



NEWPORT

CITY COUNCIL

CYNGOR DINAS

CASNEWYDD

NEWPORT CITY COUNCIL STRATEGIC EQUALITY PLAN

2020 – 2024

ANNUAL REPORT 2023-2024

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

Contents

Foreword by the Cabinet Member for Communities and Poverty Reduction (to be added)

Introduction

Summary of Achievements

Equality Objective 1: Leadership, Governance and Involvement

Equality Objective 2: Customer Service

Equality Objective 3: Representative Workforce

Equality Objective 4: Community Cohesion

Equality Objective 5: Learn Well

Equality Objective 6: Independent Living

Equality Monitoring and Capturing Data

1. Collecting Data

A. Systems

B. Consultations

2. Evaluating data

A. Fairness and Equality Impact Assessments

B. Service Area Plans

Workforce Data

Workforce Statistics Data

Supporting Documents and Information

Introduction

In April 2020, Newport City Council published its [Strategic Equality Plan \(SEP\) 2020-24](#), identifying six Equality Objectives that the Council measured itself against over the next four years. Our Equality Objectives built on work delivered in previous SEPs and were developed following a programme of consultation and engagement events held with residents and representatives from protected characteristic groups. This report relates to the final year of delivery of our 2020-2024 SEP and also highlights progress made throughout the delivery of this plan.

Our six Equality Objectives are:

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

Progress against our Strategic Equality Objectives is monitored and supported by the Council's Strategic Equalities Group (SEG). This group is chaired by the Cabinet Member lead for Equalities, and membership includes representation from, Elected Member Equality Champions, Staff Support Network Chairs, service area lead officers, Newport's Fairness Commission, and Trade Unions.

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

Summary of Achievements 2020 - 2024

The table below sets out a summary of key achievements throughout the delivery of the Council's Strategic Equality Plan against each of our Strategic Equality Objectives and outcomes. Further details on key activities within this reporting period 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 signed up to Race Council Cymru's Zero Tolerance to Racism Policy for Wales and Elected Members, Senior Leaders, Managers, and wider staff completed Anti-Racism training. • Significant dates, including Eid al-Fitr, Black History Wales, UN Anti-Racism Day and Pride in the Port, Newport's first community Pride Event, have been recognised and promoted across the city.
	Newport City Council has a clear governance structure in place to monitor equality performance across the organisation.	<ul style="list-style-type: none"> • Fairness and Equality Impact Assessments including the Socio-economic Duty embedded across the council and have been used as consideration for policy/decision making • The Council's Strategic Equality Group meets quarterly and is 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"> • Updated Community Well-being profiles, which are used as evidence in decision making and in the design of services. • Over £850, 000 of public funding, including £200, 000 in 23/24 has been distributed to over 180 community projects, overseen by a representative community steering group, working closely with representatives of Newport's Fairness Commission.

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"> • Face to Face services reopened at Newport Central Library with improvements to accessibility. • Accessibility Stakeholder Group established to advise on key council projects • Launched new corporate website fully compliant with Accessibility Standards
	Complaints relating to discrimination are managed in a way that ensures organisational learning.	<ul style="list-style-type: none"> • Review of the of the Council's Comments and Complaints Policy to simplify complaints procedure, provide clearer guidance on complaints relating to discrimination and improve organisational learning
	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 • Development of Newport Live programmes to ensure opportunities for as wide a range of people as possible. • Continued progress on the Disability Sport Wales insport Gold kitemark scheme.
Representative Workforce	Staff with protected characteristics are better represented at all levels throughout the organisation.	<ul style="list-style-type: none"> • Launched the Council's People Plan 2023 -2028 • Exit Interview process has been reviewed and now specifically considers experiences of discrimination • Updated internal demographic monitoring categories based on census categories to better reflect local communities. • Workforce Planning tool launched to allow service areas to assess and understand areas of underrepresentation • Increased female representation in upper pay quartiles. • Gender Pay Gap closed from 0.6% in 20/21 to -0.2% in 23/24.
	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 established and continue to provide a platform for under-represented groups to influence our workplace policy, service delivery and strategic decision making

	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 • Recruitment and selection e-Learning module now available for all managers • Inclusive Leadership training completed by nearly 300 Senior Leaders and Recruiting Managers provided with Anti-Racism professional learning and development
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 in Newport to secure their rights by making applications to the EU Settlement Scheme and access services post Brexit. • Supported over 1000 individuals and families displaced due to international conflict to resettle in Newport, including 322 Ukrainians, 163 Syrians and 30 Afghans in 23/24. • Established Hardship Group and a referral pathway to manage complex cases of hardship that arise as a result of insecure migration status.
	Community tensions are monitored and mitigated effectively.	<ul style="list-style-type: none"> • The council committed to deliver against promises in the Victim Support's Hate Crime Charter and established community tensions meetings 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"> • Attendance and exclusion data monitored weekly and monthly, including by Protected Characteristic • The continued provision supporting learners, who are vulnerable to not having an educational pathway, including those who are Electively Home Educated (EHE), not attending due to Emotional Based School Avoidance (EBSA) and at risk of not being in education, training, or employment (NEET).
	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 • Llanwern High School awarded the inaugural Betty Campbell MBE Award for its work on Anti-racism.

		<ul style="list-style-type: none"> • Further supported schools to embed the ‘whole -school approach to emotional and mental well-being’ set out in the Welsh Government’s Framework (2021)
Independent Living	People are empowered to live in their own accommodation for longer.	<ul style="list-style-type: none"> • Over 430 homeless households at any one time were accommodated in temporary accommodation and over 10,000 people supported via floating support services to access and maintain their accommodation and prevent homelessness, including over 3000 people in 23/24. • Developed of a range supported housing schemes, including specific provision for young people, people with mental health conditions and Care Leavers. • Rapid Rehousing Transition Plan developed to align with Housing Support Programme Strategy priorities. • The Royal Foundation’s Homewards programme established in the City concentrating on supporting homeless families and people with complex needs.
	People are empowered to play an active role in their local communities	<ul style="list-style-type: none"> • Community Connectors supported over 12000 people to connect with, and be involved with, their local communities, including 5963 in 23/24.
	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 six projects for people escaping domestic abuse, including specific provision for people from a minority ethnic background. • Domestic Abuse Floating Support service support over 500 to remain in their own homes. • New scheme launched for women subject to sexual and financial exploitation in a ‘safe house’ • Enhanced support given to women sleeping rough who are also subject to domestic abuse including gender-specific cold weather accommodation and 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 (SEP), we must lead by demonstrating our commitment to equality and being an example of good practice. Since publishing our Strategic Equality Plan, we have worked hard to ensure that our equality objectives will be delivered effectively over the lifetime of the Plan.

