Corporate Assessment Follow Up 2015](#), Wales Audit Office (May 2015)

Dated: 6 October 2021

Mae'r dudalen hon yn wag yn

Cabinet

Work Programme: June 2021 to May 2022

Meeting	Agenda Items	Lead Officer
Cabinet 02/06/21	<ul style="list-style-type: none"> ▪ School Reorganisation Proposal to Expand Bassaleg School ▪ Corporate Risk Register Update (Q4) ▪ Welsh Language Annual Report ▪ Levelling Up Fund ▪ UK Community Renewals Fund ▪ Covid Update Report ▪ Brexit Update Report ▪ Work Programme 	<ul style="list-style-type: none"> ▪ CEdO ▪ HP&BC ▪ HP&BC ▪ HRIH ▪ HP&BC ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Council 29/06/21	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Management Restructure Report ▪ PSPO 	<ul style="list-style-type: none"> ▪ DSM ▪ CX ▪ HL&R
Cabinet 07/07/21	<ul style="list-style-type: none"> ▪ 2020/21 Treasury Management Year End Report ▪ 2020/21 Revenue Budget Outturn ▪ 2020/21 Capital Outturn and Additions ▪ Responding to the New Normal Report ▪ MIM Strategic Partnership Agreement ▪ Covid Update Report ▪ Brexit Update Report ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HoF ▪ HP&BC ▪ CEdO ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Council 20/07/21	<ul style="list-style-type: none"> ▪ Council Appointments ▪ 2020/21 Treasury Management Year End Report ▪ Regional PSB Report 	<ul style="list-style-type: none"> ▪ DSM ▪ HoF ▪ HP&BC
Cabinet 08/09/21	<ul style="list-style-type: none"> ▪ Revenue Budget Monitor ▪ Capital Budget Monitor ▪ Corporate Risk Register Update (Quarter 1) ▪ Annual Safeguarding Report ▪ Covid Update Report ▪ Brexit Update Report ▪ PSB Summary of Business ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HP&BC ▪ SD People ▪ CX/HP&BC ▪ CX/HP&BC ▪ HP&BC ▪ GTL
Council 28/09/21	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Scrutiny Annual Report 	<ul style="list-style-type: none"> ▪ DSM ▪ HL&R
Cabinet 13/10/21	<ul style="list-style-type: none"> ▪ Corporate Plan Annual Report ▪ Replacement LDP – Feedback on Integrated Sustainability Appraisal and proposed next steps ▪ Strategic Equality Plan Annual Report ▪ Covid Update Report 	<ul style="list-style-type: none"> ▪ HP&BC ▪ HRIH ▪ HP&BC ▪ CX/HP&BC