Throughout the delivery of this plan, the Council's Strategic Equality Group (SEG) has been instrumental in supporting the delivery of our equality objectives and developing an innovative approach to delivering equality work across the Council, which meets our statutory duties and effectively involves key stakeholders. The involvement of Staff Support Network Chairs has also provided a platform for staff from under-represented groups to access senior decision-makers, influence policy, and ensure the lived experiences of people who share a range of protected characteristics is heard and acted upon.

In the first reporting period, we successfully embedded the [Socio-Economic Duty \(SED\)](#) into the Council's strategic decision-making process, and the duty has now been considered against a range of decisions. Throughout the delivery of this plan, we have continued work to maximise opportunities to achieve its overall goal of improving the lives of people and communities experiencing socio-economic disadvantage. During this reporting period, we have provided support decision-makers to increase their understanding of the SED and commenced work to develop our Fairness and Equality Impact Assessment (FEIA) process to ensure equality and reducing inequality of outcome remain at the heart of our decision-making.

FEIAs are a systematic approach to ensure that the Council's decision-making process is fair, considers our legislative responsibilities, considers relevant evidence, and seeks to secure the best outcomes for our communities. We continue to publish all FEIAs in a central and easily accessible location on our [website](#). Key assessments completed in this financial year include the Council's annual budget for 2024/25 and associated savings proposals.

Involvement

Over the past four years, the Council has significantly invested in Participatory Budgeting (PB) and Newport has led the way in Wales in using this approach to bring local people come together to decide how public money is spent. Since 2020, a total of more than £850k has been allocated in this way, supporting over 180 projects, and more than 850 people have taken part in voting.

Whilst the PB work is overseen by Newport City Council, a wider team of people are involved in planning and delivery including representatives from Aneurin Bevan Health Board, Newport 50+ Forum, Newport Youth Council, Gwent Association of Voluntary

Organisations, and individual local people. This year, £200,000 was secured from the UK Government's Shared Prosperity Fund and in June the Council and its delivery partners completed a fifth PB programme since 2020. This year's PB programmes addressed important issues like dementia support, women's health, loneliness, and young people's wellbeing. Events were held in the Dolman Theatre where local community groups presented their projects and local people voted to decide who received the funding they requested.

Successful projects and groups who have received financial support since 2020 have supported the Council to advance equality for a wide range of communities and were particularly strong in support for:

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

Visibly celebrating Newport's diversity

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

April – June 2023

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

July – September 2023

- Pride in the Port, Newport's first community pride event
- Bi-Visibility Day
- International Day of Sign Languages
- International Day of Older Persons

October – December 2023

- Black History Wales/ Black History 365

- Hate Crime Awareness Week
- Transgender Day of Remembrance
- White Ribbon Day
- World Aids Day

January – March 2024

- Lunar New Year
- Holocaust Memorial Day
- LGBT+ History Month
- World Care Day
- International Women’s Day
- UN Anti-Racism Day

DRAFT

Equality Objective 2: Customer Service and Access

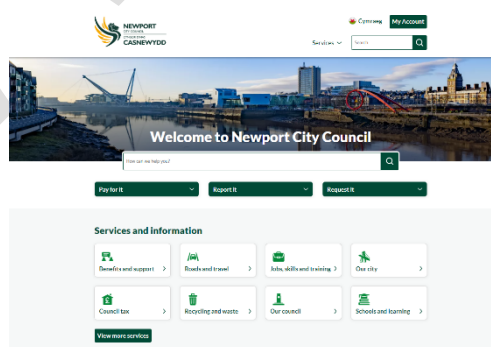
“Newport City Council’s services are accessible to everyone in Newport, providing services that are both inclusive and considerate of individual need”

Customer Service and Access

The COVID-19 pandemic presented unprecedented challenges for all services, particularly our Customer Services, as we had to adapt to protect our staff and residents. Service adjustments led to an increase in service requests online and through the Contact Centre. As restrictions eased, we continued our work to ensure equitable access to the Council's in-person and digital services.

In March 2023, we reopened Face-to-Face services to the public in Newport Central Library Museum and Art Gallery, with a range of improvements to accessibility for all residents, particularly disabled people. Residents can now request information via the front desk and book appointments to access key services across the Council, such as Housing, Council Tax, and Planning. To ensure our services meet residents' cultural and linguistic needs, this year, we have continued to work to recruit staff proficient in Welsh and various community languages to improve our ability to provide comprehensive and inclusive support to all customers. We now have staff proficient in various community languages, including Bengali, Arabic, Urdu, and Panjabi, which, according to the 2021 Census are among the top main languages besides English and Welsh spoken by Newport residents.

In February 2024, the Council launched Phase 1 of the corporate website redevelopment project, which was identified as a priority to support our [Digital Strategy](#). The new website complies with Web Accessibility Standards ([WCAG 2.1 AA](#) compliant and [WCAG 2.2](#) ready), includes improved accessibility features and is more compatible with screen readers or other assistive technology. Google's Lighthouse tool, which tests a website's performance, indicates a perfect score (100/100) for accessibility and best practices.



Engagement in Sports, Leisure, Art, and Culture

Throughout the delivery of this plan, we have worked with Newport Live to improve and further develop programmes that reduce barriers to accessing sport, leisure, and cultural provision within the city.

This year, our primary focus has been on advancing towards the insport Gold standard while also strengthening partnerships, expanding community programs, and enhancing training initiatives to build a more inclusive environment across the community. We engaged in extensive consultations with insport panel members and in March 2024, the Newport Live team delivered a comprehensive presentation to the

insport panel, showcasing our commitment and progress. If successful, Newport will become the first local authority to receive this prestigious award, setting a benchmark for others to follow.

The partnership with the Education sector has flourished over the past year. The Newport Live Community Sport and Wellbeing Team is now delivering programs in all but one school with an Additional Learning Needs (ALN) department. This initiative supports mainstream schoolteachers, enhancing their confidence and capability in engaging children with disabilities in sport and physical activity. Additionally, the team has been working closely with special schools, ensuring that these institutions not only receive additional extracurricular opportunities for their students to stay active but also benefit from improved Physical Education (PE) quality.

We have also made significant progress in community-based initiatives. The "Wheels for All" project has advanced considerably, and we have developed an inclusive program on the newly improved tennis courts at Tredegar Park. Newport Live's Community Sport and Wellbeing Team has been working in partnership with Social Services to actively support playschemes and has introduced a new community program, "Welly Get Together." These efforts aim to create accessible and inclusive opportunities for all members of the community to engage in physical activity and social interaction.

Another key priority for our partners, Newport Live this year has been the "Making Every Contact Count" initiative, focusing on disability and inclusion training. They have dedicated resources to train a wide range of individuals, including mainstream teachers, the entire Community Sport and Wellbeing Team, and local grassroots club coaches. This extensive training effort is designed to ensure that more people feel confident and equipped to work in the physical activity space, fostering a more inclusive environment for all. These efforts reflect our ongoing commitment to fostering an inclusive environment where all individuals, regardless of ability, can actively participate in sports and physical activities.

Equality Objective 3: Representative Workforce

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

Becoming a more representative organisation is key to achieving our vision of a more equal Newport. Diverse lived experiences, thoughts, and skills will support us in meeting Newport's needs and ensuring residents have trust in us. We have continued to make progress toward meeting our Strategic Equality Objectives throughout the delivery of this plan and remain committed to delivering a representative workforce. We have aligned objectives in key strategic documents, such as our new People Plan and new Strategic Equality Plan 2024 -2028 to ensure increasing the representation of under-represented groups remains a priority for Newport City Council for the immediate future and the next few years. We have also taken further steps to improve our policies, practices, and procedures to create an inclusive culture where all staff are treated with dignity and respect.

People Plan 2023-28



In January 2024, Newport City Council launched its new [People Plan 2023-28](#), which sets out the Council's vision to have a representative, supported, motivated and engaged workforce. In line with the overarching aims of the Public Sector Equality Duty (PSED), Newport City Council's People Plan recognises the role of the Council in advancing equity internally and in local communities over the next five years. The delivery of this plan will contribute to Wales's Well-being Goal of "A More Equal Wales" set in the Well-being of Future Generations Act (Wales) 2015.

In developing the People Plan, we also aligned this plan with the Equality Objectives within our Strategic Equality Plan, particularly Objective 3, Representative Workforce, to ensure increasing the representation of under-represented groups remains a priority for Newport City Council and we continue to build an inclusive culture, which recruits, develops, and retains staff. More specifically, to achieve this, the People Plan's strategic themes include:

- **Representation and Transformation**
 - This strategic theme focuses on work to ensure our workforce is more representative of the city we serve, whilst enabling a forward thinking, collaborative and transformational workforce.

The People Plan's strategic themes are also underpinned by new employee values and behaviours, such as Fairness for All, developed in collaboration with staff across the Council and will support us in building a more inclusive workplace culture



“Fairness for all” embodies our commitment to treating all individuals with impartiality and justice, within the workplace. This demonstrates our commitment as a workforce to creating an environment where every employee is given equal opportunities, fair treatment and consideration, regardless of

differences or backgrounds. “Fairness for all” is at our core of creating a positive and inclusive workplace culture. When embraced by individuals and embedded in organisational practices, it contributes to employee satisfaction, engagement, and the overall success of the city council.

Gender Pay Gap

While women have long represented a high percentage of our workforce, changes in policies and organisational culture have continued enable the Council to further gender equality, including in relation to the Gender Pay Gap. Unlike equal pay, the Gender Pay Gap is the percentage difference between the average (mean and median) earnings of men and women across a workforce. In 2022/23, Newport City Council closed the Median Gender Pay Gap from 2.0% to -0.4% and increased female representation in upper pay quartiles. In the last year, we have continued to maintain an inverse median gender pay gap, which has slightly decreased to -0.2% from the previous year. Women earn £1 for every £1 that men earn when comparing median hourly pay and continue to represent the majority share at the most senior levels.

Table 1: Gender Pay Gap 2020 - 2024

	2020 -21	2021 -22	2022 -23	2023 -24
Median Gender Pay Gap	0.6%	2.0%	-0.4%	-0.2%
Mean Gender Pay Gap	1.9%	1.5%	0.6%	1.2%

Note: Median is the middle hourly pay rate, when you arrange your pay rates in order from lowest to highest and Mean is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees.

Staff Equality Networks

In our first reporting period (2020-21), Newport City Council established three staff equality networks for Minority Ethnic, LGBTQ+ and Disabled staff. These groups are a powerful agent for organisational change, which actively influences policy and process. As well as supporting us in fostering an inclusive culture, ensuring the voices of underrepresented groups are heard and listened to, and the delivery of our equality priorities, internally and across our communities. Throughout the delivery of this plan, our networks have contributed to identifying and addressing challenges for under-represented or potentially marginalised groups, including by providing peer support to colleagues, raising awareness of key issues and supporting the development of key strategic documents, policies, and procedures, such as Corporate Plan, People Plan, Strategic Equality Plan, Wellness at Work Policy and Employee Exit Process.

Workplace Culture

Throughout the delivery of this plan, we have continued to work to increase the amount of content relating to equality and diversity visible to staff, including on our internal communications platforms and the Council’s annual staff conference, which our Staff Equality Networks delivered bespoke sessions at this year. This has also included

sharing messages or organising events to mark significant dates in the Equalities calendar throughout the year, topical updates or raising awareness on key issues, including Anti-racism, Hate Crime, LGBTQ+ Inclusion, and the Social Model of Disability. We have also offered a range of professional development and learning opportunities for elected members and staff at all levels, including Anti-racism sessions in line with recommendations in the [Anti-racist Wales Action Plan](#).

DRAFT

Equality Objective 4: Community Cohesion

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

As a local authority, community cohesion is a central theme within our equality related work plans, and our priorities in this area are informed by the delivery of the Welsh Government’s community cohesion work plan for local authorities. The ongoing implications of Brexit, the wider migration crisis, and the disproportionate impact of the pandemic on minority communities have presented significant challenges to community cohesion. Most of our cohesion work throughout the delivery of this plan has been reactive, supporting communities to access advocacy or support, developing online communications channels to share important updates, and responding to conflict.