	<ul style="list-style-type: none"> ▪ Brexit Update Report ▪ PSB Summary of Business ▪ Work Programme 	<ul style="list-style-type: none"> ▪ CX/HP&BC ▪ HP&BC ▪ GTL
Cabinet 10/11/21	<ul style="list-style-type: none"> ▪ Revenue Budget Monitor ▪ Capital Budget Monitor and Additions ▪ Risk Management Strategy ▪ WAO Certificate of Compliance 1 ▪ Forecast Numbers of LAC ▪ Annual Report on Compliments, Comments and Complaints Management 2020 ▪ Covid Update Report ▪ Brexit Update Report ▪ PSB Summary Document (for information/awareness) ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HP&BC ▪ HP&BC ▪ SD – People ▪ Customer Services Mgr ▪ CX/HP&BC ▪ CX/HP&BC ▪ HP&BC ▪ GTL
Council 23/11/21	<ul style="list-style-type: none"> ▪ Council Appointments ▪ Democratic Services Annual Report ▪ Standards Committee Annual Report ▪ Strategic Equality Plan Annual Report 	<ul style="list-style-type: none"> ▪ DSM ▪ HL&S ▪ HL&S ▪ HP&BC
Cabinet 15/12/21	<ul style="list-style-type: none"> ▪ 2022/23 Revenue Budget and MTFP: Draft Proposals ▪ 2021/22 Treasury Management 6 monthly Report ▪ Corporate Risk Register Update (Quarter 2) ▪ WAO Certificate of Compliance 2 ▪ Director of Social Services Annual Report ▪ WESP – 2021/2025 ▪ Covid Update Report ▪ Brexit Update Report ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HP&BC ▪ HP&BC ▪ SD - People ▪ SD – People ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Cabinet 12/01/22	<ul style="list-style-type: none"> ▪ Revenue Budget Monitor ▪ Capital Budget Monitor ▪ Mid-Year Performance Analysis 2020/21 ▪ Verified Key Stage 4 and 5 Pupil Outcomes ▪ Welsh In Education Strategic Plan Approval ▪ Brexit Update ▪ Covid Recovery ▪ PSB Summary Document (for information/awareness) ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HP&BC ▪ CEo ▪ CEo ▪ CX/HP&BC ▪ CX/HP&BC ▪ For info ▪ GTL
Council 25/01/22	<ul style="list-style-type: none"> ▪ Council Appointments ▪ 2021/22 Treasury Management 6 monthly report ▪ Council Tax Reduction Scheme ▪ Director of Social Services Annual Report ▪ Schedule of Meetings 2022/23 ▪ Mayoral Nomination 2022/23 	<ul style="list-style-type: none"> ▪ DSM ▪ HoF ▪ HCS ▪ SD – People ▪ GTL

Cabinet 09/02/22	<u>Budget:</u> <ul style="list-style-type: none"> ▪ 2022/23 Capital Strategy and Treasury Management Strategy ▪ 2022/23 Revenue Budget and MTFP: Final Proposals ▪ Replacement LDP Feedback on Growth Options and Vision/Objectives ▪ Welsh Language Five Year Strategy ▪ Covid Recovery Update ▪ Brexit Update ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HoF ▪ HoF ▪ HRIH ▪ HP&BC ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Council 22/02/22	<u>Budget:</u> <ul style="list-style-type: none"> ▪ Council Appointments ▪ 2022/23 Council Tax and Budget ▪ 2022/23 Capital Strategy and Treasury Management Strategy ▪ National Non-Domestic Rates: Discretionary Relief: High Street Relief Scheme 2022-23 ▪ Welsh Language Five Year Strategy 	<ul style="list-style-type: none"> ▪ DSM ▪ HoF ▪ HoF ▪ HoF ▪ HP&BC
Cabinet 09/03/22	<ul style="list-style-type: none"> ▪ Pay and Reward Statement 2022/23 ▪ EAS Business Plan 2020/21 ▪ Corporate Risk Register Update (Quarter 3) ▪ Covid Recovery Update ▪ Brexit Update ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HP&BC ▪ CEoO ▪ HP&BC ▪ CX/HP&BC ▪ CX/HP&BC ▪ GTL
Cabinet 06/04/22	<ul style="list-style-type: none"> ▪ Annual Corporate Safeguarding Report ▪ Covid Recovery Update ▪ Brexit Update ▪ PSB Summary Document (for information/awareness) ▪ Work Programme 	<ul style="list-style-type: none"> ▪ HC&YPS ▪ CX/HP&BC ▪ CX/HP&BC ▪ For info ▪ GTL
Council 26/04/22	<ul style="list-style-type: none"> ▪ Council Appointments ▪ IRP Annual Report ▪ Pay and Reward Statement 21/22 	<ul style="list-style-type: none"> ▪ DSM ▪ HoL&R ▪ HP&BC
May 2022	Local Elections	
Council 17/05/22	<u>AGM:</u> <ul style="list-style-type: none"> ▪ Council Appointments 	<ul style="list-style-type: none"> ▪ DSM

Mae'r dudalen hon yn wag yn