Hate Crime and Community Tensions

In 2021, during Hate Crime Awareness Week, Newport City Council signed up for [Victim Support’s Hate Crime Charter](#), which sets out how victims of hate crime should be treated. Throughout the delivery of this plan, we have strengthened our commitment to addressing all forms of hate and continue our tension-monitoring meetings with our partners in Gwent Police to enable us to monitor and mitigate emerging community tensions effectively. To improve understanding of the different types of hate crime and tackle rising incidents, in this period we have continued to deliver hate crime training highlighting discrimination faced by people with different protected characteristics in schools and to frontline staff and community groups.

EU Settlement Scheme and Support

Our teams have worked hard to promote awareness of the EU Settlement Scheme (EUSS) and post-Brexit rights to support resident migrants in securing their rights and ensure understanding of status entitlements. Since 2020, our EU Citizens Forum has continued to meet virtually, bringing together community members and third-sector services to address issues affecting EU citizens in Newport effectively. We have also continued coordinating a weekly multi-agency drop-in for EU citizens in Newport, which has supported over 500 people in accessing immigration advice, EUSS application assistance, or other practical support in this period.

Resettlement Schemes

As highlighted in our [Corporate Plan](#), we aspire to be a City of Sanctuary, which supports asylum seekers, refugees and our global community to settle and become part of our community. Throughout the delivery of this plan, we have continued to support vulnerable people and those at risk who have arrived in UK via resettlement schemes to resettle in Newport. During periods of international conflict, we have continued to work closely with the Home Office, the Welsh Government, other local authorities and, where possible, community organisations and residents to support relief efforts. Since our first reporting period (2020-21), the Vulnerable People Resettlement Scheme (VPRS) team has supported over 1000 individuals and families who arrived in the UK via resettlement schemes or other routes to resettle in Newport

and lead independent, safe, and productive lives. This support has not only benefited the individuals and families directly, but has also enriched our local community, ensuring everyone living in Newport feels a sense of belonging.

Hardship Group

In 2021, we established a Hardship Group and a referral pathway to manage complex hardship cases arising from insecure migration status. Representation includes Social Services, Housing, Connected Communities, and external partners such as Health Services and third-sector organisations. Since 2021, this group coordinated support and explored sustainable solutions for approximately 100 individuals and families experiencing hardship, including approximately 30 this period year.

DRAFT

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”

Schools and education settings have remained committed to working proactively to support the changing needs of their learners and addressing the negative impact caused by disruptions to education, including the Cost-of-Living crisis. Schools have continued to deliver their Curriculum for Wales, including the new Relationship and Sexuality Education (RSE) requirements, the new Additional Learning Needs Act, and the Whole School Approach to Emotional and Mental Health Statutory document. However, some learners have been reluctant or unable to return to school and settings. As a result, this has put enormous demands upon both the Educational Welfare and Inclusion Service.

Attendance

Attendance was a priority for all School Development Plans (SDPs) in every secondary school. The strategy and systems for evaluating and monitoring attendance in Newport schools have been shared as best practice across the region. Attendance strategy and policy is part of the induction programme for all new Headteachers.

Data sets for attendance in 2022-23 have been published by Welsh Government for the first time since the pandemic. Newport’s performance in attendance for 2022-23 academic year has compared favourably with the National Average, for both primary and secondary sectors. Data analysis has identified the need for a continuing focus on rates of persistent absence.

Boys’ and girls’ attendance are at very similar rates for secondary schools. Girls’ attendance is slightly higher than boys’ at primary, but this is in line with the national picture. Learners who are not entitled to free school meals have higher rates of attendance than those who are entitled to free school meals, but this is in line with the national picture.

The Education Welfare Service has provided professional learning for Governing Bodies in a cluster training model. The Education Welfare Service Manager and the Inclusion Advisor have facilitated joint meetings with the Headteacher and Chair of Governors of every secondary school, to support schools’ self-evaluation of their attendance and exclusion rates.

Grant funds for the new financial year are being targeted towards projects aimed at improving attendance and raising attainment of vulnerable groups of learners. Our regional Gwent Education Multicultural Service (GEMS) service specifically monitors the attendance of vulnerable groups of learners.

In March 2024, A ‘Welcome to Newport’ breakfast event was hosted by the GEMS Service for newly arrived families to our city. Approximately twelve families engaged, with interaction with families enabling the Education Service to identify specific areas of query and support required by families to facilitate children’s successful transition into our school system.

Emotionally Based School Avoidance

Newport MIND were engaged to provide a community focussed programme of direct work and project work, specifically in support of learners who may be considered EBSA (Emotionally Based School Avoidance).

24 referrals were made to this service by Newport secondary schools and 16 of those pupils engaged with support offered. Support provided included:

- Newport Mind support groups
- Newport Mind Young Persons volunteers project
- Individual sessions
- Team Around the Family meetings
- Group consultations
- EBSA clinics
- Peer support groups
- School seminars
- Volunteer group meetings

Exclusions

Reducing rates of exclusion across both primary and secondary schools remains a priority for the Inclusion Advisory Service. Exclusion data is tracked monthly.

There has been a slight increase in the number of incidents of fixed term exclusions (year to date) in the primary sector, during the Spring term 2024 in comparison with the same period in 2023. In the secondary sector, the number of incidents and number of days of exclusion have reduced when compared with the same period last year. Overall, the number of permanent exclusions has reduced during Spring term 2024 compared with Spring term 2023.

At the start of Spring term 2024, two Inclusion Higher Level Teaching Assistants (HLTAs) were appointed within the LA to work directly with children and young people across Newport schools. The HLTAs work specifically with pupils who are vulnerable to disengagement and exclusion and work directly with staff in schools, modelling strategies and interventions with the aim of supporting some of the most vulnerable learners in the city. In addition, a Welsh-medium Teacher Advisor also started working within the Inclusion Advisory Service – this role was created specifically to add an inclusion related resource for Welsh-medium schools across the city and to specifically support Outcome 6 of the Welsh Education Strategic Plan (WESP).

A 'Harmful Behaviours Protocol' for schools was launched in October 2023. Several consultation events / meetings were held prior to the launch to consult with all stakeholders.

Within the 'Harmful Behaviours Protocol' for schools, a total of nine multi-agency meetings were held to discuss support for pupils under this newly developed approach. The basis of the protocol is to ultimately reduce the number of incidents in schools relating to harmful behaviours and the protocol outlines bespoke support available to schools in managing these incidents. Initial feedback from Secondary school Head teachers, received in spring term 2024, has been positive and there are

plans now in place to amend the protocol in order for 'roll out' into the Primary schools in the latter part of summer term 2024.

Significant training and professional learning in relation to ALN and Inclusion was offered to schools during this period on an individual, cluster, and whole LA basis. This included specific training (over four sessions) aimed at supporting new ALNCoS in schools as well as a variety of other professional development. Training offered included: Behaviour Management (Primary and Secondary), Attachment Awareness, Restorative Approaches, Anti-racism training and Nurture approaches. Evaluations of all of the training provided via the Inclusion Advisory Service indicated that nearly all school based staff that attended the sessions felt more confident in providing a more inclusive environment for all of their learners as well as having a wider understanding of the support that is available to them via LA teams and specialist settings (Ysgol Bryn Derw ASD outreach support, access to Teacher Advisers and the Bridge Achievement Centre outreach programme).

During the Autumn term 2023, an evaluation of the weekly 'Inclusion Advisory Service helpline' for schools indicated a high demand for support from schools for pupils within the Early Years (Nursery / Reception), Years 3 and Years 8-9. Nearly all primary and secondary schools in Newport have now accessed the helpline at least once (during the Autumn term) and are using access to this as part of their own 'graduated response' in schools. This has been an effective use of teacher advisor time in supporting more schools.

Not in Education, Employment or Training (NEET)

The Youth Engagement and Progression Framework (YEPF) has continued to be supported by all key partners.

Newport has made a significant positive impact on the numbers of young people who are NEET. The Youth Engagement and Progression Framework has ensured a continuous focus on young people who are at risk of becoming NEET. The reduction in the number of young people who are NEET remains a priority for Newport City Council. This cross-service approach has proved highly effective with the NEET figures reducing year on year with Newport performing 1st position in Wales in 2023 for Year 11 leavers.

Multi agency and partnership work is highly effective. For example, ALN specific wellbeing meetings were held for all pupils in Y11, 12 and 13 during the academic year 23-24.

The local authority partnership relationships with all secondary schools and the BAC have proved crucial to achieving positive outcomes for young people. This excellent relationship between all partners and schools has ensured shared accountability between the schools and the local authority regarding support for young people who are at risk of becoming NEET. The experience of working together and offering advice and practical solutions has contributed to the NEET figures significantly reducing in Newport and young people making successful meaningful transitions.

The proportion of Year 11 school leavers recorded as being NEET in 2023 ranked the local authority in 1st position in Wales. This performance retains Newport in a position below the all-Wales average for the 8th consecutive year.

The proportion of Year 13 school leavers recorded as being NEET in 2023 ranked the local authority in 3rd position in Wales. This performance retains Newport in a position below the all-Wales average for the 9th consecutive year.

Anti-Racism in Education

In August 2022, the Gwent Safeguarding Board established an Education Race Subgroup to look at the reporting of racism by pupils, in all schools.

At this time, all Gwent local authorities' statutory processes for reporting protected characteristics were audited. The outcome demonstrated that processes were both compliant and reflective of current national policy and best practice guidelines. It was also noted that the number of racist incidents reported and recorded in schools vary and are unlikely to reflect the actual number of racist incidents which occur.

The multiagency group recognised that schools, alone cannot solve racism in the wider community but can develop a culture where racism is understood, and reporting racism is customary.

The Education Race Subgroup acted to commission Cardiff Metropolitan University to undertake a small but significant study across Gwent primary and secondary schools into the reasons why pupils may under report racist incidents in their schools. Parents and educational workforce professionals were also part of the research groups and provided a very helpful insight into racist incidents.

A high level 3-year action plan was developed, to strengthen Anti Racist policy and practice within the Local Authority and across educational settings by implementing key recommendations from the research.

The Chief Education Officer requested every Headteacher attend a launch day, to ensure that all schools prioritise relevant actions within their own contexts. Newport's response to the research was a focus for a workshop presented to the Regional Governors' Conference in March 2024. Approximately 30 governors attended the workshop. The key messages were also shared at the NC Staff Conference in June 2024.

Protected Characteristics:

Newport Healthy Schools Team have been closely involved with a national working group to develop the draft Welsh Government Transgender guidance document, including evaluating associated resources before the guidance is issued for consultation.

Welsh Government will consult more widely during the summer term. There is a focus on encouraging stronger parental engagement in this area of work.

Tackling All Aspects of Poverty:

Multi-agency 'Anti-Poverty Roadshows' have been successfully held at an increasing number of Primary and secondary schools during the academic year.

Funding has been allocated to support the introduction of the One Million mentors Scheme into Newport secondary schools. Following a successful pilot model facilitated by The John Frost School, the programme is being initiated in nearly all other secondary schools this term. Aimed at learners aged 14 years and over, the interim impact report outlines that 34% of our Mentees are from the BAME community which is 20% higher than the population data for Newport. 63% of Mentees are from disadvantaged backgrounds. There is an even gender split of mentees across schools.

Gwent Music Service provide free lessons for all FSM pupils who choose to take up a musical instrument. The service uses grant funding to cover cost of external qualifications, an accompaniment service, music activities and to provide instrument and equipment. 90 pupils in Newport have benefitted from this offer this academic year.

There is strong network of schools engaged in work with the Foundation of Community Engagement, with 36 schools and settings in Newport working with the organisation towards the Heart of the Community Award. The award programme focuses on engaging families to improve health, attainment, achievement, and access to employment.

Welsh Government Community Focused Schools grant funding has been allocated to all schools across the city – this funding will support the continuing work of Family Engagement Officers, within the following expectations:

- establish and foster good relationships with families of children and young people at the school
- ensure the school is welcoming to families and take steps to get to know them
- encourage and support parental involvement in the school and engagement in children's learning
- promote and facilitate opportunities for adult and community learning
- make a range of communication methods available, appropriate to the family's needs and preferences

The Education Service has assisted the Policy Team to distribute Free Sanitary products to all Year 5 & Year 6 Pupils in all of our schools. The Education Business Manager has also developed a relationship with the Youth and Play team and is supporting them to promote free holiday activities for families.

The Education service is working closely with the Migration and Benefits Teams to secure solutions to continue to support pupils with No Recourse to Public Funds with FSM during the next academic year.

We have ensured effective communication with schools relating to Free examination appeals for learners who are economically-disadvantaged (via WG funding).

At the beginning of March, a three day 'Moving On' event was facilitated by the Education Service and hosted at Coleg Gwent. Grant funding was provided to all secondary schools and settings to enable learners to attend with school-based staff.

The event brought together a wide variety of providers to demonstrate options available to learners at the end of their compulsory education. This event is one part

of a comprehensive offer provided to students who may be at risk of becoming NEET (Not in Education, Employment or Training).

DRAFT

Equality Objective 6: Independent Living

“Newport City Council contributes to the city being a great place to live, to grow older and live independently, and has in place a range of housing related services, which accommodates people in different situations”

Our housing and homelessness services have continued to experience considerable pressure, with a significant increase in demand for temporary accommodation (TA) provided under homelessness legislation due to a range of issues, including UK government policy, changes in legislation and socio-economic factors. To address these challenges, we developed a housing transformation programme to support work to make homelessness in Newport rare, brief, and unrepeatable. During this reporting period, we have focused on developing the internal structures and infrastructure required to support these changes through Service Restructure.

While the number of people sleeping rough in the city has risen, ongoing collaboration with partner housing associations has supported 293 new affordable housing units of accommodation to be developed, including 95 void properties brought funded under the Welsh Government’s Transitional Accommodation Capital Programme. To further address current demand and future legislative changes, the Council has also undertaken a re-structure of Housing Services to transform the frontline team and increase the councils to focus on homelessness prevention and move on from TA. This change has been underpinned by a wider cultural shift to working in line with best practice, including trauma informed approaches for people with complex needs.

We have also continued to consolidate and remodel our support services to ensure they meet the needs of potentially marginalised groups. As part of this work, the Housing Support Team has started a three-year programme of re-tendering most of its floating support services. This will focus services more on homeless prevention and tenancy sustainment to align with the Housing Support Programme Strategy priorities and Rapid Rehousing Transition Plan’ Action Plan. Another priority is to support people in Homelessness Temporary Accommodation, especially those with complex needs that has increased completion of a minimum of 50 units of void

Housing Support Grant and Homelessness Prevention Grant projects, including floating support, mediation, and housing options staff, continue to support people to maintain their accommodation and prevent homelessness. In addition to over 80 units of supported accommodation, Housing Support Grant also funds 22 units in four refuges, including one specifically for Black, Asian, and Minority Ethnic women and two as part of a regional scheme for women with more complex needs. Our work with the Gwent Gypsy and Traveller Support Service and Migrant Support Service continues, with dedicated support workers providing support and advice to proactively address the disadvantages and inequalities that result in barriers to accessing housing. During the year additional grant was allocated to the Council to primarily improve the working conditions of support staff and make the supported housing sector more attractive as a career option.

In addition, our Domestic Abuse Floating Support (DAFS), crisis and advice scheme support a minimum of 360 women in their current temporary or permanent accommodation. It includes a dedicated post working with minority ethnic women. Responsive to changing local needs, an existing refuge has been re-configured into a 'safe house' for financially and sexually exploited women in the city.

Partnership working is essential in addressing the issues in housing, homelessness and housing support services in the City and regular meetings are held with key partners, such as Health and Registered Social Landlords. The Ending Homelessness Multi-Disciplinary Group has been established to address the long-term and complex needs of some of our most vulnerable citizens. This Multi-Disciplinary Team approach has supported the Council to improve outcomes for individuals with multiple or complex needs.

As well as providing accommodation, since 2020/21, our Community Connectors have supported over 12,000 people, including 5,693 people in this period with information, advice and assistance and signposting to local services. Connectors continue to map community activity provision, work with groups at a grassroots level to re-build their capacity and signpost to funding sources to ensure sustainability.

DRAFT

Equality Monitoring and Capturing Data

The council uses equality data 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 used 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 various community groups, citizen panels, and the general public. We develop surveys and consultations based on the needs for service changes, improvements or strategies that will affect the community. This year, we have consulted on various topics such as setting our annual budget for 2024/25, upcoming plans, for example, our Strategic Equality Plan 2024 – 2028, policies and proposals. Consultation methods have included online surveys, sharing of consultation opportunities on our website and social media platforms and Bus Wi-Fi surveys. Using demographic monitoring for all surveys and consultation exercises means we can now better understand the needs of people in Newport that share protected characteristics, and the differential impact of our proposals.

Consultations can be found [here](#).

C. Community Well-being profiles

In line with the [Well-being of Future Generations Wales Act \(2015\)](#), the council published our [Community Well-being Profiles](#) in 2022. The profiles are available on our website for the public, as well as internally on our intranet system for staff. These profiles provide a source of data across different areas, including data on ethnicity and are often used by the council to inform equality impact assessments.

D. National Census

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

Data from the 2021 Census of England and Wales can be found [here](#).

2. Evaluating data

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

A. Fairness and Equality Impact Assessments

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

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

B. Service Area Plans

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

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

Workforce Data

The following workforce data shows information about the protected characteristics of our employees between April 2023 and March 2024. The data shows that at the time of reporting there were 5858 staff employed by Newport City Council which is a decrease from 5941 in the last reporting period.

Comparing workforce data against national statistics remains challenging due to differences in how employee systems collect data compared to the Census of England and Wales. Work continues to align our systems to ensure comparative data can be analysed effectively, information is managed securely, and we instil confidence that our monitoring is inclusive. We have continued to update the recording options that we offer potential and existing staff to better align with the 2021 Census as part of our ongoing commitment to continuously improve how we capture data. We hope to include this data and further analysis in future Annual Reports.

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

In our first reporting period (2020-21), we started to capture data relating to Armed Forces connections, Care Leavers, gender identity, and gender reassignment for applicants and existing staff. This data can currently only be reported in low numbers. However, we hope to include further detail in future reports.

As an indication of applicant data, we can report that out of 6588 applicants:

- 146 disabled applicants were eligible for a guaranteed interview under our 'Disability Confident Scheme'.
- 72 applicants from the Armed Forces Community were eligible for a guaranteed interview under our ['Defence Employer Recognition Scheme'](#).
- 45 Care Leavers were eligible for a guaranteed interview under our 'Care Leavers' agreement.
- From the 'Gender Identity' question, 42.07% identified as female, 19.52% as male, 0.34% selected 'other' and 38.05% of respondents left the question blank.
- 37 applicants disclosed that they have had gender reassignment.

Data Analysis

At the time of data capture, we had 5858 staff employed, 917 leavers and 6588 applicants. Anomalies in data (numerical statistics in 'pay band by sex,' 'contract type by sex,' 'working pattern by sex') are due to the time that reports were run/requested but were analysed from a date correct at 31/03/2023 and the percentages displayed are reflective of the correct data. Intersectional data was analysed from a primary spreadsheet that allowed all categories to be filtered and defined simultaneously.

Ethnicity

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

Ethnic Origin	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Arab	1	0.0	1	0.1	8	0.15
Asian or Asian British - Bangladeshi	38	0.6	6	0.7	119	2.18
Asian or Asian British - Indian	24	0.4	4	0.4	75	1.37
Asian or Asian British - Other	32	0.5	9	1.0	98	1.80
Asian or Asian British - Pakistani	47	0.8	8	0.9	131	2.40
Black or Black British - African	52	0.9	7	0.8	133	2.44
Black or Black British - Caribbean	16	0.3	4	0.4	11	0.20
Black or Black British - Other	10	0.2	1	0.1	8	0.15
Chinese	10	0.2	3	0.3	50	0.92
Other Ethnic Group	0	0.0	0	0.0	43	0.79
Gypsy/Traveller	4	0.1	1	0.1	0	0.00
Mixed - Black African	23	0.4	8	0.9	22	0.40
Mixed - Other	18	0.3	7	0.8	40	0.73
Mixed - White & Asian	11	0.2	0	0.0	17	0.31
Mixed - White & Black African	33	0.6	4	0.4	12	0.22
Mixed - White & Black Caribbean	13	0.2	3	0.3	35	0.64
Roma	0	0.0	2	0.2	1	0.02
White - British	3587	61.2	528	57.6	2648	48.51
White - English	113	1.9	21	2.3	119	2.18
White - Irish	34	0.6	5	0.5	17	0.31
White - Other	84	1.4	16	1.7	129	2.36
White - Other European	60	1.0	10	1.1	106	1.94
White - Scottish	9	0.2	2	0.2	7	0.13
White - Welsh	1445	24.7	230	25.1	1314	24.07
Not Stated	15	0.3	1	0.1	12	0.22
Prefer not to say	26	0.4	3	0.3	28	0.51

(blank)	153	2.6	33	3.6	83	1.52
Redacted (GDPR)	0	0.0	0	0.0	187	3.43
Total	5858	100	917	100	6588	100.0 0

DRAFT

Key findings:

- 91% of staff identify their ethnicity as white; this includes White – British, Welsh, English Scottish, Irish, European, Other White.
- 2.40% of staff identify their ethnicity as Asian British or Asian Welsh - Other, Pakistani, Bangladeshi, Indian.
- 0.39% of staff identify their ethnicity as Chinese or Other – Chinese, Chinese or Other Ethnic Group
- 1.33% of staff identify their ethnicity as Black British or Welsh, African, Caribbean, or Other.
- 1.51% of staff identify their ethnicity as Mixed – Other, Mixed White & Black African, Mixed White & Black Caribbean, Mixed White & Asian
- 3.31% of staff were 'not stated,' 'unknown', or 'Prefer Not To Say (PNTS)'
- 2.6% of staff left their ethnicity blank similar as the previous reporting period
- 27% of applications were from Black, Asian, and Minority Ethnic backgrounds.
- Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) staff made up 5.42% of leavers, a decrease of 0.71% from 6.13% in the previous period.

Age

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

Age Group	Employees (as of 31 st March)	%	Leavers	%	Job Applicants	%
16-24	302	5.2	83	9.1	1294	19.6
25-34	1191	20.3	216	23.6	1806	27.4
35-44	1545	26.4	231	25.2	1884	28.5
45-49	748	12.8	67	7.3	556	8.4
50-54	767	13.1	88	9.6	403	6.1
55-59	668	11.4	92	10.0	290	4.4
60-64	421	7.2	67	7.3	161	2.4
65-69	161	2.7	60	6.5	30	0.4
70-74	33	0.6	7	0.8	5	0.07
75+	22	0.4	6	0.7	3	0.04
Prefer not to say	0	0.0	0	0.0	156	2.36
Total	5858	100	917	100	6588	100

Key findings:

- 64.6% of the workforce is aged 16-49 and over 50s make up 35.3% - similar figures as the previous year.
- 35–44-year-olds made up 28.5% of leavers, which was the highest percentage
- 71.8% of job applicants were under 45 years old, the majority were aged 25 – 34 (27.4%) and 35 -44 years (28.5%).

- In our last annual report 18.90% of applicants were aged 16-24; this report shows that 19.64% in this age bracket applied for jobs with us, an increase in younger applicants of 0.78%
- 2.36% of applicants preferred not to disclose their age.

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

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

Sex	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Female	4495	76.7	689	75.1	4746	72.0
Male	1363	23.3	228	24.9	1715	26.3
Unknown	0	0	0	0	127	1.9
Total	5858	100	917	100	6588	100

Table 5: Pay band by sex

Pay Band (£)	2022/23		2023/24	
	Female %	Male %	Female %	Male %
10,000-14,999	0.3	0.3	0.1	0.1
15,000-19,999	0.1	0.2	0.0	0.0
20,000-24,999	46.3	44.9	36.9	31.0
25,000-29,999	14.5	11.3	20.7	20.6
30,000-34,999	8.7	11.1	8.6	9.5
35,000-39,999	3.3	5.1	5.7	8.3
40,000-44,999	8.2	9.2	6.7	7.1
45,000-49,999	13.9	11.5	15.7	14.3
50,000-54,999	0.9	1.6	0.8	1.4
55,000-59,999	0.9	0.8	0.8	1.0
60,000-64,999	0.6	0.8	0.8	0.7
65,000-69,999	0.2	0.5	0.6	0.7
70,000+	1.2	1.8	1.3	2.3
Not known	1.0	0.7	1.2	2.9
Total	100	100	100	100

Table 6: Contract type by sex

Contract Type	2021/22		2022/23	
	Female %	Male %	Female %	Male %
Permanent	68.2	73.7	67.7	70.7
Acting Up	0.3	0.3	0.3	0.2
Casual	8.0	10	7.2	8.7
Fixed Term	20.7	14.2	21.6	16.3
Long Term Sickness cover	0.1	0.1	0.1	0.1
Mat Cover	0.8	0.6	0.9	0.3
Seasonal	0.7	0.5	0.4	0.3
Secondment	0.1	0.1	0.2	0.2
Sessional	0.8	0.5	1.1	2.9
Supply	0	0	0.0	0.0
Temporary	0.4	0	0.5	0.1
Total	100	100	100	100

Table 7: Working pattern by sex

Working Pattern	2022/2023		2023/2024	
	Female %	Male %	Female %	Male %
Full time	33.2	64.7	34.0	64.7
Job share	1.2	0.3	1.1	0.3
Part time	65.6	34.8	65.0	34.7
Grand Total	100	100	100	100

Key findings:

- 76.7% of the workforce are female and 23.3% are male.
- In this period, Newport City Council continues to maintain an inverse gender pay gap, which has slightly decreased to -0.2% from -0.4% the previous year. Women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.2% higher than men's.
- In this period, Newport City Council's gender pay gap was 1.2% (mean) and -0.2% median.
- In this period, the percentage of women in upper pay quartiles remained the same. Women occupy 69% of the upper quartile/highest paid jobs and 71% of the upper middle quartile.

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

Marital Status	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Civil Partnership	32	0.5	12	1.3	84	1
Divorced	273	4.7	39	4.3	209	3.2
Living with Partner	632	10.8	103	11.2	848	13.2
Married	2678	45.7	396	43.2	2648	37.3
Separated	103	1.8	15	1.6	96	1.4
Single	1763	30.1	286	31.2	2401	36.4
Widowed or Surviving Partner from Civil Partnership	52	0.9	10	1.1	31	0.3
Would prefer not to specify (blank)	72	1.2	11	1.2	104	1.7
	253	4.3	45	4.9	167	1.5
Total	5858	100	917	100	6588	100

Key findings:

- Married people (45.7%) and single people (30.1%) make up most of the workforce. The number of married staff has slightly decreased since last year.
- 0.5% of the current workforce are in a civil partnership, 4.7% are divorced and 10.8% are living with a partner.
- The highest proportion of leavers are married people at 43.2%
- The lowest proportion of leavers are those in civil partnerships, or who are widowed.
- The largest percentage of applicants are married people at 40.2% followed by single people at 36.4%.

Disability

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

Disability	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Disabled	173	2.95	34	3.7	352	5.3
Not disabled	5395	92.1	832	90.7	5852	88
Not known	290	5.0	51	5.6	384	5.8
Total	5858	100	917	100	6588	100

Key findings:

- 2.95% of the workforce are disabled, a slight increase from 2.51% last year.
- The approximate global (and local) percentage of disabled people is 15%.
- 3.7% of the leavers were disabled, a slight increase of 0.1% from 3.6% last year.

- ‘Not known’ or left ‘blank’ accounts for 5.0% of staff, 5.6% of leavers, and 5.8% of applicants.
- The number of disabled applicants has increased from 4.51% to 5.34%

Sexual Orientation

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

Sexual Orientation	Employee s (as of 31st March)	%	Leaver s	%	Job Applicant s	%
Heterosexual	3452	55.2	558	63.9	5671	86.0
Homosexual/Gay Man	50	0.7	10	1.4	85	1.2
Bisexual	47	0.6	7	1.4	189	2.8
Lesbian/Gay Woman	40	0.6	8	1.1	70	1.0
Other	8	0.1	1	0.1	40	0.6
Declined to specify (blank)	255	4.5	49	4.3	268	4.0
	2006	38.3	284	27.9	265	4.0
Total	5858	100	917	100	6588	100

Key findings:

- 2.47% of the workforce identified as gay, lesbian, bisexual or another minority sexual orientation, an increase from last year of 0.52%.
- Of those who identified with an LGB+ orientation, 0.7% described themselves as homosexual (or gay man), 0.6% as lesbian (or gay woman), 0.6% as bisexual and 0.1% selected “Other sexual orientation.”
- The number of people choosing to leave this question blank has remained at 38.3%
- We have had an increase in applicants who identify as gay, lesbian, bisexual or another minority sexual orientation rising from 5.62% to 5.82%
- Only 4.0% of applicants left this question blank, compared to 38.3 % of all staff and just over a quarter of leavers.

Religion or belief

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

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

Key findings:

- Just under half of our staff chose to leave this blank.
- Christian (all categories) and 'Not Specified' were the largest groups, with 24.98% and 12.40% respectively, following blank.
- The majority (24.98%) of staff identified as Christian (all categories), with 12.4% identifying as Protestant, 7.4% as Roman Catholic and 5.2% as Orthodox.
- 1.46% of staff identified as Muslim (Sunni and Shiite), an increase from 1.25% in the previous reporting period.
- 1.70% of leavers were Muslim, an increase from 1.41% in the previous reporting period.
- The largest group identity specified for applicants was Atheist with 18.63%.

Supporting Documents

NEWPORT CITY COUNCIL: STRATEGIC EQUALITY PLAN 2020 – 2024 & EQUALITY OBJECTIVES

Available online: www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Strategic-Equality-Plan-2020-2024.pdf

NEWPORT CITY COUNCIL: STRATEGIC EQUALITY PLAN ANNUAL REPORTS

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

NEWPORT CITY COUNCIL: FAIRNESS AND EQUALITY IMPACT ASSESSMENTS

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

NEWPORT CITY COUNCIL: CORPORATE PLAN 2022 – 2027

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

NEWPORT CITY COUNCIL: PEOPLE PLAN 2023 -2028

Available online: <https://www.newport.gov.uk/documents/Policies/People-Plan-2023-2028-English.pdf>

NEWPORT CITY COUNCIL: DIGITAL STRATEGY 2022 - 2027

Available online: <https://www.newport.gov.uk/our-council/plans-and-strategies/digital-strategy>

DRAFT